

Appendix C (iv): Equality Analysis of new budget proposals

EQUALITY ANALYSIS (EA)

POLICY/PROPOSAL:	To increase Council Tax by 4.99% in 2021/22
DEPARTMENT:	Council wide
TEAM:	n/a
LEAD OFFICER:	n/a
DATE:	7 December 2020

NB: Please ensure you have read the accompanying EA guidance and instructions in full.

SECTION A – INITIAL SCREENING

1. Please provide a description of the policy, proposal, change or initiative, and a summary its objectives and the intended results.

The council is required to make significant savings in order to deliver a legally required balanced budget. In order to help overcome this it is proposed to increase Council Tax by 4.99%, where 3% is ring fenced for Adult Social Care and 1.99% is a general increase. This is the maximum increase allowed by government. The proposal will generate an additional £6.5m of recurring income for the Council and therefore avoid having to make further savings to key council services such as adult social care, children's services, etc.

This will impact on all residents within Brent who are eligible to pay Council Tax. Under the changes that are being made to local government funding, there is more emphasis on generating more funding locally (i.e. becoming more self-determinant). This proposal is linked to one aspect of local government funding where the council has some discretion to raise additional funds by increases to Council Tax.

2. Who may be affected by this policy or proposal?

All households in Brent, apart from those eligible for 100% Council Tax discount.

The increase by band and the number of properties affected are shown below.

Band	Amount payable in 2020/21 (Brent share)	Amount payable in 2021/22 (Brent share)	Increase per annum	Increase per month	Increase per week	Total number of dwellings affected
A	£875.16	£918.84	£43.68	£3.64	£0.84	5,879
B	£1,021.02	£1,071.98	£50.96	£4.25	£0.98	13,242
C	£1,166.88	£1,225.12	£58.24	£4.85	£1.12	37,782
D	£1,312.74	£1,378.26	£65.52	£5.46	£1.26	36,102
E	£1,604.46	£1,684.54	£80.08	£6.67	£1.54	22,424

F	£1,896.18	£1,990.82	£94.64	£7.89	£1.82	6,428
G	£2,187.90	£2,297.10	£109.20	£9.10	£2.10	3,421
H	£2,625.48	£2,756.52	£131.04	£10.92	£2.52	248

If this proposal is approved it will affect all households in Brent's 125,526 residential dwellings, that will see their Council Tax bills increase, unless they are eligible for 100% Council Tax support. Currently, approximately 22% (27,644 households out of the 125,526) of households in Brent receive full or partial Council Tax support, which means that they will receive full or partial protection from the increase. In addition, those households where there is one eligible adult resident or less (36,063 households), a reduction of up to 50% on their bill will be due.

The Council Tax increase will mean that the budget of Adult Social Care services will grow by a further £3.9m which will enable the service to meet increasing demand of current and future service users, who are among the most vulnerable members of Brent's community. This is a positive impact.

3. Is there relevance to equality and the council's public sector equality duty? Please explain why. If your answer is no, you must still provide an explanation.

Yes. This proposal will have both positive and negative impacts on some equality groups. However, since the council tax is applicable to all properties it is not considered that the increase targets any one particular group rather it is an increase that is applied across the board. At the same time because the increase is applied to all properties it is not possible to exempt any particular groups. However, on the latter point there is a council tax support scheme that offers support to vulnerable people and people on low incomes. The government has announced an additional grant for 2021/22 to enable the council increase the support it provides to residents and this will be passed on directly to residents in need.

4. Please indicate with an "X" the potential impact of the policy or proposal on groups with each protected characteristic. Carefully consider if the proposal will impact on people in different ways as a result of their characteristics.

Characteristic	IMPACT		
	Positive	Neutral/None	Negative
Age		X	
Sex		X	
Race		X	
Disability		X	
Sexual orientation		X	
Gender reassignment		X	
Religion or belief		X	
Pregnancy or maternity		X	
Marriage		X	

5. Please complete **each row** of the checklist with an "X".

SCREENING CHECKLIST		
	YES	NO
Have you established that the policy or proposal <i>is</i> relevant to the council's public sector equality duty?	X	
Does the policy or proposal relate to an area with known inequalities?		X
Would the policy or proposal change or remove services used by vulnerable groups of people?		X
Has the potential for negative or positive equality impacts been identified with this policy or proposal?	X	
If you have answered YES to ANY of the above, then proceed to section B. If you have answered NO to ALL of the above, then proceed straight to section D.		

