Equality Impact Assessment –

Proposed Budget Options 2013/15

Appendix Q

CROYDON COUNCIL
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EQUALITY IMPACT ASSESSMENT (EqIA)

SECTION 1: SUMMARY OF EQUALITY IMPACT ASSESSMENT (EqIA)

1.1	Details of the Policy, Strategy, Function, Project or Activity
	Title of EqIA: Draft Budget Proposal 2013/15 Date of EqIA: January 2013 State whether EqIA is on a policy, strategy, function, project or activity or a combination: Programme Indicate whether it is a 'new' or an 'existing' policy, strategy, function, project or activity: ❒ **New** ❒ Existing
1.2	**Details of the person responsible for the EqIA**
	Full Name: Richard Simpson Position: Director of Finance and Deputy S151 Officer Department: Corporate Resources and Customer Services Telephone number: 0208 726 6000 ext 61848
1.3	**What is the aim and objective of the policy, strategy, function, project or activity?**
	In December 2012 the cabinet agreed a draft budget options for the period 2012-15 identifying a total of £35.929m savings. The Council's aim in developing these proposed budget options is to: • Set a balanced budget in order to comply with the Local Government Finance Act 2003 • Minimize the impact of these savings on front-line services The Council recognises it has an important role in creating a fair society through the people it employs, the money it spends and the

	services it provides. The Council is committed to eliminating unlawful discrimination, advancing equality of opportunity and fostering good relations among our staff and wider community. The Council has considered the budget options taking a view about the overall impact on particular groups of people and identifies action to mitigate any potential negative impacts. This impact assessment deals with the proposed budget options that departments consider relevant to the public sector equality duty and could potentially have a negative impact on people with different protected characteristics. The equality impact assessment has involved a high level departmental screening of the proposed options to determine the relevance of these options to the public sector equality duty and any possible impact. This equality impact assessment and the information found in the following sections provide a summary of any related issues arising from specific needs analyses that have already taken place by departments such as the Joint Strategic Needs Assessment (JSNA); as well as summary of the high level screening exercise; and the outcome of the consultation exercise related to these budget proposals. The equality impact assessment presents information that relates to those budget options identified through the departmental screening exercise as having the most relevance to the public sector equality duty and that could have a potential negative impact as well as require further equality analysis to ensure consistency with published departmental mission statement/aims and the priorities of the council. Further equality analysis set out in section 3.4 must be undertaken before these options are implemented so that they inform the final outcomes and it is the responsibility of the relevant director to ensure the cabinet member is aware of the all the facts including those that relate to the public sector equality duty. The draft budget proposals 2013/14 contain items of growth which include increases in budget for areas where either investment is needed to meet the demand or policy commitments have been made. The key areas are: • Homelessness – increase volumes of temporary accommodation required • Environmental enforcement – decision to increase the team to deal with enforcement issues • Learning Disabilities – increased costs of case transitioning through to adult services A four year Capital Programme is agreed by Cabinet. The costs of this programme are funded from the revenue budget. The key priorities within the programme and driven by our statutory requirements and policy aspirations. The key areas are: • Connected Croydon – Major regeneration and public realm programme • Education estates – major expansion programme of primary and secondary schools to manage increase in pupil numbers The 2013/14 budget reflects the major change to the funding of Council tax benefit. The council have agreed a local scheme and now takes responsibility for managing the financial risk of increasing costs. A full EqIA has been done on the scheme and is being monitored.

SECTION 2: SCOPING THE ASSESSMENT

2.1	What information is currently available about the different protected groups that the policy, strategy, function, project or activity is likely to effect? (for examples see guidance)

The information used to carryout this assessment has been sourced from Croydon's Observatory and found on the Council's website and intranet. We have not outlined all the information available from these assessments rather a summary of some key points that relate to protected characteristics, where relevant, emerging needs and the proposed budget options. It should be noted that a significant amount of analysis and consultation is undertaken by each department every year and it is the Council's expectation that this is used in the determination of any proposed departmental budget options. Detailed information about people's needs can be found in:

- The joint service needs assessment (JSNA) 2011/12
- The children's need assessment – October 2012
- The crime assessment – January 2011
- Information from the 2011 Census - December 2012
- Workforce profile and staff survey 2012
- Consultation on the budget options Dec 12 – Jan 13
- Residents Survey 2012

This information along with findings arising from consultation is used to help shape and inform key strategies and action plans including the community strategy, corporate plan, workforce strategy, children's and young peoples' plan, health and wellbeing plan, community safety strategy, economic development plan and the stronger communities strategy. These documents can all be found online at www.croydon.gov.uk

Croydon's Population:[1]
The Census of 2011 show Croydon has the largest population in London and one of the most diverse in outer-London. People living in northern parts of the Borough experience poorer outcomes compared with elsewhere, in particular communities in the five wards in the central north area i.e. Bensham Manor, Thornton Heath, Broad Green, West Thornton, and Selhurst. There are also pockets of poverty in other parts of the Borough such as those in Fieldway and New Addington, Broad Green and South Norwood which are ranked as the 10% most deprived areas in the UK. Out of these areas Fieldway is the most deprived ward in South West London.

[1] 2011 Census Data (iirst release)

The Census of 2011 found:

- Croydon has the largest population of all London Boroughs, 363,400 and larger than projected
- 10% population growth in Croydon compared with 14% outer London
- Gender split in Croydon - 48% male, 52% female

Households[2]

- Greatest number of households in London with an increase of 6,000 in Croydon since 2001
- About a fifth of all households in the borough contain a single person under 65
- Levels of home ownership still significantly higher than London averages but decreasing relative to others
- Lower proportion of private rented and social rented accommodation than London , but increasing
- There are 8,783 people who usually live outside Croydon but have second homes within the borough.
- Average of 2.5 people per household compared with range of 1.7 to 3 for London

Age:

The 2011 Census showed that significantly more people in 0-34yrs age range than projected. Croydon had one of the largest populations of older people with 12.9% aged 65 plus compared with 11.2% for London and 16.5% for England; and 6.2% aged 75 plus compared with 5.7% for London and 7.8% for England.

Disability:

The 2011 Census data show that people in Croydon see themselves as significantly more healthy than 10 years ago, and perceptions of health have improved more slowly than the rest of London. However, data shows that approximately 15% of Croydon residents felt that their health had a limiting effect on their daily activities.

Learning Disability

Croydon's JSNA 2011/12 found the prevalence of learning disability in adults is higher than the national and regional averages. A higher prevalence of learning disability means there is likely to be a pressure placed on services supporting those with a learning disability in this borough than in other areas. However, Croydon does perform well in supporting adults with learning disabilities into settled accommodation and employment and both indicators are improving.

[2] 2011 Census Data 2011 (first release)

There are 5,379 adults (aged 18-64yrs) in Croydon with a learning disability and this is projected to increase to 5,790 by 2030. 5.5% (321) of residents with a learning difficulty are predicted to have a severe learning disability and are therefore likely to be in receipt of services.

In 2010/11 the council provided more than 900 learning disability residents aged 18 to 64 years with a care package, and of these 75% were supported to live independently through community based services.

