



Equality Impact Assessments 2024-25

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Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

Proposal being assessed	CAF2425-A - Deletion of posts that are vacant and posts that are no longer required due to the changing role and responsibility of the Local Authority to co-ordinate youth provision
Directorate and Service Area	Children and Family Services / Education and Family Support
Date Completed	23/11/23
Lead Officer	Rachel Dodd
Contact Number	01782 236405

Identifying the aims of the proposal

What is the main purpose and scope of the proposal?

To ensure the city council is able to discharge its statutory duty to ensure adequate youth provision is available and co-ordinated in the city, that is capable of meeting local need.

The proposal ensures that provision for children with special educational needs and disabilities (SEND) remains available and that support is provided to the voluntary community and faith sector (VCFS) to deliver universal youth provision to meet local need.

It is intended that delivery of universal youth provision moves from the city council into the VCFS where local need can best be met. It also ensures that the work of the local authority (LA) can be focused on supporting and co-ordinating youth provision in the city while continuing to prioritise support for children in care and children and young people with SEND in line with the LA statutory responsibilities.

What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

To create an annual saving from 24/25 onwards, rationalise corporate assets and prioritise statutory functions for children in care and children with SEND.

To ensure that participation and engagement opportunities for children in care and children with SEND are prioritised in line with the LAs statutory duty.

Who is intended to benefit from this proposal, how and why?

Children and young people.

Voluntary, community and faith sector groups.

Assessment of Impact

List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

The impact on children and young people with differing protected characteristics has been considered. The proposal does not impact on provision for children and young people with SEND or on children in care. The proposal reduces current discretionary community posts from 2.2FTE to 0.4FTE in order to ensure that provision for children with SEND is not impacted.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group, this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			X	Universal provision for children and young people is delivered by the VCFS.
Disability			X	Youth provision and engagement remains a priority for children and young people with SEND.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			X	
Race/Ethnicity			X	
Religion or belief			X	
Sexual Orientation (including issues relating to marriage and civil partnerships)			X	

Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?

Children with special education needs or disabilities will continue to benefit from accessible provision available in the city prioritised by the LA.

Negative Impact

If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?

N/A

Follow-up Equality Impact Assessment

Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?

No

If a follow-up EIA is not required, explain why:

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

Signed (lead officer): Rachel Dodd

Signed (lead manager): Delyth Mathieson

Date: 23.11.23

The completed and signed Equality Impact Assessment must be attached to the CO or relevant report and mailed to equalities@stoke.gov.uk



Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

Proposal being assessed	CAF2425-B - Protect in-post School Crossing Patrols
Directorate and Service Area	Children and Family Services / Education and Family Support
Date Completed	21 November 2023
Lead Officer	Paul Gerrard
Contact Number	01782 236860

Identifying the aims of the proposal

What is the main purpose and scope of the proposal?

The closure of the School Crossing Patrol (SCP) Service at locations where vacancies have been held for 9 months or more, either outside or en-route to schools. The service currently operates at 37 locations across the city

What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

Intended outcomes are to remove services where sites are currently vacant and have carried those vacancies without incident for more than 9 months and therefore reduce costs at sites where this can be achieved without impacting on the health and safety of service users.

Who is intended to benefit from this proposal, how and why?

There will be a financial benefit to the City Council.

Assessment of Impact

List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

Should the proposal be progressed as part of the City Council's budget consultation for the coming year, then appropriate consultations will take place to feed into that.

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

The ability of pupils to get to school should not be impacted by this proposal.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group, this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which

particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			X	Although the School Crossing Patrol service is designed to support school-aged pupils, this group should not be prevented from getting to school as a result of this proposal. Where SCPs are being used and are withdrawn, this will be where either: (1) there is a crossing or alternative crossing locally; (2) an assessment has been undertaken and no structural changes are needed for those crossing the road safely; or (3) an assessment has been undertaken and this has resulted in changes being made to allow the road to be crossed safely. Added to this, there is a legal assumption that it is parental responsibility to ensure pupils arrive safely at school, meaning that any resulting actions should have a neutral impact on this group.
Disability			X	Where SCPs are being used and are withdrawn, this will be where either: (1) there is a crossing or alternative crossing locally; (2) an assessment has been undertaken and no structural changes are needed for those crossing the road safely; or (3) an assessment has been undertaken and this has resulted in changes being made to allow the road to be crossed safely. This will reflect the needs of those with disabilities.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			X	Where SCPs are being used and are withdrawn, this will be where either: (1) there is a crossing or alternative crossing locally; (2) an assessment has been undertaken and no structural changes are needed for those crossing the road safely; or (3) an assessment has been undertaken and this has resulted in changes being made to allow the road to be crossed safely. This will reflect issues relating to pregnancy and the need to access school sites.
Race/Ethnicity			X	N/A
Religion or belief			X	N/A

Sexual Orientation (including issues relating to marriage and civil partnerships)			X	N/A
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Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?

No

Negative Impact

If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?

The potential for increased car use in getting children to school is a possibility, although it is recognised that these sites represent just one element in a typical route to school. The promotion of sustainable modes of transport and safe routes to school should mitigate any such impact.