SECTION B – IMPACTS ANALYSIS

1. Outline what information and evidence have you gathered and considered for this analysis. If there is little, then explain your judgements in detail and your plans to validate them with evidence. If you have monitoring information available, include it here.

The council has analysed the statutory council tax base return which shows the total number of households that are required to pay council tax and the households who are eligible for council tax support.

Other than this is not possible to conduct further impact analyses as the proposed Council Tax increase will affect households in Brent in different ways based on their financial circumstances. However, low income households are likely to be protected as they will see increases in their Council Tax support which will either offset in full or partially this increase. The council tax support scheme is also proposed to be reviewed and further analysis on the cumulative impact will be assessed as part of the modelling of the new scheme design.

2. For each “protected characteristic” provide details of all the potential or known impacts identified, both positive and negative, and explain how you have reached these conclusions based on the information and evidence listed above. Where appropriate state “not applicable”.

AGE	
Details of impacts identified	N/A
DISABILITY	
Details of impacts identified	N/A
RACE	
Details of impacts identified	N/A
SEX	

Details of impacts identified	N/A
SEXUAL ORIENTATION	
Details of impacts identified	N/A
PREGANCY AND MATERNITY	
Details of impacts identified	N/A
RELIGION OR BELIEF	
Details of impacts identified	N/A
GENDER REASSIGNMENT	
Details of impacts identified	N/A
MARRIAGE & CIVIL PARTNERSHIP	
Details of impacts identified	N/A

3. Could any of the impacts you have identified be unlawful under the Equality Act 2010?

No

4. Were the participants in any engagement initiatives representative of the people who will be affected by your proposal and is further engagement required?

Yes to both. Significant engagement / consultation is planned between December 2020 and February 2021 ahead of the decision being made by full council on 22 February 2021.

5. Please detail any areas identified as requiring further data or detailed analysis.

None required

6. If, following your action plan, negative impacts will or may remain, please explain how these can be justified?

If the proposal is rejected, the Adult Social Care budget will not grow by £3.9m, which could pose challenges to the service to meet growing demand of current and future service users. Failure to meet the increasing demand and diverse needs of current and future service users would have a potential negative impact on those most at need.

The 1.99% increase in Council Tax for general use should have a positive impact on some equality groups as it prevents an additional reduction of £2.6m in the Council's budget. Without a specific alternative proposal the exact benefit to specific groups of residents, staff and external stakeholders is uncertain, but a reduction in budget at short notice will limit the scope of the Council to reduce the impact on services used by vulnerable groups of people.

While the Council Tax proposal will increase the financial pressure on some households, the Council Tax support scheme will partially or fully mitigate this impact for those households who are living on low incomes and are eligible for Council Tax support. Further, single households will have the impact mitigated by the 25% discount offered to single households.

7. Outline how you will monitor the actual, ongoing impact of the policy or proposal?

If the Council Tax proposal is approved, the Council will continue to monitor the impact on equality groups to ensure that any unexpected consequences and/or adverse impact are promptly identified and mitigated. This will take place when the new council tax support scheme is implemented.

The existing powers under Section 13A of the Local Government Act 1992 allow the Council to reduce Council Tax by up to 100%. The process for applying is detailed on the Council's website.

SECTION C - CONCLUSIONS

Based on the analysis above, please detail your overall conclusions. State if any mitigating actions are required to alleviate negative impacts, what these are and what the desired outcomes will be. If positive equality impacts have been identified, consider what actions you can take to enhance them. If you have decided to justify and continue with the policy despite negative equality impacts, provide your justification. If you are to stop the policy, explain why.

It is proposed to continue with the proposal despite the negative equality impacts. The reason for this is that the Council Tax increase will help to protect front line services, reduce the amount of savings required and provide much needed additional growth for the Adult Social Care budget. The Council Tax increase proposed is equivalent to approximately £6.5m of additional funding. If this funding was not available, services such as Adult Social Care and Childrens Social Care would have to be significantly reduced.

Brent has processes in place for applying a Council Tax support/reduction/exemption to those eligible, therefore whilst this increase will impact across the board, it is anticipated that the impact will be proportionate dependent on an individual's circumstances and whether they receive a Council Tax support/reduction/exemption.