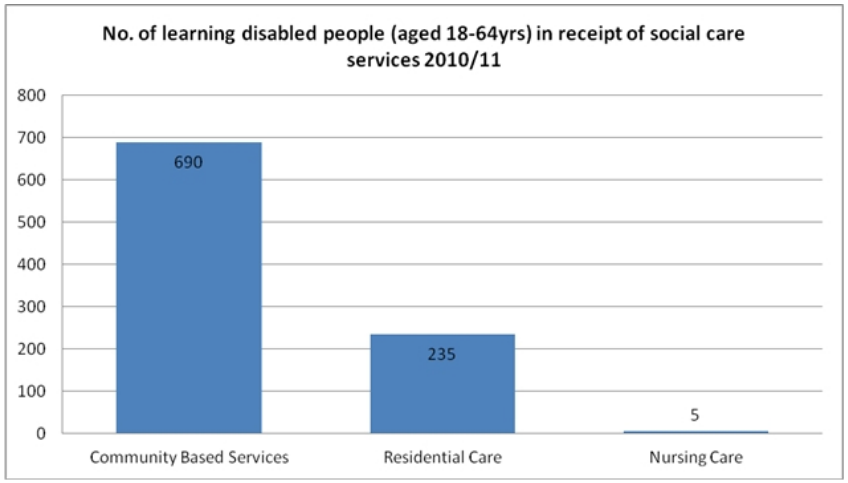


Table 2

Data source: NASCIS - RAP P1 2010/11

Of those in receipt of community based services 55% were receiving day care services as part of their care package.

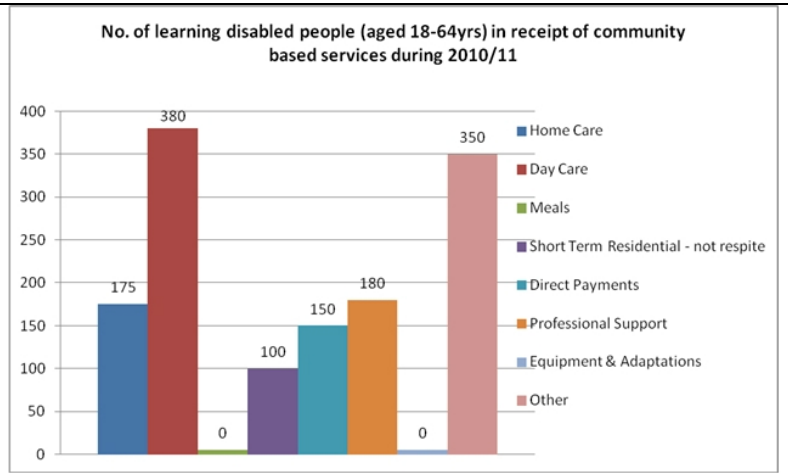
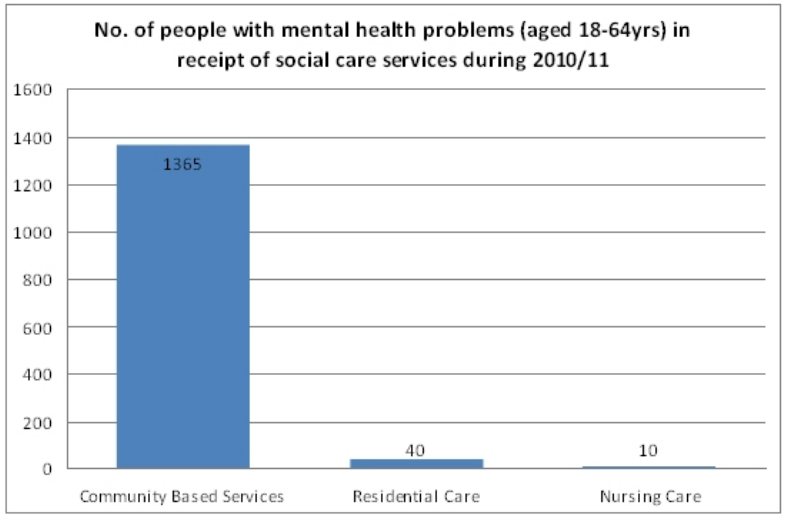


Table 3

Data source: NASCIS - RAP P2f 2010/11

Mental Illness[3]



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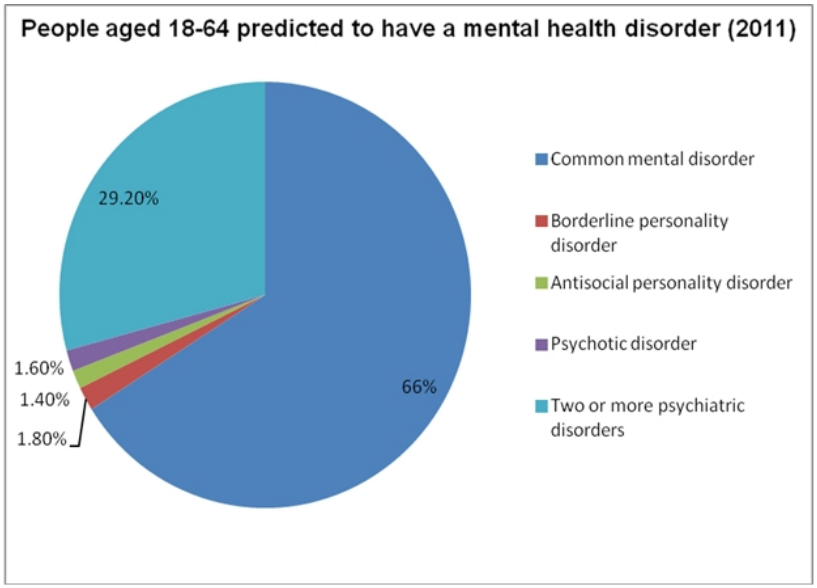

Table 5

In 2010/11 the council provided more than 1,400 residents with mental health problems aged 18-64 years with a care package, and of these 97% were supported to live independently through community based services.

Data source: PANSI - mental health prediction

There are 54,253 adults (aged 18-64 yrs) in Croydon with a diagnosed mental health problem. Approximately 66% of these people have less limiting mental health issues such as emotional distress, depression, anxiety and obsessive compulsive disorder.

The proportion of people with mental illness in settled accommodation or employment is significantly lower than the national average and the data suggests it is getting worse. However there is significant evidence that the indicators for adults with mental illness are subject to significant issues with data collection and interpretation. The sudden drop in performance for these indicators for 2009/10 was unexpected, and is thought to be due to a time lag in the data processing. The most recent data available shows a better performance; however, even then, there are

discrepancies between the locally held data and that published nationally which continues to cause concern.[4]

Race, nationality and religion:
The Census of 2011 Black and Minority Ethnic (BME) population in England was 14.6%, London 40.2% and in Croydon 44.9%. Croydon's changing BME population is one of the fastest growing in London.

Local data sources provide an indication of how Croydon's population is changing, the pressures on services and challenges faced by existing and new communities. In 2011 approximately 6,560 migrants registered with a doctor with 34% from India and Pakistan and where the main languages recorded were Tamil and Urdu. More than 100 different languages are spoken and the borough's interpreting and translation service dealt with 11,067 (April to December 2011) requests, where the greatest need came from people speaking Pashto (9.8%), Tamil (6.6%), and Urdu (6.5%). In 2011 31% of all primary school children, 23% of secondary school children and 24% of special school children had English as an additional language. In 2011 of the 845 children who were looked after by the local authority, 579 were unaccompanied asylum seeking children. With the UK Border Agency located in the borough, Croydon is a gateway site and has the only asylum screening centre in the country.

The Census of 2011 show:

- 5% increase in non-EU residents, 3% increase in EU (non UK) residents); lower proportional shift than London overall
- In 2011 Croydon has 12th largest BME population (by proportion) compared with other boroughs
- A reduction in the proportion of white British and Irish residents; and an increase for all other groups
- 8% of Croydon households do not contain anybody for whom English is the first language (lower proportion than London)
- Largest proportion of non-EU passport holders are from Middle East & Asia or Africa
- 10% of Croydon respondents do not hold passports
- 5% increase in members of the Muslim faith, now comprising 8% of population

Sexual Orientation:
Nationally, it has been estimated between five and ten percent of the population could potentially classify themselves as Lesbian, Gay, Bi-Sexual or Transgender. This would indicate Croydon's LGBT community could range between 15,000 and 30,000 people suggesting the need to ensure services address needs.