Follow-up Equality Impact Assessment

Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?

Feedback should be obtained, particularly from schools, on any impact of the ability of parents to get their children to school.

The EIA assesses the impact of the proposal as neutral and it should not have any impact on service-users which could be assessed.

Signed (lead officer): Paul Gerrard

Signed (lead manager): Delyth Mathieson

Date: 21 November 2023

The completed and signed Equality Impact Assessment must be attached to the CO or relevant report and mailed to equalities@stoke.gov.uk



Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

Proposal being assessed	ASCHIW2425-A - Review the provision of the council's Telecare and community alarm service via redesign and development of alternative offers
Directorate and Service Area	Adult Social Care Health Integration and Wellbeing / Adult Social Care
Date Completed	24.11.23
Lead Officer	Ian Clarke
Contact Number	01782 238595

Identifying the aims of the proposal

What is the main purpose and scope of the proposal?

The purpose of the review of Lifeline and Telecare Services is to identify a range of options that will support service improvements, efficiency and transformation. The Council needs to ensure it is able to maximise the use of new and evolving technologies which support people in the city and a review of options and opportunities is key to developing and sustaining services for the future.

The service provides a range of functions as follows:

- 1) Call Handling - Telecare and Lifeline Call handling service also provides the City Councils Out of Hours first contact which covers the following areas and/or services:

- Council property repairs
- Noise complaints and anti-social behaviour
- Pest Control
- Highways issues
- Coroners Service
- Registrars
- Environment
- Parking
- Pest control
- Public Buildings
- Public Protection
- Director on Call Triage*
- Aspire Repairs calls (income generation)
- Staffs Housing repair calls (income generation)
- Hercules fire panel monitoring (rise high-rise, sheltered/gated schemes)
- Fire Panel checks – (low and high rise/sheltered and gated schemes)
- Fire Warden duties (low and high rise/sheltered and gated schemes)
- Out of hours support to civil contingencies*

- 2) Installation and maintenance services - The Team's core function is to *provide* and *monitor* the use of assistive technology equipment in and around the home to help people stay safe and remain independent such as a Lifeline baseline Unit, Pendant and/or a smoke detector linked to the baseline unit.
- 3) Responder Services – The team consists of trained Paramedics who are able to respond to non-emergency calls to customers who are unwell or have fallen to ensure adults are picked up safely as an alternative to calling an ambulance

In view of the range and complexity of the service provision an options appraisal has been drafted and it is proposed that each option will be reviewed with key stakeholders to identify the opportunity, risk and benefits of service provision.

*To note Council benefits from provision of Call Handling services

What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

The outcome of the proposal is that the needs of Stoke-on-Trent's adult social care clients are met cost-effectively, including through the use of assistive technology. that the provision of services must reflect local circumstances and which are mindful of the legal requirement to:

- Ensure that people have access to assistive technologies and support as and when needed.
- Any proposed outsourcing, internal transfer and/or service improvements maximise independence through the use of new and evolving assistive technologies and timely assistance to prevent falls/hospital admission or deterioration in health and wellbeing
- Efficient services evidencing value for money and maintenance of a high-quality provision.
- Be sustainable for councils in the long-term

Who is intended to benefit from this proposal, how and why?

Users deemed eligible and whom access the services provided by Stoke-on-Trent City Council.

Assessment of Impact

List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

An initial options appraisal has been drafted and will be used to explore a range of options.

Further evidence will be gathered as options are explored and analysed.

Each option will consider any impact on protected characteristics.

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

The options identified will include consultation with a wide range of stakeholders to test the viability of proposals including external partners such as ICB, NHS as well as internal partners. Any options to redesign services will require a robust cost benefit analysis to enable any decisions around future provision to be considered.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some

disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group, this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			X	Although the service's client group is almost wholly 65+, any changes to the service will be designed so that people who need social care support continue to receive it
Disability			X	Any service redesign will ensure that anyone eligible for social care support will continue to receive support to meet their needs
Gender (including sex, transgender and issues relating to pregnancy and maternity)			X	This proposal will not have any particular benefit or disadvantage based on a person's race or ethnicity.
Race/Ethnicity			X	This proposal will not have any particular benefit or disadvantage based on a person's race or ethnicity.
Religion or belief			X	This proposal will not have any particular benefit or disadvantage based on a person's religion or beliefs.
Sexual Orientation (including issues relating to marriage and civil partnerships)			X	This proposal will not have any particular benefit or disadvantage based on a person's sexual orientation.

Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?

Any increase in use of technologies must consider the impact of groups who may need additional support to use assistive technologies.

Negative Impact

If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?

No decisions have been made regarding the future of the service to date. A thorough suite of options will be developed and carefully considered. As these are developed the equality impact assessment will be reviewed and updated accordingly.

Follow-up Equality Impact Assessment

Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?