SECTION D – RESULT

<i>Please select one of the following options. Mark with an "X".</i>		
A	CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED	X
B	JUSTIFY AND CONTINUE THE POLICY/PROPOSAL	
C	CHANGE / ADJUST THE POLICY/PROPOSAL	
D	STOP OR ABANDON THE POLICY/PROPOSAL	

SECTION E - ACTION PLAN

This will help you monitor the steps you have identified to reduce the negative impacts (or increase the positive); monitor actual or ongoing impacts; plan reviews and any further engagement or analysis required.

Action	Expected outcome	Officer	Completion Date
Review impact of council tax increase at the same time as the implementation of the new hardship grant scheme.	Better understanding of negative impacts, which can be mitigated as part of the implementation of the new scheme design	Peter Cosgrove	April – June 2021

SECTION F – SIGN OFF

Please ensure this section is signed and dated.

OFFICER:	Peter Cosgrove
REVIEWING OFFICER:	Ravinder Jassar
OPERATIONAL DIRECTOR:	Thomas Cattermole

EQUALITY ANALYSIS (EA)

POLICY/PROPOSAL:	CDS A2 Review of customer front-face offer in Civic Centre
DEPARTMENT:	Customer and Digital Services Directorate
TEAM:	Customer Access
LEAD OFFICER:	Thomas Cattermole, Director of Customer Access
DATE:	25 November 2020

NB: Please ensure you have read the accompanying EA guidance and instructions in full.

SECTION A – INITIAL SCREENING

6. Please provide a description of the policy, proposal, change or initiative, and a summary its objectives and the intended results.

A full review of the customer front face offer in the Civic Centre would take place from autumn 2020 onwards.

The intention would be to retain a 4 hours a day, 5 days a week service managed by customer services (as has been the case since July 2020). In recent months due to Covid 19-lockdown and closures, residents have shifted towards using the phones and on-line tools to help with services from Brent Council.

Also, it is proposed to establish an additional Hub in the Civic Centre in line with the current 5 community hubs. This would enhance the support on offer at the Civic Centre to our most vulnerable residents.

7. Who may be affected by this policy or proposal?

Staff, residents, internal and external stakeholders with the reduction in opening hours.

The hub at the Civic Centre will help the most vulnerable residents visiting us.

8. Is there relevance to equality and the council's public sector equality duty? Please explain why. If your answer is no, you must still provide an explanation.

No. The current service in the last six months has proven that residents can do more transactional bits on the website and phones. Support for the most vulnerable will be in place. None of the protected groups will experience any negative impact due to the proposal, as all services provided currently by Customer Access will still continue with support from hubs for vulnerable residents

9. Please indicate with an "X" the potential impact of the policy or proposal on groups with each protected characteristic. Carefully consider if the proposal will impact on people in different ways as a result of their characteristics.

Characteristic	IMPACT		
	Positive	Neutral/None	Negative
Age		x	
Sex		x	
Race		x	
Disability		x	
Sexual orientation		x	
Gender reassignment		x	
Religion or belief		x	
Pregnancy or maternity		x	
Marriage		x	

10. Please complete **each row** of the checklist with an "X".

SCREENING CHECKLIST		
	YES	NO
Have you established that the policy or proposal <i>is</i> relevant to the council's public sector equality duty?		x
Does the policy or proposal relate to an area with known inequalities?		x
Would the policy or proposal change or remove services used by vulnerable groups of people?		x
Has the potential for negative or positive equality impacts been identified with this policy or proposal?		x
If you have answered YES to ANY of the above, then proceed to section B. If you have answered NO to ALL of the above, then proceed straight to section D.		

SECTION B – IMPACTS ANALYSIS

8. Outline what information and evidence have you gathered and considered for this analysis. If there is little, then explain your judgements in detail and your plans to validate them with evidence. If you have monitoring information available, include it here.

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9. For each “protected characteristic” provide details of all the potential or known impacts identified, both positive and negative, and explain how you have reached these conclusions based on the information and evidence listed above. Where appropriate state “not applicable”.

