

Surrey County Council Equality Impact Assessment Template

1. Context of the Service or Policy

Service or Policy being assessed _____ Budget Setting Process _____

Assessor: _____ Kevin Kilburn _____ Date ____ 12 March 2009 _____

What are the aims of the service or policy? If this assessment is part of a project it is important to focus on the service or policy the project aims to review/improve

To set an affordable budget within the Council's available resources that delivers services in line with the Council's priorities, Corporate Plan and Service Delivery Plans

Who are the beneficiaries /users of this service or policy?

(NB this should address needs of client groups and a review of barriers to policy or services)

Beneficiaries of the process include

- Council Members, to have oversight of service delivery and resources
- Budget managers, to provide services within the available resources;
- Service users. Some services are universal, but others are targeted at particular groups, who may be vulnerable or have difficulty in accessing services for example due to age or disability.
- Council tax payers who need to see how their taxes are being spent.

What is the existing situation in relation to minority, disadvantaged and excluded groups in which this service/policy operates?

Service managers identify needs of groups of users within Delivery Plans and tailor services where appropriate. How this is achieved will vary from service to service. In some cases a third party delivers services. This may be through a contract with a commercial supplier, or a voluntary organisation; or sometimes through a grant made to a voluntary, community or faith sector organisation. Approximately £17m worth of Council services are funded through VCFS organisations. Whether the services are provided by the Council or a third party, the Council aims to provide fair and accessible services, whilst securing value for money.

2. Given what you already know, what is the potential for this service/policy to have a negative or differential impact on minority, disadvantaged, vulnerable and excluded groups or on race relations and community cohesion?

Please summarise the negative impact identified due to age, belief/faith, disability, Gender/transgender, sexual orientation, race and other or general equality issues

Service managers shape their priorities around the needs of the community and service users. Service Equality Action Plans have been developed for 2008/2010, promote equality and address inequality within the County.

Each service takes into consideration those issues that are relevant for each equality group and makes arrangements for their mitigation. As the focus of promoting equality and addressing inequality in Surrey is through mainstreaming equality, equality initiatives are usually delivered through priority work streams and within existing resources.

The resource impact of these priorities and issues are considered as part of the Service Delivery Planning and budget setting process.

3. Given what you already know, what is the potential for this service/policy to have a positive impact, such as tackling discrimination, promoting equality of opportunity and / or promoting good community relations, for minority, disadvantaged and excluded groups

Please summarise the positive impact identified due to age, belief/faith, disability, Gender/transgender, sexual orientation, race and other or general equality issues.

NB this would include positive initiatives delivery by the service or through the policy for any/all of these equality groups. What have been the outcomes or changes?

See response to Q 2.

Services aim to mainstream equality provision so that service budgets and delivery have an overall positive impact for all, but some services are targeted specifically at vulnerable groups.

In the 2009/10 budget included the following;

- Children's Services – provide services to increased numbers of asylum seekers -£0.3m
- Schools & Learning – support pupils with English as an additional language - £0.3m
- Schools & Learning: Youth Justice Service – provide services to prevent / reduce offending by young people at risk - £0.5m
- Cultural Services – setting up an Olympics/Paralympics co-ordination unit to participate in regional projects to improve attitudes towards disability; enhance

- understanding between cultures by bringing foreign Olympic and Paralympics teams and involvement with a project "Create Compete Collaborate". - £0.1m
- Cultural Services: Library Services – increasing the support to the talking books service to meet the current number of subscribers
 - Fire & Rescue – staffing to engage with all sectors of the community in relation to fire safety; recruitment targets to ensure that Surrey exceeds national targets in women as new operational entrants and ethnic people across the whole service and attend relevant conferences and community led events eg: PRIDE 09 and IDAHO 09
 - Protecting vulnerable children and young people – Schools & Learning have increased funding to support the relative high numbers of pupils from deprived backgrounds - £1.0m and to support Surrey Schools assist pupils with SEN statements - £1.8m. The Service has also increased funding for SEN pupils in out-county /non maintained schools - £8.6m
 - Foster Carer, Children with Disabilities adaptation & Aiming High for Disabled Children capital grants ensure funding for adaptations and new facilities in the various different types of care (at home, residential and foster) – £1.5m
 - Helping adults to live independently and safely – The Adults Directorate has given themselves a target to support a further 1,200 older people in their homes at a cost of £1.7m. This increase means that over 11,300 people will live longer in their own homes.
 - There have capital allocations to ensure that there is funding available to adapt homes to prevent admission to residential care - £2.3m over two years and 39 units of extra care housing - £1.8m

Some services and initiatives are provided through the voluntary sector, with the aim of promoting good community relations. The Council also creates budget provision for training in equality and diversity. Courses are run internally and where appropriate workshops and initiatives are planned with partners thus making better use of resources.

- 3. Give details of involvement, consultation and or research undertaken for each relevant equality and diversity grouping, upon which this policy/service has had an impact either internally or externally.**

What is the research telling you in relation to age, belief/faith, disability, race gender/transgender, sexual orientation and other equality issues?

Please continue and attach a separate sheet if necessary

As a part of the Service Planning and budget setting process the Council conducts consultations with stakeholders. These include unions, local business and local groups. The development of the total and service budgets was scrutinised by Select Committees, which were public meetings with their agendas, papers and minutes published.

The outcome of the process was resources being redeployed towards children's service and those for adults, due to changing demographics and the Council's improvement priorities.

5. Given your answers to the previous questions, how will your service or policy be revised to mitigate, reduce or eliminate negative impacts and enhance positive impacts for the relevant equality groups?

(NB this is in effect the Recommendations to improve this policy)

As a part of the 2010/11 service and budget planning process, assessments of significant changes in service delivery will be undertaken to identify any potential negative impact on groups and any mitigating action.

During the 2009/10 financial year, progress service delivery will continue to be regularly reviewed and if services find that sectors of the community are being disadvantaged, this will be addressed.

Please continue and attach a separate sheet if necessary

6. Actions needed to implement the EIA recommendations:

Action Plan

Issue	Action	Expected outcome	Who	Deadline for action
Identifying positive or negative impacts on groups	To include questions as a part of the Corporate and Business Planning process to help identify potential impacts	If a proposal could have a negative impact, to show that this has been given proper consideration and identify mitigating actions	Questions to be agreed and checked for compliance by Financial Accounting & Analysis Manager Forms to be completed by Heads of Service and Service managers	Included in 2010/11 Business Planning Guidance

NB these actions should have SMART Targets

Please continue and attach a separate sheet if necessary

NB these actions should be reported to the Departmental Equality and Diversity Implementation Group (DIG) and incorporated into the Equality and Diversity Action Plan, Service Plans and/or personal objectives of key staff.

7. If no actions are to be taken with respect to the recommendations please give reasons below:

N/a

Action plan review date: ___1 Sept 2009, 1 Nov 2009, January 2010

Name of person responsible for review: _____Kevin Kilburn

Name of person who carried out assessment:

_____ Kevin Kilburn

Name Head of Service: ___Phil Walker___ **Signed:** _____

Date Completed: ___12 March 2009_____

1. Signed off electronic version to be kept in your team for monitoring and audit purposes
2. Send an electronic copy to the Equality and VCFS Team for publication on the SCC website
3. Send Action Plan to DEG for review at its next meeting.