Yes

If a follow-up EIA is not required, explain why:

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

Signed (lead officer): Ian Clarke

Signed (lead manager): Peter Tomlin

Date: 24.11.23

The completed and signed Equality Impact Assessment must be attached to the CO or relevant report and mailed to equalities@stoke.gov.uk

Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

Proposal being assessed	ASCHIW2425-B - Better Care Fund review of reablement functions across the health and social care system. This will include focussing the reablement team on reablement only and promote uptake to increase numbers of people living independently
Directorate and Service Area	Adult Social Care Health Integration and Wellbeing / Adult Social Care
Date Completed	17.11.23
Lead Officer	Ian Clarke
Contact Number	01782 238595

Identifying the aims of the proposal

What is the main purpose and scope of the proposal?

Reduce the establishment of the enablement team by 5.6 FTE staff through voluntary redundancy requests.

Redesign pathways and processes to maximise efficiency within the team to maximise throughput and in turn reduce a higher level of long-term domiciliary care costs.

What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

To maximise efficiency within the department whilst ensuring services continue to meet regulatory standards. The redesigned pathways and processes will also help the team meet growing demand and ensure we enable as many people as possible to be as independent as possible.

Who is intended to benefit from this proposal, how and why?

The city council will achieve greater efficiencies from a budgetary perspective which will in turn provide greater sustainability for local citizens. By reviewing and redesigning operational pathways greater efficiency will be achieved to enable more people to access the service and increase more vulnerable adult's independence.

Assessment of Impact

List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

Staff engagement sessions will be planned to gather views on the redesign of pathways and processes which will in turn benefit vulnerable adults. Satisfaction surveys are sent out to adults using the service which in turn leads to review and service development.

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

N/A – the service delivery should not be impacted on negatively as any subsequent process/pathway redesign will ensure that service delivery for vulnerable adults is not negatively impacted. The City Council will ensure that any changes will ensure that regulatory standards continue to be met and individuals needs continue to be met.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group, this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			X	The changes proposed will neither impact positively or negatively on age therefore a neutral impact is expected
Disability			X	The changes proposed will neither impact positively or negatively on disability therefore a neutral impact is expected
Gender (including sex, transgender and issues relating to pregnancy and maternity)			X	The changes proposed will neither impact positively or negatively on gender therefore a neutral impact is expected
Race/Ethnicity			X	The changes proposed will neither impact positively or negatively on race/ethnicity therefore a neutral impact is expected
Religion or belief			X	The changes proposed will neither impact positively or negatively on religion or belief therefore a neutral impact is expected

Sexual Orientation (including issues relating to marriage and civil partnerships)			X	The changes proposed will neither impact positively or negatively on sexual orientation therefore a neutral impact is expected
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Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?

N/A

Negative Impact

If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?

N/A

Follow-up Equality Impact Assessment

Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?

The service will be monitored following pathway/process redesign to ensure it remains compliant. A further EIA will be completed if any unintended consequences become apparent.

If a follow-up EIA is not required, explain why:

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

Signed (lead officer): Ian Clarke

Signed (lead manager): Peter Tomlin

Date: 17.11.23

The completed and signed Equality Impact Assessment must be attached to the CO or relevant report and mailed to equalities@stoke.gov.uk



Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

Proposal being assessed	ASCHIW2425-C - Review of Support for Working Age Adults
Directorate and Service Area	Adult Social Care Health Integration / Mental Health and Learning Disability
Date Completed	22-11-23
Lead Officer	Matthew Nixon
Contact Number	01782 235562

Identifying the aims of the proposal

What is the main purpose and scope of the proposal?

- Ensure the LA is compliant in its statutory function to complete reviews
- Ensure clients are receiving the right level of support

What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

- Ensure clients are receiving the right level of support
- Improve the data quality on the system
- Will improve commissioning intelligence thus allowing us to better plan with commissioning colleagues and develop services fit for the future

Who is intended to benefit from this proposal, how and why?

- To ensure clients are provided with the correct; level of support to meet their identified eligible needs.
- To ensure that the city council is meeting need in the most cost-effective way thus ensuring we comply with our statutory duty as a public body, spending public money.

Assessment of Impact

List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

- This is a statutory function as defined by The Care Act 2014.
- Individuals will be consulted on any proposal as to how their eligible needs would be met before any change stake place.

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group, this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			X	This is linked to statutory outcomes as defined by the Care Act 2014
Disability			X	This is linked to statutory outcomes as defined by the Care Act 2014
Gender (including sex, transgender and issues relating to pregnancy and maternity)			X	This is linked to statutory outcomes as defined by the Care Act 2014
Race/Ethnicity			X	This is linked to statutory outcomes as defined by the Care Act 2014
Religion or belief			X	This is linked to statutory outcomes as defined by the Care Act 2014
Sexual Orientation (including issues relating to marriage and civil partnerships)			X	This is linked to statutory outcomes as defined by the Care Act 2014

Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?

No

Negative Impact

If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?

N/A

Follow-up Equality Impact Assessment

Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?

No

If a follow-up EIA is not required, explain why:

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

Signed (lead officer): Matthew Nixon

Signed (lead manager): Peter Tomlin

Date: 22.11.23

The completed and signed Equality Impact Assessment must be attached to the CO or relevant report and mailed to equalities@stoke.gov.uk

Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

Proposal being assessed	ASCHIW2425-D - Removal of 6 carer respite beds due to lack of utilisation
Directorate and Service Area	Adult Social Care Health Integration and Wellbeing / Commissioning
Date Completed	26.10.23
Lead Officer	Kate Phillips
Contact Number	01782 235938

Identifying the aims of the proposal

What is the main purpose and scope of the proposal

To decommission 6 of 11 carer respite beds due to underutilisation.