Gender:
The latest Census data shows that there is a gender split in Croydon which is 48% male and 52% female. Public services have a great impact on the lives of women and men, there are often significant inequalities in the way these services are managed and delivered.

Marriage and civil partnership:
UK trends show fewer married couple families, consistent with the decreasing number of marriages, a significant increase in numbers of

families with cohabiting couples of opposite sex, and remarriages. The step-family is one of the fastest growing forms of family. There has also been a significant increase (12% between 2001 and 2010) in the number of lone parents with dependent children. In nine out of ten cases, it is the mother who acts as the lone parent and heads the family unit. Since the introduction of civil partnerships in 2005, the number of families consisting same-sex civil partnered couples has also steadily increased.

In 2010, similar to national figures, estimates show married couple families accounted for 65% of all families in Croydon while the second largest type was lone parent families at 22%.

Youth Offending and Anti-Social Behaviour:[5]
The number of new entrants to the youth justice system in Croydon is slightly lower than the London average and slightly higher than the national average, though overall there is no significant difference. Despite a slight improvement in performance over one year, Croydon is still significantly worse relative to other local authorities compared to three years ago.

Just below 40 per cent of young offenders are reconvicted within a year; this increases to 75 per cent for those completing custodial sentences. Working with young people to divert them away from the criminal justice system is important, as a cycle of repeat offending can otherwise develop, and an individual's life chances can be significantly reduced – as well as costs to the public purse escalating over the lifetime of an individual's 'career' within the criminal justice system. Early years interventions such as parenting support and pre-school education have been shown to reduce youth offending, as have projects such as mentoring programme and constructive leisure opportunities.

Satisfaction with our services:

Results from the Residents' staff survey 2011 show that half of our residents think ASB and crime levels are about the same as in 2011, but 3 in 10 say levels have increased in 2012. Equality observations from the Residents' survey show that the following protected groups were the least satisfied with Croydon Council services:

- Females
- 45-54yrs age group
- BME groups
- Disabled people
- Residents in New Addington and Inner North of the borough

Specific examples of services that our residents are the least satisfied with are
- Refuse collection: 65yrs+ most satisfied; 25-34yrs least satisfied
- Door step recycling: BME groups are much less satisfied
- Libraries, sports and leisure and the condition of roads; those with a disability are much less satisfied with these services

Staff:

The headlines from the Workforce Profile 2012 are as follows:

- The council's workforce has a headcount of 3,408; a reduction of nearly 15% since 2010 and reduction of 3.45% since 2011.
- 67% of our workforce is female and 33% is male; this is a small change from 2011 which was 65% female and 35% male.
- 35% of our workforce is from BME backgrounds compared to 44% of the residential population. Compared to 2011 our BME workforce has remained the same, although the residential population has increased.
- 9% of our workforce has a disability, the same as 2011.
- 36% of our employees are aged over 50, an increase of 2% since 2011, but now the same as in 2010.
- 85% of part-time employees are female and 22% of all council employees are part-time women.
- The representation of women among top earners is 51% compared to 67% of the workforce.
- The representation of BME staff among top earners is 15% compared to 35% of the workforce being from BME backgrounds. The proportion of BME staff among top earners is lower than in 2010 (24%) and 2011 (19%).
- The representation of disabled staff among top earners has increased to 10%, compared to 9% of employees being disabled.
- 48% of applicants for jobs are from BME backgrounds compared to 37% of new starters being from BME backgrounds. In 2011 47% of applicants for jobs and 41% of new starters were from BME backgrounds.
- 5% of BME employees received an "excellent" rating in their annual appraisal compared to 10% of white employees.
- The majority religion in our workforce is Christianity (50%) which compares to 56% of Croydon's residential population. 20% of workforce has no religion, mirroring that of the Croydon residential population.

The non-disclosure rates for religion (22%) sexuality (29%) have improved marginally but remain high.
To maximize the profile's use in business planning, the data needs to be accurate and comprehensive. To improve the capture and quality of

data and to redress the amount of unknown data identified in the 2010 workforce profile, annual employee data audits are conducted, with the last one being in summer 2012. There are some areas, most notably employees' sexuality and religion where the high proportion of "prefer not to say" remains high, although there is a significant improvement on the 2010 profile. Employee data audits are planned to continue annually to improve the quality of data and therein the quality of workforce planning. The changing demographics of the borough's population, has widened the gap between the BME make up of the Council workforce and that of the residential population. There are now no departments with a BME workforce greater than that of the residential population. Compared to the workforce as a whole, the representation of women and BME staff is considerable lower in the top 5% of earners. There is also a high correlation between gender and part-time status, most likely associated with family caring responsibilities being more commonly undertaken by women than men. Compared to 2011, the gap between the number of applicants from BME backgrounds (48%) and the number of new starters from BME backgrounds (37%) has widened. The over representation of employees from BME backgrounds with a "fair" PDCS rating identified in 2010 and 2011, has decreased in 2012. The aim is for issues arising from the workforce profile will be addressed through the development of the new workforce strategy and departmental people plans.

2.2	**What are your information gaps? For example service user data, or employment data on a particular protected group. What steps are you/have you taken to fill them as part of this assessment?**

Service Users:

Department of Adult Social Care, Health and Housing (DASHH)

The high level screening of the DASHH proposed budget options in relation to the public sector equality duty and the potential impact show that in most cases the impact is in line with the department's objectives which are to: "Improve the health and well-being of Croydon people with care, support and housing needs, by helping them to live full lives, as independently as possible."

DASHH has 50 budget options that could impact of a range of protected characteristics. However three could potentially have a negative impact on staff, service users or both. Some of these options are part of existing strategies where decisions have already been made and an impact assessment has been undertaken and currently being monitored.

However, there are budget options that apply to this department where it is possible there may be a potential negative impact on both age, and disability. Example of some of those proposals that may have a negative impact and where further analysis is required include:

Review Homes 4 the Future contract relating to infrastructure and care support: The department advise this option is part of an existing strategy where equality impact assessment has been completed . Mitigating actions are in place and being monitored by this department.

Learning Disabilities - Transformation of short break services: The department advise this option is part of an existing service transformation project where an equality impact assessment was completed in April 2012. Mitigating actions are in place and being monitored by this department.

Continued programme of savings through the Croydon Care Solutions Ltd contract: This is a contracted service which provides equipment and services to residents with physical disabilities. People with the protected characteristic disabilities could potentially by affected by this budget proposal. The department has advised that an equality impact assessment has been completed and is being monitor.

Children Family and Learners (CFL)

The high level screening of the proposed CFL budget options in relation to the public sector equality duty and the potential impact show that in most cases the impact is likely to be in line with the department's mission statement which states: "All children, young people and families that live, work or play in the borough will realise their full potential and enjoy equality of opportunity – personal, social, environmental and economic."

CFL has 41 budget options that could impact on a range of protected characteristics. However approximately 13 proposals relating to frontline services that could potentially have a negative impact on staff, service users or both from different protected characteristics. An example of some of those proposals that may have a negative impact and where further analysis is required include:

Reduce contribution to Upper Norwood Joint Library – this proposed budget option is part of an existing strategy and an equality impact assessment was completed in September 2012 . Mitigating action will be monitored by this department.