AGE	
Details of impacts identified	
DISABILITY	
Details of impacts identified	
RACE	
Details of impacts identified	
SEX	

Details of impacts identified	
SEXUAL ORIENTATION	
Details of impacts identified	
PREGANCY AND MATERNITY	
Details of impacts identified	
RELIGION OR BELIEF	
Details of impacts identified	
GENDER REASSIGNMENT	
Details of impacts identified	
MARRIAGE & CIVIL PARTNERSHIP	
Details of impacts identified	

10. Could any of the impacts you have identified be unlawful under the Equality Act 2010?

11. Were the participants in any engagement initiatives representative of the people who will be affected by your proposal and is further engagement required?

12. Please detail any areas identified as requiring further data or detailed analysis.

13. If, following your action plan, negative impacts will or may remain, please explain how these can be justified?

14. Outline how you will monitor the actual, ongoing impact of the policy or proposal?

SECTION C - CONCLUSIONS

Based on the analysis above, please detail your overall conclusions. State if any mitigating actions are required to alleviate negative impacts, what these are and what the desired outcomes will be. If positive equality impacts have been identified, consider what actions you can take to enhance them. If you have decided to justify and continue with the policy despite negative equality impacts, provide your justification. If you are to stop the policy, explain why.

SECTION D – RESULT

<i>Please select one of the following options. Mark with an "X".</i>		
A	CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED	X
B	JUSTIFY AND CONTINUE THE POLICY/PROPOSAL	
C	CHANGE / ADJUST THE POLICY/PROPOSAL	
D	STOP OR ABANDON THE POLICY/PROPOSAL	

SECTION E - ACTION PLAN

This will help you monitor the steps you have identified to reduce the negative impacts (or increase the positive); monitor actual or ongoing impacts; plan reviews and any further engagement or analysis required.

Action	Expected outcome	Officer	Completion Date

SECTION F – SIGN OFF

Please ensure this section is signed and dated.

OFFICER:	Thomas Cattermole
REVIEWING OFFICER:	Richard Harrington
HEAD OF SERVICE:	Thomas Cattermole 26/11/20

EQUALITY ANALYSIS (EA)

POLICY/PROPOSAL:	R&E A2
DEPARTMENT:	Regeneration & Environment
TEAM:	Brent Transport Service
LEAD OFFICER:	R Trout
DATE:	25/11/2020

NB: Please ensure you have read the accompanying EA guidance and instructions in full.

SECTION A – INITIAL SCREENING

11. Please provide a description of the policy, proposal, change or initiative, and a summary its objectives and the intended results.

The proposal is to consider options for relocating a number of SEN buses back to a Brent depot from Harrow to reduce operating times and costs, and/or to consider opportunities for facilitating more independent travel options.

The key aims of this are not only to reduce costs, but ultimately provide shorter, more convenient journeys for service users.

12. Who may be affected by this policy or proposal?

Passengers with Special Educational Needs, some of whom may have disabilities.

13. Is there relevance to equality and the council's public sector equality duty? Please explain why. If your answer is no, you must still provide an explanation.

Yes. This may affect young individuals with disabilities by altering their current daily routine and this may cause anxiety and upset. However in the longer term it is anticipated the change will be of benefit.

14. Please indicate with an “X” the potential impact of the policy or proposal on groups with each protected characteristic. Carefully consider if the proposal will impact on people in different ways as a result of their characteristics.

Characteristic	IMPACT		
	Positive	Neutral/None	Negative
Age	x		x
Sex		x	
Race		x	
Disability	x		x
Sexual orientation		x	
Gender reassignment		x	
Religion or belief		x	
Pregnancy or maternity		x	
Marriage		x	

15. Please complete **each row** of the checklist with an “X”.

SCREENING CHECKLIST		
	YES	NO
Have you established that the policy or proposal <i>is</i> relevant to the council’s public sector equality duty?	x	
Does the policy or proposal relate to an area with known inequalities?	x	
Would the policy or proposal change or remove services used by vulnerable groups of people?	x	
Has the potential for negative or positive equality impacts been identified with this policy or proposal?	x	
If you have answered YES to ANY of the above, then proceed to section B. If you have answered NO to ALL of the above, then proceed straight to section D.		

SECTION B – IMPACTS ANALYSIS

15. Outline what information and evidence have you gathered and considered for this analysis. If there is little, then explain your judgements in detail and your plans to validate them with evidence. If you have monitoring information available, include it here.

Pupils with special educational needs (SEN) are the principle users of this service. Any change to their current daily routine may cause inconvenience, anxiety and/or upset.