What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

The City Council currently commission 11 carer respite beds on a block contract basis across several care homes in the City. A review of usage of the beds has shown that the majority are underutilised. Removing 6 of the beds will provide a financial saving. The remaining beds will provide enough capacity to meet the needs of carers.

Who is intended to benefit from this proposal, how and why?

Adult Social Care budget. Removing 6 beds will provide a financial saving of £203k, full year effect.

Assessment of Impact

List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

A review of current usage of the 11 beds between Jan – Sept 23 showed:

Provider	No. of beds	Usage (%)
Care Home 1	3	38%
Care Home 2	4	32%
Care Home 3	4	50%

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

N/A

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group, this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			X	Respite care will still be available
Disability			X	Respite care will still be available
Gender (including sex, transgender and issues relating to pregnancy and maternity)			X	Respite care will still be available
Race/Ethnicity			X	Respite care will still be available
Religion or belief			X	Respite care will still be available
Sexual Orientation (including issues relating to marriage and civil partnerships)			X	Respite care will still be available

Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?

N/A

Negative Impact

If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?

N/A

Follow-up Equality Impact Assessment

Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?

No

If a follow-up EIA is not required, explain why:

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

Signed (lead officer): Kate Phillips

Signed (lead manager): Peter Tomlin

Date: 26.10.23

The completed and signed Equality Impact Assessment must be attached to the CO or relevant report and mailed to equalities@stoke.gov.uk

Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

Proposal being assessed	ASCHIW2425-E - Removal of Community Development Team posts as part of shift to more targeted and locality-based offer through the Voluntary, Community and Faith Sector, focused on strengthening community capacity to support prevention and early intervention.
Directorate and Service Area	Public Health
Date Completed	January 2024
Lead Officer	Alistair Fisher
Contact Number	01782 234593

Identifying the aims of the proposal

What is the main purpose and scope of the proposal?

The proposal aims to create the conditions for flourishing and resilience within communities enabled by Asset Based Community Development (ABCD) delivered across the city at a placed based level. A lead provider will be appointed from Community, Voluntary and Faith (CVF) sector that will undertake ABCD to build and strengthen community lead action in each locality of the City (North, Central, South West, South East).

What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

The overarching aim of the proposal is to work with and through communities - using individuals' talents and gifts alongside the social and physical asset available in the places they live - to build a fairer and more inclusive city that enhances the wellbeing of local residents.

The outcomes of the proposal will be achieved by the council and the VCF sector working collaboratively using the principles of ABCD. ABCD is an established model with examples of good practice being delivered in our City. Therefore, this proposal builds from a position of strength and provides opportunities to increase the voice of local residents and the VCF sector to coproduce answers to the challenges seen across the city.

Who is intended to benefit from this proposal, how and why?

The intended beneficiaries of this proposal are residents of the City. Evidence shows that individual's wellbeing can be enhanced through the use of community-centred approaches. Through the locality based ABCD that builds self-determination and empowerment the proposal intends to spread, depth and scale of community lead action that shapes the social fabric and resilience of our communities.

Assessment of Impact

List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

Not available.

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

Monitoring data at an individual level is not routinely collected. The data that is available includes the groups and organisations which the community development team support and provides an overview of equalities impact of the team and a benchmark for future developments.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group, this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			X	The proposal intends to build social and physical assets in the city to support all residents to thrive across their life course.
Disability			X	The proposal intends to build social and physical assets in the city to support all residents to thrive across their life course.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			X	The proposal intends to build social and physical assets in the city to support all residents to thrive across their life course.
Race/Ethnicity			X	The proposal intends to build social and physical assets in the city to support all residents to thrive across their life course.
Religion or belief			X	The proposal intends to build social and physical assets in the city to support all residents to thrive across their life course.
Sexual Orientation (including issues relating to marriage and civil partnerships)			X	The proposal intends to build social and physical assets in the city to support all residents to thrive across their life course.

Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?

The proposal will support the council's wider ambition to address inequalities in health

Negative Impact

If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?

Not applicable.

Follow-up Equality Impact Assessment

Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?

No

• **If a follow-up EIA is not required, explain why:**

The EIA assesses the impact of the proposal as neutral. Monitoring of equality impact will be monitored as part of the ABCD delivery.

Signed (lead officer): Alistair Fisher

Signed (lead manager): Stephen Gunther

Date: January 2024

The completed and signed Equality Impact Assessment must be attached to the CO or relevant report and mailed to equalities@stoke.gov.uk

Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

Proposal being assessed	HDG2425-A - Introduce annual charging for brown bins. The proposed price is £40 per annum
Directorate and Service Area	Housing Development and Growth / Operations and Regulatory Services
Date Completed	28 November 2023
Lead Officer	Rob Vernon
Contact Number	01782 234725

Identifying the aims of the proposal

What is the main purpose and scope of the proposal?