Reduce council's role in facilitation of culture - including reducing the archive service to a statutory minimum – this proposed budget option has the potential to affect older and younger people and the equality analysis is on the forward plan to be completed before this option in implemented.

Closure of Residential Homes resulting in re-provision of places at a more economical rate- this proposed budget option is part of an existing strategy and an equality impact assessment has been completed. Mitigating action has been taken and are being monitored by this department.

Re designed funding model for Children's Centres - Children's centres offer services, activities and support for families with children under five. Most activities, apart from childcare, are either offered free or at a small cost.

- The centres provide a wide range of services and activities for parents or carers such as:
- health services
- information from Croydon Information Support Service
- jobs, careers and training information for parents and carers who are thinking about looking for work

This budget option has the potential to affect those that have protected characteristic of pregnancy and maternity, marriage and civil partnerships and age. It also could have a potentially negative impact on disabled parents, young women, BME and migrant communities.

Where practical, CFL will combine the budget options which affect service users with a similar client profile into a single comprehensive equality

impact assessment before implementing this option. It is anticipated that by adopting this approach the department would get a better understanding of the impact on their service users or potential service users. It is anticipated that this knowledge will inform more appropriate and effective mitigating actions that would minimise or eliminate any possible negative impacts.

The budget options that have been combined fall under the themes of service integration in early Intervention and front line youth service. These are listed below:

Service Integration in Early Intervention

- Early intervention, family support and integrated youth services - review and redesign service provision, Early Intervention & Family Support – customer access savings. These options could potentially have a negative affect on young people, lone parents, women and BME communities
- The reduction of commissioning of domestic violence services by 10% - Recent statistics from the Metropolitan Police service show that there has been an increase in the number of domestic crime from 2,243 in 2011 to 2,553 in 2012. This could potentially affect those that fall under the protected characteristics of marriage and civil partnerships and also the children that may form part of the family unit.

Front-line Youth Services

- Reduce commissioned youth counselling service by 11% - This service provides support for young people who are experiencing emotional difficulties and/or have mental health issues. A number of the client group consists of Black Afro-Caribbean boys who have been excluded from school, this group would also be at risk of offending and/or becoming NEETs. A reduction in the capacity of this service has a potential to negatively impact on these protected characteristics.
- Youth service - end journeys programme **–** This option has the potential to affect young people especially black Afro-Caribbean males between the ages of 13-19. The programme provides diversionary activities and develops skills that will enhance their quality of life and may prevent them from engaging in crime.
- Youth service - reduce localities commissioning programme by 10%
- Youth services - end commissioning of diversionary activity work for those young people at risk of anti social behaviour and criminal activity -This option has a direct impact of young people, moreover, black Afro-Caribbean males are over represented in the youth justice system and national and local research shows that preventative measures such diversionary activities assist in improving the life chances of young people by preventing them from engaging in criminal or sub-criminal activities

Planning & Environment

The high level screening of the proposed budget options for planning and environment in relation to the public sector equality duty and the potential impact show that impact is likely to be in line with the department's mission statement which states it will: "Improve our local environment by adopting an integrated approach to planning, design, delivery, management and maintenance."

P&E has 37 budget options that could impact of a range of protected characteristics. However, 18 could have a potentially negative impact on staff, service users and/or both from different protected characteristics. An example of some of those proposals that may have a negative impact and where further analysis is required include:

Review of the Mobile Enforcement Unit
The mobile enforcement unit based in Sanderstead operates a borough-wide public reassurance service, as well as the security management of council properties working in direct partnership with the police to reduce crime and antisocial behaviour.

The team operates 24 hours a day 365 days per year and consists of:

- 10 mobile enforcement officers (MEU's). Each officer is a trained dog handler and is assigned a working dog which accompanies him/her on all mobile patrols. All of the dogs are trained to stringent Home Office standards by a dedicated dog training manager.
- 2 mobile enforcement managers.

The MEU patrol:

- parks and green spaces
- council buildings in response to activated alarms and reported security breaches
- schools buildings
- leisure sites
- transport hubs with the police and TfL
- Croydon town centre.

This budget option could have a potentially negative impact on older people, young people, those with disabilities especially learning and mental health, women, residents from different religion and faith groups, those from BME groups.

Reduce Safer Croydon Partnership budget
The partnership has a statutory advisory function involving the wider community in the development of a long term vision for crime reduction in Croydon. A key element of this is providing intelligence and building and maintaining relationships with relevant partners that inform the reduction of crime.

The reduction in this budget could potentially have a negative impact on the development of targeted prevention, intervention and enforcement plans that impact on a range of protected characteristics that are not addressed elsewhere e.g. women subject to domestic violence, the LGBT community, people of different faiths/religions, those with disabilities, the elderly, and those from different ethnic backgrounds that maybe subject to hate crime. Although the reduction is relatively small consideration should be given to this function as it has an impact on intelligence needed to support the implementation of Crime and Disorder Act and Equality Act.

Corporate Resources & Customer Services

The high level screening of the departments budget options in relation to the public sector equality duty and the potential impact show that the impact of the budget options are likely to be in line with the department's mission statement which states: "To deliver recognised excellent and cost effective customer, performance, transformation and financial services which lead and add value to the council's key strategies and objectives and which in turn meet the needs of our residents, businesses and visitors."

CRCS has 28 budget options that impact of a range of protected characteristics. However, seven could potentially have a negative impact on staff, service users and/or both from different protected characteristics. An example of some of those proposals that may have a negative impact and where further analysis is required include:

Contact Centre - The current draft budget proposal could potentially affect staff and service users especially service users who are elderly or have a disability. There is also a significant number of staff who will be subject to FTE amendments. An equality impact assessment is being undertaken before this proposed option is implemented.

Rationalisation of transport provision – Part of this service involves supplying vehicles to transport people with special needs. Therefore this proposal has the potential to affect people with the protected characteristic of disability. An equality impact assessment will be undertaken before this option is implemented.

Chief Executive's Office

The high level screening of the departments budget options in relation to the public sector equality duty and the potential impact show that the budget options are likely to be in line with the Department's mission statement which states: "We aim to be excellent in everything we do, moving with pace and innovation to help the Council become one of the top ten local authorities in the country. We want to satisfy our customers through the quality and value of the services that we deliver to them. We are determined to put Croydon on the map as a great place to live, work and do business."

The only budget option that has the potential of impacting negatively on service users is:

Reduce Rent Subsidy to Voluntary groups – This has the potential to affect different community groups where the service users are from a range of protected groups and an equality impact assessment will be completed before implementation.

There is a strong alignment between what the residents said in the public engagement exercise on the draft budget options and what has been prioritised for further equality analysis by departments. The departments will endeavor to protect those services that matter the most to our residents.

Staff:

The budget proposal is still in draft form and for this reason information about the protected characteristics of those people potentially affected is not yet available. The proposals put forward by each department would appear to be inline with the overall size of the department. However, each department will need to consider the impact that these staffing changes and reductions will have on the workforce on their department or division, not only in relation to the staff but also the services they provide especially as some of the staff involved provide frontline services.

Potential staff changes in each department:

In the draft efficiency and cuts programme the departments with the main staffing changes or reductions that potentially impact on frontline serivces are:

- Corporate Resources and Customer Services (CRCS), with a total of 138 posts effected
- Children, Families and Learning (CFL), with a total of 42 posts effected
- Planning and Environment (P&E), with a total of 99 posts effected

The proposals found in the budget options related to potential staffing changes are likely to have the greatest impact on CRCS, CFL and P&E – but staffing reductions will need to be considered in relation to the public sector equality duty some of the proposals from all departments will ineventably require an equality impact assessment that consider the impact on the overall workforce profile as well as the individual indicators from the departmental people plans.