Previous passenger satisfaction surveys have identified that any change to routine can have an adverse impact on passengers.

Any changes would be subject to full consultation with affected passengers, with the impact of the changes subject to ongoing review.

16. For each “protected characteristic” provide details of all the potential or known impacts identified, both positive and negative, and explain how you have reached these conclusions based on the information and evidence listed above. Where appropriate state “not applicable”.

AGE	
Details of impacts identified	Users of the service, and so those likely to be affected, are mainly school age.
DISABILITY	
Details of impacts identified	Users of the service, and so those likely to be affected, mainly have a disability or learning difficulties.
RACE	
Details of impacts identified	
SEX	

Details of impacts identified	
SEXUAL ORIENTATION	
Details of impacts identified	
PREGANCY AND MATERNITY	
Details of impacts identified	
RELIGION OR BELIEF	
Details of impacts identified	
GENDER REASSIGNMENT	
Details of impacts identified	
MARRIAGE & CIVIL PARTNERSHIP	
Details of impacts identified	

17. Could any of the impacts you have identified be unlawful under the Equality Act 2010?

No

18. Were the participants in any engagement initiatives representative of the people who will be affected by your proposal and is further engagement required?

Communication of any changes will need to be carefully considered and sensitively delivered. This would typically take the form of a group meeting, individual sessions and the opportunity to have ongoing dialogue directly with those organising the transport.

19. Please detail any areas identified as requiring further data or detailed analysis.

The precise detail of the operational changes are still to be determined.

20. If, following your action plan, negative impacts will or may remain, please explain how these can be justified?

It is envisaged that the negative impact associated with any such change in routine, will be mitigated over time by the benefit of having shorter, more convenient journeys and/or greater independence if that were appropriate and/or sought by the passengers.

21. Outline how you will monitor the actual, ongoing impact of the policy or proposal?

The service and its outcomes for its users are routinely monitored through daily supervision and the application of the key performance framework that sits central to the formal partnering between Brent and Harrow Councils.

SECTION C - CONCLUSIONS

Based on the analysis above, please detail your overall conclusions. State if any mitigating actions are required to alleviate negative impacts, what these are and what the desired outcomes will be. If positive equality impacts have been identified, consider what actions you can take to enhance them. If you have decided to justify and continue with the policy despite negative equality impacts, provide your justification. If you are to stop the policy, explain why.

The negative impact of the change will be short term. Ultimately the change will create efficiencies in terms of routes and driving times and so create better comfort for passengers, and may also give greater opportunity for more independent travel and the personal development that will help facilitate.

SECTION D – RESULT

<i>Please select one of the following options. Mark with an "X".</i>		
A	CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED	X
B	JUSTIFY AND CONTINUE THE POLICY/PROPOSAL	
C	CHANGE / ADJUST THE POLICY/PROPOSAL	
D	STOP OR ABANDON THE POLICY/PROPOSAL	

SECTION E - ACTION PLAN

This will help you monitor the steps you have identified to reduce the negative impacts (or increase the positive); monitor actual or ongoing impacts; plan reviews and any further engagement or analysis required.

Action	Expected outcome	Officer	Completion Date
Plan routes to minimise journey times	Reduced journey times, better comfort.	R Trout	March 2021
Communicate changes thoroughly and sensitively	Well informed passengers, reduced anxiety.	R Trout	March 2021

SECTION F – SIGN OFF

Please ensure this section is signed and dated.

OFFICER:	Richard Trout
REVIEWING OFFICER:	Chris Whyte
HEAD OF SERVICE:	Chris Whyte

EQUALITY ANALYSIS (EA)

POLICY/PROPOSAL:	CYP A3 Expanding the offer at the Gordon Brown Centre (GBC)
DEPARTMENT:	Children and Young People
TEAM:	Setting and School Effectiveness
LEAD OFFICER:	John Galligan
DATE:	10/12/2020

NB: Please ensure you have read the accompanying EA guidance and instructions in full.

SECTION A – INITIAL SCREENING

16. Please provide a description of the policy, proposal, change or initiative, and a summary its objectives and the intended results.

The GBC is a residential holiday activity centre owned and run by Brent Council. An expanded use of the centre, either supporting families with children at risk of being taken into care or as a residential provision for Looked After Children, would realise either cost avoidance or additional income.