To ensure that the garden waste service in Stoke-on-Trent is self-funding and sustainable and to identify efficiency savings and/or revenue generation opportunities.

What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

The proposed change in policy is to introduce a household garden waste subscription service, which would replace the current non-chargeable kerbside collection service from April 2024. The proposal aims to ensure that the garden waste service in Stoke-on-Trent is self-funding and therefore sustainable.

Levels of revenue generation will be subject to take up rates of the optional subscription service by residents and to the weights of waste collected/disposed of - and have been modelled accordingly.

Who is intended to benefit from this proposal, how and why?

Garden waste subscriptions will help to address the Council's Medium-Term Financial Strategy (MTFS) by offering residents who use the service to fund it through an annual subscription. Therefore, we can ensure that the service remains available to those residents who wish to subscribe to it.

Any surplus additional income realised through charging for non-statutory services such as garden waste collection from the kerbside will allow the council the opportunity to reinvest into other critical services.

Assessment of Impact

List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

Consultation has not yet taken place in relation to this proposal.

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

The city council will remain vigilant to the impact of this proposal and will ensure that individuals are protected from discrimination.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group, this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			X	No identified impact
Disability			X	If subscribing to the service, assisted collections are available to people who cannot take their bins out themselves and there is no other person living at the household who is able to help.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			X	No identified impact
Race/Ethnicity			X	No identified impact
Religion or belief			X	No identified impact
Sexual Orientation (including issues relating to marriage and civil partnerships)			X	No identified impact

Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?

No other groups are disadvantaged by this policy

Negative Impact

If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?

No negative impact identified however we will remain vigilant to any negative impact on groups with protected characteristics.

Follow-up Equality Impact Assessment

Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?

A follow up EIA is not required as no negative impacts have been identified

If a follow-up EIA is not required, explain why:

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

Signed (lead officer): Rob Vernon

Signed (lead manager): Carol Gibbs

Date: 28.11.23

The completed and signed Equality Impact Assessment must be attached to the CO or relevant report and mailed to equalities@stoke.gov.uk

Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

Proposal being assessed	HDG2425-B - Housing Related Support including reduced contributions from the General Fund with alternative grant funding sourced and reductions in specific service contracts
Directorate and Service Area	Housing Development and Growth / Housing and Community Safety
Date Completed	18 November 2023
Lead Officer	Tomos Jones
Contact Number	01782 231958

Identifying the aims of the proposal

What is the main purpose and scope of the proposal?

To deliver savings against the General Fund (Housing Related Support) budget from 2023/24 by reducing the single homelessness support contract, Destination Home, delivered by Concrete, and replacing it with the equivalent amount from the Rough Sleeping Initiative Grant.

What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

Reprofiling of the budgets to transfer costs to the Rough Sleeping Initiative Grant.

Previously this grant has been awarded on an annual basis following a bidding process, however, in 2022/23 the Council bid for and was awarded indicative 3-year funding of £953,371.95 in 2022/23, £822,367.00 for 2023/24 and £617,988.00 in 2024/25, subject to an annual agreement by Department of Levelling Up, Housing and Communities (DLUHC).

It is proposed to reconfigure services proposed for 2023/24 to allow an element of the Destination Home contract to be redirected from single homeless households to supporting individuals who are sleeping rough or at risk of doing so.

This will reduce outcomes for single households not at risk of sleeping rough, potentially increasing temporary accommodation costs, particularly B&B as pathways into supported accommodation will be reduced for that cohort.

Rough Sleeping schemes must be agreed by DLUHC, there remains a risk this proposal will not be supported resulting in a loss to the Destination Home contract which may make it unviable. The RSI funding is due to decrease significantly in 2024/25 so it may be necessary to end the service at that point.

Who is intended to benefit from this proposal, how and why?

Destination home provides supported accommodation for single homeless people, mainly aged between 18 and 45, including care leavers, who disproportionately experience issues with previous trauma, physical and mental health issues, substance misuse and offending behaviours.

Assessment of Impact

List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

Homelessness and Rough Sleeping Strategy 2020-2023

Contract monitoring data

Homeless case information.

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

N/A

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group, this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age	X			Single person households account for well over 50% of all homelessness duties accepted by the City Council and more than 75% are aged between 18 and 44. Whilst, this is also true for individuals that sleep rough, their additional needs and complexity mean that fewer individuals are likely to be supported resulting in an overall negative impact.
Disability	X			Homeless households experience disproportionately higher levels of physical and mental ill health so reducing funding in this area will have a negative impact on overall support for people with disabilities.
Gender (including sex, transgender and issues relating to pregnancy and maternity)			X	There is no evidence to suggest this proposal will any adverse impacts on this group.
Race/Ethnicity			X	There is no evidence to suggest this proposal will any adverse impacts on this group.

Religion or belief			X	There is no evidence to suggest this proposal will any adverse impacts on this group.
Sexual Orientation (including issues relating to marriage and civil partnerships)			X	There is no evidence to suggest this proposal will any adverse impacts on this group.

Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal’s operation, or who may not benefit equally from it?

Households affected by, or vulnerable to, homelessness will be affected by the proposals.