2.3	**Who have you engaged with (staff, service users, community groups etc)?** **Describe the methods of engagement you used** **What are the issues arising from the engagement?** **What are the outcomes of this engagement?** **What engagement did not or could not take place?**

The engagement that took place on the draft budget proposals 2013-15 took place between the 13th December 2012 and the 15th January 2013. Due to the timescales involved, the finances available and the fact that there are limited changes that can be made to the draft budget options, it was decided to hold a budget engagement activity rather than an extensive consultation. However, more in depth consultation with service users from protected groups will take place by departments where there are specific services changes.

An online questionnaire (Survey Monkey) was considered to be the most time efficient and cost effective method of engagement on the draft

budget proposals. Additionally, paper surveys were also made available for people without internet access.

Residents were engaged by the following methods:

- Twitter
- Facebook
- E-bulletin
- Scrolling banner on the Croydon Council website
- Posters to – libraries, children's centres, leisure centres and posters were displayed in Croydon Council buildings.

On the 15th January 2013 a total of 447 responded to the engagement exercise of which 4.7% completed paper responses. Table 1 below provides a summary the top fifteen priorities.

Table 1

	Department	Budget Proposal	% that disagreed
1	DASSH	Reduce the care support budgets for older people, people with a learning and physical disability and those with a mental health problem	79.4%
2	CFL	Reduce commissioning of domestic violence services by 10%	78.0%
3	DASSH	Reduction of staff in the assessment and case management service	71.9%
4	CEO	Reduce rent subsidy to voluntary groups	71.5%
5	P&E	Reduction of maintenance of trees	69.9%
6	CFL	Youth services - end commissioning of diversionary activity work for those young people at risk of anti social behaviour (ASB) and criminal activity	66.0%
7	P&E	Reduce Safer Croydon Partnership budget	65.6%
8	CFL	School improvement - reduce staff	65.6%
9	DASSH	Further reduction in payments to voluntary sector in adult care commissioning	65.4%
10	P&E	Increase in parking charges - annual review of car parks and on street parking charges	64.9%
11	CFL	Reduce commissioned youth counselling service by 11%	64.5%
12	CFL	Reduce or transfer 42% of school crossing patrols	64.4%
13	CEO	Reduce staff in voluntary grants programme	63.3%
14	DASSH	Reduction of staff in adult care commissioning team	62.9%
15	CFL	Education welfare service - staff reduction	62.8%

Issues arising from public engagement:

The public engagement exercise on the draft budget response was higher than the 2011 survey with 447 people responding. This is a small number of responses in comparison to the population of Croydon as a whole.

As previously stated, 44.9% of the Borough's population is BME. However from the 319 who responded to the ethnicity question, only 9.1% (29 respondents) said they were of Black, Asian or Mixed Ethnicity, 7.5% (24) said they were White Other and the remaining 83.4%(266) said they were White British. This is likely to be at least partly due to the method of engagement ie by online questionnaire. A number of studies have shown that small and underrepresented groups are more effectively engaged through direct face to face contact, which will be achieved once consultation on the individual proposals has commenced. Consultation with these groups is necessary to demonstrate due regard to the public sector equality and to show fairness and due process.

Analysis of the IP addresses of respondents found that 35.6% came from the Croydon Council IP address. Many Croydon Council officers are residents, but it is worth noting that this group forms a significant proportion (over a third) of the overall feedback received. The impact of this group on results has been evaluated as part of the consultation findings.

Although the engagement exercise provided information on respondents' age, race, gender, disability and disability type, it did not provide information on respondents with the following protected characteristics: religion, marriage and civil partnerships, sexual orientation, pregnancy and maternity, and gender reassignment.

If information on the above characteristics was available it would help the Council departments to target groups that showed a greater dissatisfaction with the overall budget for the more in depth consultations on the individual proposals.

Additionally, many of the respondents to the questionnaire commented that the budget statements were unclear, so it was difficult for them to agree or disagree with them.

SECTION 3: ANALYSING YOUR EQUALITY INFORMATION

3.1	From the information you have gathered (including information gathered to fill existing gaps) and the engagement you have undertaken how are each protected group affected (positively or negatively, or not affected at all)? What changes could be made to the policy, strategy, function, project or activity to mitigate a negative impact?				
Age					
	Positive	**Negative**	**None**	**Brief detail of impact**	**What changes could be made?**

	Impact	Impact			
0–18 years		X		A number of options that could potentially have a negative impact of this age group by reducing the capacity of the service provided. These include: Reducing or transferring 42% of school crossing patrols; the proposals will remove a patrol officer as an additional safety feature for children, parents/carers and elderly people. Youth Services – budget cuts and efficiencies, Early Intervention, Family Support Reducing the contribution to Upper Norwood Joint Library – this is part of an existing strategy and in September 2012 a full EqIA was completed and will be closely monitored Closure of Residential Homes resulting in re-provision of places at a more economical rate - a full EqIA has been completed and mitigating actions are being implemented. Reduce Rent Subsidy to Voluntary groups – this proposal could potentially affect this protected characteristic as a number of voluntary organisations serve this	Mitigating actions on each of these budget proposals will be addressed in the departmental EqIA for the proposal and relevant mitigating action, where appropriate. An EQIA relating to this should examine the whole budget period and be integrated into the department's service plans. The EqIA could include the number of staff amendments and how this may impact on the service being delivered. Where appropriate, departments may wish to work together on the EqIA to develop mitigating actions in cases where services share the same client group. Any known mitigating action found in completed equality impact assessments should be monitored.

				group	
19-35			X	None specifically identified other than those found in this analysis	More information is should be gathered required on this group to provide meaningful analysis.
36-65		X		(Staffing)Budget Option: Housing Development staff amendments – Considering the profile of staff in this department this option potentially disproportionately affect black women over the age of 40 Reduce or transfer 42% of school crossing patrols. The transfer could affect employees of which 56% are between 40-50 years and 44% are between 61-80.	**Service Users** More information is should be gathered required on this group to provide meaningful analysis. **Staffing:** These proposals will require an equality impact assessment that considers the impact on the overall workforce profile as well as the individual indicators from the departmental people plans Where staff are being made redundant, it may be worth assisting them, where practical, to identify job opportunities both internally and externally.
Over 65		X		The budget option to: Reduce or transfer 42% of school crossing patrols. The transfer could affect employees of which 44% are between 61-80.	Where staff are being made redundant, it may be worth assisting them, where practical, to identify job opportunities both internally and externally Any known mitigating action found in completed equality impact assessments should be monitored.

Disability					
	Positive Impact	**Negative Impact**	**None**	**Brief detail of impact**	**What changes could be made?**
Learning disability			x	None specifically identified other than those found in this analysis	Ensure that budget options are available in accessible formats e.g. Makaton.
Physical disability		X		The following options could potentially have a negative impact on this group: Continued programme of savings through the Croydon Care Solutions Ltd contract Reduce Rent Subsidy to Vol groups – this proposal could potentially affect this protected characteristic as a number of voluntary organisations serve this group Travel Plans- increase number of pupils able to travel independently A possible impact could occur if not effectively implemented.	Mitigating actions on this budget proposal will be addressed in the individual EqIA for the proposal or through relevant mitigation, where appropriate. An EQIA relating to this should examine the whole budget period and integrated into the department's service plans. Where appropriate, departments may wish to work together on the EqIA to develop mitigating actions in cases where services share the same client group. Any known mitigating action found in completed equality impact assessments should be monitored.
Mental health		X		The following options could potentially have a negative impact on this group: Reduce Rent Subsidy to Vol groups	Mitigating actions on this budget proposal will be addressed in the individual EqIA for the proposal or through relevant mitigation, where appropriate.