17. Who may be affected by this policy or proposal?

This will provide looked after children with greater sufficiency of accommodation.

The GBC provision will be expanded carefully so as to maintain educational holiday activity opportunities for Brent children.

18. Is there relevance to equality and the council's public sector equality duty? Please explain why. If your answer is no, you must still provide an explanation.

This will potentially provide looked after children with greater sufficiency of accommodation and enhanced support for families with children at risk of being taken into care.

The provision will need to be expanded carefully so as to maintain educational holiday activity opportunities for Brent children.

19. Please indicate with an “X” the potential impact of the policy or proposal on groups with each protected characteristic. Carefully consider if the proposal will impact on people in different ways as a result of their characteristics.

Characteristic	IMPACT		
	Positive	Neutral/None	Negative
Age		x	
Sex		X	
Race		X	
Disability		X	
Sexual orientation		X	
Gender reassignment		X	
Religion or belief		X	
Pregnancy or maternity		X	
Marriage		X	

20. Please complete **each row** of the checklist with an “X”.

SCREENING CHECKLIST		
	YES	NO
Have you established that the policy or proposal <i>is</i> relevant to the council's public sector equality duty?		x
Does the policy or proposal relate to an area with known inequalities?		x
Would the policy or proposal change or remove services used by vulnerable groups of people?		x
Has the potential for negative or positive equality impacts been identified with this policy or proposal?		x
If you have answered YES to ANY of the above, then proceed to section B. If you have answered NO to ALL of the above, then proceed straight to section D.		

SECTION B – IMPACTS ANALYSIS

22. Outline what information and evidence have you gathered and considered for this analysis. If there is little, then explain your judgements in detail and your plans to validate them with evidence. If you have monitoring information available, include it here.

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23. For each “protected characteristic” provide details of all the potential or known impacts identified, both positive and negative, and explain how you have reached these conclusions based on the information and evidence listed above. Where appropriate state “not applicable”.

AGE	
Details of impacts identified	
DISABILITY	
Details of impacts identified	
RACE	
Details of impacts identified	
SEX	

Details of impacts identified	
SEXUAL ORIENTATION	
Details of impacts identified	
PREGANCY AND MATERNITY	
Details of impacts identified	
RELIGION OR BELIEF	
Details of impacts identified	
GENDER REASSIGNMENT	
Details of impacts identified	
MARRIAGE & CIVIL PARTNERSHIP	
Details of impacts identified	

24. Could any of the impacts you have identified be unlawful under the Equality Act 2010?

25. Were the participants in any engagement initiatives representative of the people who will be affected by your proposal and is further engagement required?

26. Please detail any areas identified as requiring further data or detailed analysis.

27. If, following your action plan, negative impacts will or may remain, please explain how these can be justified?

28. Outline how you will monitor the actual, ongoing impact of the policy or proposal?

SECTION C - CONCLUSIONS

Based on the analysis above, please detail your overall conclusions. State if any mitigating actions are required to alleviate negative impacts, what these are and what the desired outcomes will be. If positive equality impacts have been identified, consider what actions you can take to enhance them. If you have decided to justify and continue with the policy despite negative equality impacts, provide your justification. If you are to stop the policy, explain why.

SECTION D – RESULT

<i>Please select one of the following options. Mark with an "X".</i>		
A	CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED	X
B	JUSTIFY AND CONTINUE THE POLICY/PROPOSAL	
C	CHANGE / ADJUST THE POLICY/PROPOSAL	
D	STOP OR ABANDON THE POLICY/PROPOSAL	

SECTION E - ACTION PLAN

This will help you monitor the steps you have identified to reduce the negative impacts (or increase the positive); monitor actual or ongoing impacts; plan reviews and any further engagement or analysis required.

Action	Expected outcome	Officer	Completion Date

SECTION F – SIGN OFF

Please ensure this section is signed and dated.

OFFICER:	Richard Duffy
REVIEWING OFFICER:	Brian Grady
HEAD OF SERVICE:	Brian Grady

EQUALITY ANALYSIS (EA)

POLICY/PROPOSAL:	Savings through further integration of commissioning with health
DEPARTMENT:	Children and Young People
TEAM:	Forward Planning, Performance and Partnerships
LEAD OFFICER:	Shirley Parks
DATE:	1 December 2020

NB: Please ensure you have read the accompanying EA guidance and instructions in full.