Negative Impact

- If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?**

The Council will continue to fulfil its statutory homelessness services and deliver a range of homelessness prevention services. The service has recently introduced Advice Aid, a self-help tool for those threatened with homelessness with the aim of reducing the number of households approaching the service at crisis point which may, in the longer term, reduce the demand for these services.

Follow-up Equality Impact Assessment

Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?

No

If a follow-up EIA is not required, explain why:

The EIA assesses the overall impact of the proposal as neutral and it will not have any significant impact on services or service-users which could be assessed.

Signed (lead officer): Tomos Jones

Signed (lead manager): Carol Gibbs

Date: 18 November 2023

The completed and signed Equality Impact Assessment must be attached to the CO or relevant report and mailed to equalities@stoke.gov.uk

Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

Proposal being assessed	HDG2425-C - Increased enforcement of the private rented sector to improve the lives of residents and generate revenue to reinvest in council services through: a) Fixed penalty fines for contraventions of housing standards b) Licence fees for Houses in Multiple Occupation (HMOs)
Directorate and Service Area	Housing Development and Growth / Housing and Community Safety
Date Completed	21/11/2023
Lead Officer	Tomos Jones
Contact Number	01782 231958

Identifying the aims of the proposal

What is the main purpose and scope of the proposal?

To raise standards in the private rented sector funded through fees generated by enhanced proactive enforcement and Additional Licencing

What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

Improvements to the private rented sector as a result of additional capacity for Housing Act enforcement funded by additional revenue generated from charges for notices, licences and civil penalties. Large scale resistance from landlords including an increased rate of evictions, failure of tenants to engage, high numbers of appeals and lack of capacity within legal services could detract from these outcomes.

Who is intended to benefit from this proposal, how and why?

Tenants in the private rented sector many of whom are on low incomes and/or otherwise disadvantaged.

Assessment of Impact

List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

Significant consultation will be required if it is decided to pursue an Additional Licencing scheme.

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

A stock modelling survey is proposed that will identify the characteristics of people likely to be affected by this proposal.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group, this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age		X		The private rented sector is occupied by a wide cross section of the population and these proposals should have a positive impact on all tenants affected.
Disability		X		
Gender (including sex, transgender and issues relating to pregnancy and maternity)		X		
Race/Ethnicity		X		
Religion or belief		X		
Sexual Orientation (including issues relating to marriage and civil partnerships)		X		

Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?

This proposal is likely to impact positively on those on low incomes.

Negative Impact

If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?

Not applicable,

Follow-up Equality Impact Assessment

Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?

No

If a follow-up EIA is not required, explain why:

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

Signed (lead officer): Tomos Jones

Signed (lead manager): Carol Gibbs

Date:

The completed and signed Equality Impact Assessment must be attached to the CO or relevant report and mailed to equalities@stoke.gov.uk

Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

Proposal being assessed	HDG2425-D - Relocate the 30 minutes free from Longton Exchange car park to Chancery Lane car park, introducing a £1 charge on Longton Exchange
Directorate and Service Area	Housing Development and Growth / Operations and Regulatory Services
Date Completed	14 December 2023
Lead Officer	Michael Clarke
Contact Number	01782 236120

Identifying the aims of the proposal

What is the main purpose and scope of the proposal?

To relocate the 30-minute free parking offer to Chancery Lane car park. The introduction of a 30-minute charge on Longton Exchange car park will provide income for the city council.

What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

To reduce the 30-minute free parking subsidy by relocating to a smaller car park.

Who is intended to benefit from this proposal, how and why?

The cost to provide free parking on Longton Exchange is costing £180,000 per year. The proposal would introduce a 30-minute charge on Longton Exchange, whilst introducing a free 30-minute period on Chancery Lane car park.

Assessment of Impact

List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

Consultation has not yet taken place in relation to this proposal.

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

The city council will remain vigilant to the impact of this proposal and will ensure that individuals are protected from discrimination.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group, this should be recorded as a **positive impact** and the reasons for this should be stated or included in the

appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			X	No identified impact
Disability			X	No identified impact
Gender (including sex, transgender and issues relating to pregnancy and maternity)			X	No identified impact
Race/Ethnicity			X	No identified impact
Religion or belief			X	No identified impact
Sexual Orientation (including issues relating to marriage and civil partnerships)			X	No identified impact

Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?

No other groups are disadvantaged by this policy

Negative Impact

If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?

No negative impact identified however we will remain vigilant to any negative impact on groups with protected characteristics.

Follow-up Equality Impact Assessment

Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?

A follow up EIA is not required as no negative impacts have been identified

If a follow-up EIA is not required, explain why:

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

Signed (lead officer): Michael Clarke

Signed (lead manager): Carol Gibbs

Date: 14.12.2023

The completed and signed Equality Impact Assessment must be attached to the CO or relevant report and mailed to equalities@stoke.gov.uk

Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

Proposal being assessed	HDG2425-E - Cease the lease arrangements with Lower Huntbach Street car park
Directorate and Service Area	Housing Development and Growth / Operations and Regulatory Services
Date Completed	14 December 2023
Lead Officer	Michael Clarke
Contact Number	01782 236120

Identifying the aims of the proposal

What is the main purpose and scope of the proposal?