				– this proposal could potentially affect this protected characteristic as a number of voluntary organisations serve this group	An EQIA relating to this should examine the whole budget period and integrated into the department's service plans. Where appropriate, departments may wish to work together on the EqIA to develop mitigating actions in cases where services share the same client group. Any known mitigating action found in completed equality impact assessments should be monitored
Deaf or hard of hearing		X		The following options could potentially have a negative impact on this group: Continued programme of savings through the Croydon Care Solutions Ltd contract Reduce Rent Subsidy to Vol groups – this proposal could potentially affect this protected characteristic as a number of voluntary organisations serve this group	Mitigating actions on this budget proposal will be addressed in the individual EqIA for the proposal or through relevant mitigation, where appropriate. An EQIA relating to this should examine the whole budget period and integrated into the department's service plans. Where appropriate, departments may wish to work together on the EqIA to develop mitigating actions in cases where services share the same client group. Any known mitigating action found in completed equality impact assessments should be monitored Ensure that budget options are available in accessible formats

Visually impaired		X		The following options could potentially have a negative impact on this group: Reduce Rent Subsidy to Voluntary groups – this proposal could potentially affect this protected characteristic as a number of voluntary organisations serve this group	Mitigating actions on this budget proposal will be addressed in the individual EqIA for the proposal or through relevant mitigation, where appropriate. An EQIA relating to this should examine the whole budget period and integrated into the department's service plans. Where appropriate, departments may wish to work together on the EqIA to develop mitigating actions in cases where services share the same client group. Any known mitigating action found in completed equality impact assessments should be monitored Ensure that budget options are available in accessible formats
Other, incl carers			X	The following options could potentially have a negative impact on this group: Reduce Rent Subsidy to Voluntary groups – this proposal could potentially affect this protected characteristic as a number of voluntary organisations serve this group	Mitigating actions on this budget proposal will be addressed in the individual EqIA for the proposal or through relevant mitigation, where appropriate. An EQIA relating to this should examine the whole budget period and integrated into the department's service plans. Where appropriate, departments may wish to work together on the EqIA to

					develop mitigating actions in cases where services share the same client group. Any known mitigating action found in completed equality impact assessments should be monitored Ensure engagement with carers takes place
Gender/Sex					
	Positive Impact	**Negative Impact**	**None**	**Brief detail of impact**	**What changes could be made?**
Female		X		Council wide the total are approximately eight budget options that could potentially have a negative impact on women. These include the budget options to reduce commissioning of Domestic violence services by 10% Early Intervention, Family Support Integrated Youth Services - review and redesign service provision. (Staffing)Budget Option: Housing Development staff amendments – Considering the profile of staff in this department this option potentially disproportionately affect black women over the age of 40 Reduce or transfer 42% of school crossing patrol. Employees in this	**Service Users:** Mitigating actions on each of these budget proposals will be addressed in the individual EqIA for the proposal or through relevant mitigation, where appropriate. This could potentially affect them if this information/service is not provided to a high standard elsewhere in the borough. Any known mitigating action found in completed equality impact assessments should be monitored. **Staffing:** This will require an equality impact

				area of work consist of 78% female and 22% male. Therefore, it is possible that women will be disproportionately affected. Reduce Rent Subsidy to Vol groups – this proposal could potentially affect this protected characteristic as a number of voluntary organisations serve this group	assessment that considers the impact on the overall workforce profile as well as the individual indicators from the departmental people plans
Male		X		A number of options could potentially have a negative impact on young African Afro-Caribbean men these are: Youth Services - end commissioning of diversionary activity work for those young people at risk of Anti Social Behaviour and criminal activity. Youth Service - End Journeys programme Reduce Commissioned youth counselling service by 11% has the potential to have a negative impact on service users	Ensure men take part in engagement with issues that affect them Mitigating actions on each of these budget proposals will be addressed in the departmental EqIA for the proposal or through relevant mitigation, where appropriate. An EQIA relating to this should examine the whole budget period and integrated into the department's service plans. The EqIA could include the number of staff amendments and how this may impact on the service being delivered Where appropriate, departments may wish to work together on the EqIA to develop mitigating actions in cases where services share the same client group. Any known mitigating action found in

					completed equality impact assessments should be monitored.
Gender reassignment			X	None specifically identified other than those found in this analysis	More information is should be gathered required on this group to provide meaningful analysis.
Race/Ethnicity					
	Positive Impact	**Negative Impact**	**None**	**Brief detail of impact**	**What changes could be made?**
Asian			X	None specifically identified other than those found in this analysis	All departments should ensure that data about ethnicity and nationality is rigorously collected and analysis including through engagement mechanisms
Black		x		The over representation of young black men in the youth justice system or at risk of becoming involved with it could be negatively affected by some of these budget options. Youth Services - end commissioning of diversionary activity work for those young people at risk of Anti Social Behaviour and criminal activity. Youth Service - End Journeys programme (Staffing)Budget Option:	Service Users: Mitigating actions on each of these budget proposals will be addressed in the individual EqIA for the proposal or through relevant mitigation, where appropriate. Where there are several cuts that could have an impact on the same groups of people it would be advisable for departments to work together on future budget options. An EQIA relating to this should examine the whole budget period and integrated into the department's service plans. Additionally the EqIA could include the number of staff amendments and

				Housing Development staff amendments – Considering the profile of staff in this department this option potentially disproportionately affect black women over the age of 40 Reduce Rent Subsidy to Vol groups – this proposal could potentially affect this protected characteristic as a number of voluntary organisations serve this group	how this may impact on the service being delivered Where appropriate, departments may wish to work together on the EqIA to develop mitigating actions in cases where services share the same client group. Any known mitigating action found in completed equality impact assessments should be monitored. Staffing: This will require an equality impact assessment that considers the impact on the overall workforce profile as well as the individual indicators from the departmental people plans
White			X	None specifically identified other than those found in this analysis	All departments should ensure that data about ethnicity and nationality is rigorously collected and analysis including through engagement mechanisms
Mixed			X	None specifically identified other than those found in this analysis	
Other, such as Travelers			X	None specifically identified other than those found in this analysis	
Religious/Faith Groups					

	Positive Impact	Negative Impact	None	Brief detail of impact	What changes could be made?
Buddhist			X	None specifically identified other than those found in this analysis	Engage with different religion and faith groups to identify their key issues. Collect data and information about employees and service users
Christian			X	None specifically identified other than those found in this analysis	Engage with different religion and faith groups to identify their key issues. Collect data and information about employees and service users
Hindu			X	None specifically identified other than those found in this analysis	Engage with different religion and faith groups to identify their key issues. Collect data and information about employees and service users
Jewish			X	None specifically identified other than those found in this analysis	Engage with different religion and faith groups to identify their key issues. Collect data and information about employees and service users
Muslim			X	None specifically identified other than those found in this analysis	Engage with different religion and faith groups to identify their key issues. Collect data and information about employees and service users
Sikh			X	None specifically identified other than those found in this analysis	Engage with different religion and faith groups to identify their key issues. Collect data and information about employees and service users
No religion/faith			X	None specifically identified other than those found in this analysis	Engage with different religion and faith groups to identify their key issues. Collect data and information

					about employees and service users
Other			X	None specifically identified other than those found in this analysis	Engage with different religion and faith groups to identify their key issues. Collect data and information about employees and service users
Sexual Orientation					
	Positive Impact	**Negative Impact**	**None**	**Brief detail of impact**	**What changes could be made?**
Heterosexual			X	None specifically identified other than those found in this analysis	Information on sexual orientation could be gathered for each service area
Lesbian			X	None specifically identified other than those found in this analysis	Information on sexual orientation could be gathered for each service area
Gay			x	None specifically identified other than those found in this analysis	Information on sexual orientation could be gathered for each service area.
Bisexual			x	None specifically identified other than those found in this analysis	Information on sexual orientation could be gathered for each service area