SECTION A – INITIAL SCREENING

21. Please provide a description of the policy, proposal, change or initiative, and a summary its objectives and the intended results.

Significant opportunities to deliver more efficient commissioning and service delivery, building on established joint commissioning, have previously been identified with health partners. The new North West London health planning arrangements provide opportunities for more efficient services, both through an Integrated Care System (ICS) at a North West London level for commissioning and Integrated Care Provider (ICP) borough-level teams integrating with LA, GPs, mental health, and community healthcare.

It is proposed that opportunities for driving efficiencies are identified jointly by agencies commissioning services - the Children and Young People Commissioning team, Public Health and Brent CCG (ICP) – with a view to consolidating a joint commissioning approach. This work will be undertaken with providers of services – London North West University Healthcare Trust (LNW) and Central and North West London NHS Foundation Trust (CNWL).

The commissioning contracts in scope are those that provide services for Brent Council and/or Brent CCG across the 0-25 age range. This includes therapies (e.g. speech and language therapy and occupational therapy), mental health and wellbeing services, health services for Looked After Children, complex care packages and services commissioned to ensure school readiness. The aim is to realise savings by delivering more efficient pathways and seamless services for service users.

22. Who may be affected by this policy or proposal?

Children and young people aged 0-18 and 18-25 with an EHCP
 Parents/Carers
 Schools
 Practitioners working with children and young people

23. Is there relevance to equality and the council's public sector equality duty? Please explain why. If your answer is no, you must still provide an explanation.

Yes, as the commissioning contracts in scope are those that provide services for Brent Council and/or Brent CCG across the 0-25 age range.

24. Please indicate with an "X" the potential impact of the policy or proposal on groups with each protected characteristic. Carefully consider if the proposal will impact on people in different ways as a result of their characteristics.

Characteristic	IMPACT		
	Positive	Neutral/None	Negative
Age		X	
Sex		X	
Race		X	
Disability		X	
Sexual orientation		X	
Gender reassignment		X	
Religion or belief		X	
Pregnancy or maternity		X	
Marriage		X	

25. Please complete **each row** of the checklist with an "X".

SCREENING CHECKLIST		
	YES	NO
Have you established that the policy or proposal <i>is</i> relevant to the council's public sector equality duty?	X	
Does the policy or proposal relate to an area with known inequalities?		X
Would the policy or proposal change or remove services used by vulnerable groups of people?		X
Has the potential for negative or positive equality impacts been identified with this policy or proposal?		X
If you have answered YES to ANY of the above, then proceed to section B. If you have answered NO to ALL of the above, then proceed straight to section D.		

SECTION B – IMPACTS ANALYSIS

29. Outline what information and evidence have you gathered and considered for this analysis. If there is little, then explain your judgements in detail and your plans to validate them with evidence. If you have monitoring information available, include it here.

To achieve efficiencies as set out in the budget proposal, a number of commissioned services that either support children with special needs and disabilities or vulnerable children and young people will be reviewed. The commissioned services that this is likely to apply to include: statutory speech and language therapy services, occupational therapy services, mental health and wellbeing services, including for children with disabilities, early help prevention services such as services to meet early years speech and language needs and other services that support school readiness.

As with any review of commissioned services, there could be a redesign of statutory services and non-statutory services. This will be informed by feedback from service users and by demand analysis for each service. Detailed Equality Impact Assessments will be completed at the time of reviewing potential changes to any service within the scope of this proposal.

It is not anticipated that services aimed at supporting vulnerable children (e.g. mental health and wellbeing services or early help services) will reduce in terms of scope, but that efficiencies will be identified in joint commissioning approaches with Health and Public Health.

30. For each “protected characteristic” provide details of all the potential or known impacts identified, both positive and negative, and explain how you have reached these conclusions based on the information and evidence listed above. Where appropriate state “not applicable”.

AGE	
Details of impacts identified	Not applicable. The same age range of children and young people will continue to receive services.
DISABILITY	
Details of impacts identified	Not applicable. Services will continue to be available for children and young people regardless of whether they have a disability.
RACE	
Details of impacts identified	Not applicable. All services will continue to be equally accessible to all children and young people and their parents/carers regardless of race.