To issue notice to cease leasing the Lower Huntbach Street Car Park.

What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

To reduce the operating costs of the car parking services.

Who is intended to benefit from this proposal, how and why?

The city council to be efficient and effective with the operating costs for the car park services. The car park currently operates at a loss to the city council post Covid.

Assessment of Impact

List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

Consultation has not yet taken place in relation to this proposal.

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

The city council will remain vigilant to the impact of this proposal and will ensure that individuals are protected from discrimination.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group, this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any

other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			X	No identified impact
Disability			X	No identified impact
Gender (including sex, transgender and issues relating to pregnancy and maternity)			X	No identified impact
Race/Ethnicity			X	No identified impact
Religion or belief			X	No identified impact
Sexual Orientation (including issues relating to marriage and civil partnerships)			X	No identified impact

Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal’s operation, or who may not benefit equally from it?

No other groups are disadvantaged by this policy

Negative Impact

If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?

No negative impact identified however we will remain vigilant to any negative impact on groups with protected characteristics.

Follow-up Equality Impact Assessment

Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?

A follow up EIA is not required as no negative impacts have been identified

If a follow-up EIA is not required, explain why:

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

Signed (lead officer): Michael Clarke

Signed (lead manager): Carol Gibbs

Date: 14.12.2023

The completed and signed Equality Impact Assessment must be attached to the CO or relevant report and mailed to equalities@stoke.gov.uk

Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

Proposal being assessed	HDG2425-F - Restructure of grounds maintenance team to reduce the numbers of seasonal staff
Directorate and Service Area	Housing Development and Growth / Operations and Regulatory Services
Date Completed	14 December 2023
Lead Officer	Rob Vernon
Contact Number	01782 234725

Identifying the aims of the proposal

What is the main purpose and scope of the proposal?

To reduce the amount of summer only staff recruited into the Greenspace team by 3.0 FTE (6 staff) (a combined total of 9 summer only staff - 4.5 FTE @ Level 5) when added to the Greenspace – Maintaining Churchyards savings proposal. This proposal identifies efficiency savings by removing posts from the current establishment.

What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

The proposed change establishment within the Greenspace Team means that there is a risk that standards of greenspace maintenance will drop as a result of this proposal. This will impact particularly around open space and highway verges, which will inevitably result in negative feedback from residents. Standards of maintenance in relation to the HRA contract must be retained in order to adhere to the existing service-level agreement (SLA) (there is scope to change it). However, that aside, this function is not statutory and therefore must be seriously considered to assist with mitigating financial pressures.

Who is intended to benefit from this proposal, how and why?

Reducing the current establishment for this non-statutory service will help to address the Council's Medium-Term Financial Strategy (MTFS) by reducing staffing costs associated with the service.

Assessment of Impact

List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

Consultation has not yet taken place in relation to this proposal.

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

The city council will remain vigilant to the impact of this proposal and will ensure that locations/ individuals are protected from discrimination.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group, this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			X	No identified impact
Disability			X	No identified impact
Gender (including sex, transgender and issues relating to pregnancy and maternity)			X	No identified impact
Race/Ethnicity			X	No identified impact
Religion or belief			X	No identified impact
Sexual Orientation (including issues relating to marriage and civil partnerships)			X	No identified impact

Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?

No other groups are disadvantaged by this policy

Negative Impact

If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?

No negative impact identified however we will remain vigilant to any negative impact on groups with protected characteristics.

Follow-up Equality Impact Assessment

Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?

A follow up EIA is not required as no negative impacts have been identified

If a follow-up EIA is not required, explain why:

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

Signed (lead officer): Rob Vernon

Signed (lead manager): Carol Gibbs

Date: 14.12.23

The completed and signed Equality Impact Assessment must be attached to the CO or relevant report and mailed to equalities@stoke.gov.uk

Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

Proposal being assessed	CITD2425-A - Cessation of Cultural Grants from the General Fund
Directorate and Service Area	City Director / Economy, Culture and Museums
Date Completed	13/12/23
Lead Officer	Caroline Mairs
Contact Number	01782 231163

Identifying the aims of the proposal

What is the main purpose and scope of the proposal?

The city council has annually provided grants to a number of culture and arts organisations to assist with the delivery of cultural activities that benefit residents across the city which will cease from 2024/25.

What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

The proposal is for the city council to make a saving of £245k from cultural grant programmes in 2024/25.

In 2023/24 eight organisations received anchor grants of between £11,000 and £25,000. Three of the organisations that received anchor funding in 2023/24 have since successfully bid for and received UK Shared Prosperity Funding, which is provided by the Government for distribution by local authorities. These three organisations, plus a further two, have received Arts Council England funding through their National Portfolio Organisation (NPO) programme.

The other three organisations, as well as other smaller cultural organisations, who may have received smaller grants from the council in the past, are also being encouraged to apply for UK Shared Prosperity funding through the 'City of Imagination grants' programme, being delivered via the council's tourism team. The 'City of Imagination' grants scheme is open to businesses and organisations located in the city or delivering activity in the city in relation to leisure, hospitality, cultural and tourism service industry to improve performance, capacity and quality of offer.