Pregnancy and maternity					
Pregnancy and maternity	**Positive Impact**	**Negative Impact**	**None**	**Brief detail of impact**	**What changes could be made?**
		x		The budget cuts and efficiencies proposals relating to the early years services offer support and advice to women, lone parents, migrant communities and could potentially affect them if this information/service is not provided to a high standard elsewhere in the borough. Reduce Rent Subsidy to Vol groups – this proposal could potentially affect this protected characteristic as a number of voluntary organisations serve this group	Mitigating actions on each of these budget proposals will be addressed in the individual EqIA Where there are several cuts that could have an impact on the same groups of people it would be advisable for departments to work together on future budget options. Where appropriate, departments may wish to work together on the EqIA to develop mitigating actions in cases where services share the same client group. Any known mitigating action found in completed equality impact assessments should be monitored.
Marriage and civil partnership					
	Positive Impact	**Negative Impact**	**None**	**Brief detail of impact**	**What changes could be made?**
Marriage/civil partnership			X	The following budget proposal have the potential to negatively affect this group: Domestic violence services by 10% This could potentially affect them if	Explore how service could be maintained to the same standard without having an impact on the service user.

				this information/service is not provided to a high standard elsewhere in the borough. Reduce Rent Subsidy to Vol groups – this proposal could potentially affect this protected characteristic as a number of voluntary organisations serve this group	

3.2	**From the information you have gathered and the engagement you have undertaken describe how the policy, strategy, function, project or activity actively enables the council to meet its public duties to:**
Advance equality of opportunity between different groups of people by removing or minimizing disadvantages, taking steps to meet needs, and encouraging participation in public life	The council is committed to advancing equality of opportunity between different groups of people by removing or minimizing disadvantage. This equality analysis has attempted to do this by highlighting the options that could have a potentially negative impact which require further investigation before implementation. In addition and inline with the specific PSED the council has published equality objectives informed through evidence and consultation as well as being aligned to our core business.
Eliminate discrimination	This equality impact assessment aims to support the Council's commitment to eliminate unlawful discrimination. This commitment applies to all our functions including those carried out in partnership with others as well as by those providing services on our behalf. In addition people can make complaints using the council's complaint system and staff can do the same through the grievance and whistle-blowing procedure. Decisive action will be taken against anyone found to be in breach of the council's policy including those who provide services on our behalf or work in partnership with us..
Foster good relations between different groups and communities by tackling prejudice and promoting understanding	The council's commitment to fostering good relations between different groups and communities by tackling prejudice by having a zero tolerance towards this behaviour from our service users or employers. This is reflected in our policies and procedures and employment practices. The council also undertakes a range of activity designed to promote understanding about different groups of people and the issues they face through LGBT history month, Black History Month carers' day, disability awareness, mental health discrimination, Holocaust Memorial Day and inter-faith events.

3.3	Having considered the potential or actual effect of the policy, strategy, function, project or activity on equality make an informed judgment about what should be done (more than one may apply)?	
Outcome	**Definition (more information is available in the guidance)**	**Judgment (Y/N)**
Outcome 1: no major change	Your assessment demonstrates that the policy is robust and the evidence shows no potential for discrimination and that you have taken all appropriate opportunities to advance equality and foster good relations between groups.	Y
Outcome 2: adjust the policy	This involves taking steps to remove barriers or to better advance equality and introducing measures to mitigate the potential effect.	Y
Outcome 3: continue the policy	This means adopting your proposals, despite any adverse effect or missed opportunities to advance equality, provided you have satisfied yourself that it does not unlawfully discriminate.	N
Outcome 4: stop and remove the policy	If there are adverse effects that are not justified and cannot be mitigated, you will want to consider stopping the policy altogether. If a policy shows unlawful discrimination it **must** be removed or changed.	N

3.4	Planning actions – please record all actions arising from the assessment, with clear targets, milestone and lines of responsibility.				
Protected groups[6]	**Action (SMART)**	**Intended Outcome**	**Completion Date**	**Lead Officer**	**Lead Partner[7]**
Age, race, disability, gender	Complete a comprehensive EqIA on the following budget proposals: Youth Service – Frontline services: End Journey's Programme Reduce localities	A robust EqIA with specific actions that can realistically be implemented within the timescales required in order to effectively mitigate any potentially negative impacts on people with protected characteristics (staff and service users)	Feb 2013	Simon Townend	

	commissioning programme by 10% Reduce commissioned youth counseling service by 11% **These proposals will be combined into one full EqIA**				
Staff - All protected characteristics	Complete a full EqIA on budget proposal: Environment & Leisure - restructure	This will require an equality impact assessment that considers the impact on the overall workforce profile as well as the individual indicators from the departmental people plans	31/03/2013	Malcolm Kendall	N/A
Service users: Age and Disability	Complete a full EqIA on budget proposal: Rationalisation of transport provision	A robust EqIA with specific actions that can realistically be implemented within the timescales required in order to effectively mitigate any potentially negative impacts on people with protected characteristics (staff and service users)	30/07/2013	Sarah Ireland	N/A

Disability, race and gender	Complete a full EqIA on budget proposal: Departmental - Layers & Spans	This will require an equality impact assessment that considers the impact on the overall workforce profile as well as the individual indicators from the departmental people plans	31/03/2013	Pam Parkes	N/A
Staff - All protected characteristics	Complete a full EqIA on budget proposal: Review of the Mobile Enforcement Unit	This will require an equality impact assessment that considers the impact on the overall workforce profile as well as the individual indicators from the departmental people plans	01/03/2013	Andy Opie	N/A
Race, religion, gender (including gender reassignment), disabilities especially learning and mental health, sexual orientation.	Complete a full EqIA on budget proposal: Street lighting policy	A robust EqIA with specific actions that can realistically be implemented within the timescales required in order to effectively mitigate any potentially negative impacts on people with protected characteristics (staff and service users)	31/03/2013	Steve Iles	N/A

Staff - All protected characteristics	Complete a full EqIA on budget proposal: Restructure of Regulatory Services including review of shared services approach with other boroughs	This will require an equality impact assessment that considers the impact on the overall workforce profile as well as the individual indicators from the departmental people plans	31/03/2013	Paul Foster	N/A
Race/ethnicity, disability, age, sexual orientation, gender/sex, religion/belief , gender reassignment ,	Complete a full EqIA on budget proposal: Reduce Safer Croydon Partnership budget	A robust EqIA with specific actions that can realistically be implemented within the timescales required in order to effectively mitigate any potentially negative impacts on people with protected characteristics (staff and service users)	01/03/2013	Andy Opie	N/A
Contractors who have a strong representation from the following characteristics: Race, religion, gender (including gender reassignment), disabilities especially learning and mental health, sexual orientation	Complete a full EqIA on budget proposal: Green Spaces – re-tendering of contract	A robust EqIA with specific actions that can realistically be implemented within the timescales required in order to effectively mitigate any potentially negative impacts on people with protected characteristics (staff	01/10/2013	Malcolm Kendall	N/A