SEX	
Details of impacts identified	Not applicable. All services will continue to be equally accessible to all children and young people and their parents/carers regardless of gender.
SEXUAL ORIENTATION	
Details of impacts identified	Not applicable. All services will continue to be equally accessible to all children and young people and their parents/carers regardless of sexual orientation.
PREGANCY AND MATERNITY	
Details of impacts identified	Not applicable. Services are fully inclusive and aim to improve outcomes for all children and young people and their families.
RELIGION OR BELIEF	
Details of impacts identified	Not applicable. All services will continue to be equally accessible to all children and young people and their parents/carers regardless of religion or belief.
GENDER REASSIGNMENT	
Details of impacts identified	Not applicable. All services will continue to be equally accessible to all children and young people and their parents/carers.
MARRIAGE & CIVIL PARTNERSHIP	
Details of impacts identified	Not applicable. All services will continue to be equally accessible.

31. Could any of the impacts you have identified be unlawful under the Equality Act 2010?

No

32. Were the participants in any engagement initiatives representative of the people who will be affected by your proposal and is further engagement required?

Engagement will be undertaken with stakeholders and service users on each workstream that is taken forward as part of this proposal.

33. Please detail any areas identified as requiring further data or detailed analysis.

Each service redesigned or contract renegotiated will be informed by updated and detailed analysis of service need, which will include demand analysis and service pathway mapping to identify any areas of overlap or duplication across services commissioned by CYP Department, Public Health and Health (ICS/ICP).

34. If, following your action plan, negative impacts will or may remain, please explain how these can be justified?

Negative impacts are not anticipated. The focus will be to identify efficiencies without reducing services and to ensure that the most vulnerable children and young people and their families continue to be supported through commissioned services that meet local needs. Further integration with Health should help to ensure that pathways are clear for children and their families. Any changes to service delivery (e.g. change to access points) will be carefully considered to ensure that vulnerable children and families continue to have equal access.

35. Outline how you will monitor the actual, ongoing impact of the policy or proposal?

All commissioned services are subject to contract monitoring and evaluation. This includes regular feedback from service users, monitoring complaints and compliments, service data analysis and contract monitoring meetings. The Commissioning Team and ISP host a quarterly stakeholder meeting that reviews service effectiveness and informs contract monitoring meetings.

SECTION C - CONCLUSIONS

Based on the analysis above, please detail your overall conclusions. State if any mitigating actions are required to alleviate negative impacts, what these are and what the desired outcomes will be. If positive equality impacts have been identified, consider what actions you can take to enhance them. If you have decided to justify and continue with the policy despite negative equality impacts, provide your justification. If you are to stop the policy, explain why.

The review of commissioned services by the Council and Health to develop jointly commissioned or aligned services is best practice to ensure service pathways are appropriate and accessible to all children and their families. These proposals for further integration are a continuation of work in this regard that has already commenced.

All service providers commissioned by the council will be required to maintain diversity monitoring information which will be reviewed as part of quarterly contract monitoring processes. This will, alongside feedback from service users, inform any changes to service requirements.

SECTION D – RESULT

<i>Please select one of the following options. Mark with an "X".</i>		
A	CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED	X
B	JUSTIFY AND CONTINUE THE POLICY/PROPOSAL	
C	CHANGE / ADJUST THE POLICY/PROPOSAL	
D	STOP OR ABANDON THE POLICY/PROPOSAL	

SECTION E - ACTION PLAN

This will help you monitor the steps you have identified to reduce the negative impacts (or increase the positive); monitor actual or ongoing impacts; plan reviews and any further engagement or analysis required.

Action	Expected outcome	Officer	Completion Date
Consultation with stakeholders on current services	Identify any access issues	CYP Senior Commissioning Manager, Brent CCG, LNW and CNWL	February 2021
Pathway mapping exercise	To ensure alignment of services	CYP Senior Commissioning Manager, Brent CCG, LNW and CNWL	June 2021
Robust Joint Contract Monitoring following implementation of agreed changes	To ensure equal access for all children and young people and their families	CYP Senior Commissioning Manager, Brent CCG, LNW and CNWL	Ongoing

SECTION F – SIGN OFF

Please ensure this section is signed and dated.

OFFICER:	Tanuja Saujani, CYP Children's Senior Commissioner
REVIEWING OFFICER:	Richard Harrington
HEAD OF SERVICE:	Shirley Parks, Head of Forward Planning, Performance and Partnerships