Who is intended to benefit from this proposal, how and why?

In seeking and securing alternative funding for organisations that have previously received these grants, means people who benefit from those services and activities, will continue to do so without impact on the council general fund budgets.

Assessment of Impact

List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

None required, service users not affected

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

N/A

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group, this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age			X	
Disability			X	
Gender (including sex, transgender and issues relating to pregnancy and maternity)			X	
Race/Ethnicity			X	
Religion or belief			X	

Sexual Orientation (including issues relating to marriage and civil partnerships)			X	
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Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal’s operation, or who may not benefit equally from it?

No

Negative Impact

If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?

N/A

Follow-up Equality Impact Assessment

Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?

N/A

If a follow-up EIA is not required, explain why:

The EIA assesses the impact of the proposal as neutral and it will not have any impact on services or service-users which could be assessed.

Signed (lead officer): Caroline Mairs

Signed (lead manager): Angela Glithero

Date: 13/12/23

The completed and signed Equality Impact Assessment must be attached to the CO or relevant report and mailed to equalities@stoke.gov.uk



Equality Impact Assessment (EIA) Form

Purpose of this form is to ensure that the Council's equality duty can be shown to have been properly considered in the decision-making process. An EIA should be completed and attached to any reports or proposals put forward for decision by the Council.

Proposal being assessed	STAR2425-A - Reduction in Opening Hours across Library Estate
Directorate and Service Area	Strategy & Resources
Date Completed	14/12/23
Lead Officer	John Bowler
Contact Number	01782 232553

Identifying the aims of the proposal

What is the main purpose and scope of the proposal?

The main purpose of the proposal is to reduce opening hours of all Libraries across the City to provide a more efficient use of the resources we have whilst maintaining all existing Library sites.

What are the intended outcomes of the proposal, and what could contribute to/detract from the delivery of these outcomes?

The intended outcome of the proposal is to maintain all existing Library sites, providing the same level of service, albeit over reduced opening hours.

Who is intended to benefit from this proposal, how and why?

Residents will continue to have access to six Libraries and a range of services throughout the city but with more efficient use of the resources available.

Assessment of Impact

List available evidence, including consultations, regarding the impact that the proposal may have on people with differing protected characteristics

No specific evidence available

If monitoring data is not available for the people who are potentially affected or impacted by the proposal please provide reasons why not, and explain how (if at all) the potential equalities impact of the proposal has been assessed.

All existing Libraries will remain open so whilst opening hours will reduce and this is likely to affect some residents and may adversely affect some with differing protected characteristics.

Taking into account all the evidence available indicate where you think that the proposal could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or leave out from its benefits some people with or without a particular protected characteristic. Where the proposal is intended to benefit any particular group, this should be recorded as a **positive impact** and the reasons for this should be stated or included in the appropriate section above. Where the proposal will affect a particular group no differently from any other indicate this as **neutral impact**. Please give reasons for each outcome and explain which

particular groups with which particular protected characteristics will be affected by the proposal and how:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
Age	X			Older people may be more reliant on libraries and they may have difficulty travelling to other libraries. There may be a loss of social interaction at times when libraries are closed.
Disability	X			People with this protected characteristic may find it difficult to travel to other libraries, particularly as accessible travel may be limited. People with learning difficulties, who are neuro diverse or with dementia may be impacted if they rely on their visit to the library being a familiar place they may prefer not to travel to other libraries.
Gender (including sex, transgender and issues relating to pregnancy and maternity)	X			Women are likely be impacted more than men as generally more women use library services. Events are attended by many mothers on maternity leave and some of these may be affected. There is no evidence that there will be a detrimental impact for people based on gender reassignment
Race/Ethnicity			X	No direct impact as whilst the intention is to reduce opening hours its not to reduce services or close buildings and therefore it won't adversely affect any one because of their race or ethnicity
Religion or belief			X	No direct impact as whilst the intention is to reduce opening hours its not to reduce services or close buildings and therefore it won't adversely affect any one because of their religion or beliefs
Sexual Orientation (including issues relating to marriage and civil partnerships)			X	There is no evidence that there will be a detrimental impact for people with these protected characteristics

Are there any other groups (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the proposal's operation, or who may not benefit equally from it?

No

Negative Impact

- **If an adverse negative impact has been identified, why is this necessary, and what actions are being taken to mitigate the impact?**

Identified mitigations include

- closing at times when libraries are quietest
- ensuring that there is a location open each day to support digital inclusion
- providing a variety of locations for service users to access across the city
- signposting to alternative library provision e.g. other libraries open with in the borough on a particular day
- providing travel information to assist in getting to other sites e.g. bus timetables, car parking information
- promoting library and wider council digital services

Considering budgetary constraints and the level of service that will be maintained, it is considered that the proposals represent the best service offering possible from an equality's perspective.

Follow-up Equality Impact Assessment

Should there be a Follow-up Equality Impact Assessment if this proposal is implemented?

No

If a follow-up EIA is not required, explain why:

The proposed changes are relatively small amendments to the timetable.

Signed (lead officer): John Bowler

Signed (lead manager): Nick Edmonds

Date: 14/12/23

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