		and service users)			
Staffing- All protected characteristics	Complete a full EqIA on the following combined budget proposals: Environmental Response Team restructure Highways washing to be absorbed within the ERT function	This will require an equality impact assessment that considers the impact on the overall workforce profile as well as the individual indicators from the departmental people plans.	1/3/2013	Andy Opie	N/A
Staff with all protected characteristics and service users under the following protected groups: Race/ethnicity, disability, age, sexual orientation, gender/sex, religion/belief , gender reassignment	Complete a full EqIA on budget proposal Safer Croydon Partnership and restucture	This will require an equality impact assessment that considers the impact on the overall workforce profile as well as the individual indicators from the departmental people plans	1.3.13	Andy Opie	N/A
All	Complete a full EqIA on budget proposal: Increase in parking charges	A robust EqIA with specific actions that can realistically be implemented within the timescales required in order to effectively mitigate any potentially negative impacts on	01/01/2013	Steve Iles	N/A

		people with protected characteristics (staff and service users)			
Race, religion, gender (including reassignment), age, sexual orientation	Complete a full EqIA on budget proposal: CCTV team restructure	A robust EqIA with specific actions that can realistically be implemented within the timescales required in order to effectively mitigate any potentially negative impacts on these equality groups	01/03/2013	Andy Opie	N/A
Staff - All protected characteristics	Complete a full EqIA on budget proposal: Housing Development staff amendments	This will require an equality impact assessment that considers the impact on the overall workforce profile as well as the individual indicators from the departmental people plans	Feb-March 2013	Beverley Nomafo	N/A
Age and disability	Complete a full EqIA on budget proposal: Travel Plans	This will require an equality impact assessment that considers the impact on the overall workforce profile as well as the individual indicators from the departmental people plans	1/3/2013	Linda Wright	Transport lead

Staff - All protected characteristics	Complete a full EqIA on budget proposal Finance - Staffing efficiencies	This will require an equality impact assessment that considers the impact on the overall workforce profile as well as the individual indicators from the departmental people plans	March 2013	Richard Simpson	N/A
Age & disability	Complete a full EqIA on budget proposal Contact Centre	A robust EqIA with specific actions that can realistically be implemented within the timescales required in order to effectively mitigate any potentially negative impacts on people with protected characteristics (staff and service users)	Feb-March	Tabitha Bain	N/A
Disabilities	Complete a full EqIA on budget proposal Savings from ICT contract extensions to May 14	A robust EqIA with specific actions that can realistically be implemented within the timescales required in order to effectively mitigate any potentially negative impacts on people with protected characteristics (staff	Jan 13 - March 13	Aiden Mcmanus	N/A

		and service users)			
Race/ethnicity, disability, age, sexual orientation, gender/sex, religion/belief, gender reassignment, marriage and civil partnerships, pregnancy and maternity.	Complete a full EqIA on budget proposal Reduce Rent Subsidy to Voluntary Sector groups	A robust EqIA with specific actions that can realistically be implemented within the timescales required in order to effectively mitigate any potentially negative impacts on people with protected characteristics (staff and service users)	Jan – Feb 2013	David Freeman	N/A
Age	Complete a full EqIA on budget proposal Reduce or transfer 42% of school crossing patrols.	A robust EqIA with specific actions that can realistically be implemented within the timescales required in order to effectively mitigate any potentially negative impacts on people with protected characteristics (staff and service users)	30th April 2013	Pip Hesketh	N/A
Race/ethnicity, disability, age, sexual orientation, gender/sex, religion/belief, gender reassignment, marriage and civil partnerships,	Complete a full EqIA on the following budget proposals: Early Intervention, Family Support and Integrated Youth	A robust EqIA with specific actions that can realistically be implemented within the timescales required in order to	May 2013	Dwynwen Stepien	N/A

pregnancy and maternity.	Services - review and redesign service provision Reduce commissioning of domestic violence services by 10% **These proposals will be combined into one full EqIA**	effectively mitigate any potentially negative impacts on people with protected characteristics (staff and service users)			
Race/ethnicity, disability, age, sexual orientation, gender/sex, religion/belief, gender reassignment , marriage and civil partnerships , pregnancy and maternity	Complete a full EqIA on re-designed funding model for Children's Centers	A robust EqIA with specific actions that can realistically be implemented within the timescales required in order to effectively mitigate any potentially negative impacts on people with protected characteristics (staff and service users)	April/May 2013	Dwynwen Stepien	N/A
Disability, ethnicity, gender and age	Corporate equality analysis on specific protected characteristics	Understand the impact of the changes on different protected characteristics	Two per year	Sharon Godman	
All protected characteristics	Examine the under-representation and low participation rates of specific protected	Understand and improve participation and under-	31/03/14	Sharon Godman	

	characteristics e.g. ethnicity	representation			

3.5	Please indicate the risks and what will be done to address them? Risks may need to be recorded in your risk register.					
Risk/ issues identified	**Action required**	**Resource implications**	**Timescales**	**Lead Officer/s**	**Expected outcome**	**Progress**
Risk to Council's reputation	Ensure that information about the changes is disseminated effectively with staff and the public	Staff time	Throughout the change delivery programme.	Hayley Lewis Head of Customer Communications and Strategy Service	Maintaining Croydon as a place where people want to live, play, work and learn.	
Judicial Review	Ensure that where EqIA's are needed they are done and monitored	Staff time	See EqIA programme	Executive Directors	No negative outcomes from legal challenges	
Employment Tribunals	Ensure that matters regarding FTE change transfer and redundancies are dealt with in a fair and just manner.	The cost preparing for and defending employment tribunals	See EqIA programme	Service Managers, supported by HR	No negative outcomes from legal challenges	

SECTION 4: MONITORING AND REVIEW

4.1	Equality impact assessment is an ongoing process that does not end once a policy, strategy, function, project or activity has been agreed or implemented.
Question	**Response**
How will you measure the effects of the policy on equality?	**Service Users** Through consultation with service users; monitoring complaints and satisfaction surveys **Staff** Through monitoring complaints made though grievance and whistle-blowing procedures
When will the policy be reviewed?	Annually
What type of equality information is needed for monitoring and how often will it be analysed?	More service specific equality information is required that address all the protected characteristics. This would need to be analysed on a bi-annual basis.
How will stakeholders be engaged in the implementation, monitoring and review?	This will be done through surveys

5.1	Before sending the EqIA to be approved by the relevant director use the following checklist to ensure the process is completed. The completed initial EqIA should also be checked.
	Y/N
The EqIA clearly outlines the purpose of the policy, strategy, function, project or activity? (initial and full assessment template)	**Y**
The EqIA clearly outlines how the policy, strategy, function, project or activity relates to equalities and to the council's public duties? (initial and full assessment template)	**Y**
The EqIA clearly outlines the evidence available and the information gathered for the assessment? (full template only)	**Y**
The EqIA clearly outlines the community engagement undertaken for the assessment? (full template only)	**Y**
The EqIA clearly identifies the impact on each protected group based on the information available and how the policy, strategy, function, project or activity enables the council to meets its public duties? (full template only)	**Y**
Final judgment has been made based on the evidence available? (full template only)	**Y**
The EqIA identifies SMART actions and identifies risks? (full template only)	**Y**
The EqIA includes information on how the policy, strategy, function, project or activity will be monitored and reviewed? (full template only)	**Y**

SECTION 6: DECISION MAKING AND PUBLICATION

6.1	I agree with the outcome of the above EqIA and actions arising, and have integrated the outcome into the policy decision
Lead Officer	
Name	**Amanda Beckles**
Signature	
Date	**24th January 2013**
Lead Director	
Name	**Richard Simpson**
Signature	
Date	
Date sent to corporate equalities and cohesion team (data.equalities@croydon.gov.uk)	

THIS SECTION TO BE COMPLETED BY THE CORPORATE EQUALITIES AND COHESION TEAM	
Publication Date (summary on website)	