

## **Equality Impact Assessments linked to the budget**

### **Alternate Weekly Collections**

Impact assessment work was carried out through survey, individual discussion and group work. The key impacts identified by the Equalities Impact Assessment are as follows:

- (a) Wheeled bins/boxes being left on the pavement
- (b) Difficulty for those with visual impairments to identify which bin/box to place waste streams in
- (c) Ability of some residents to use wheeled bins/boxes
- (d) Capacity for families with young children using nappies and for disabled individuals who also need to have increased capacity for nappies/incontinence pads
- (e) Larger families who may require additional capacity
- (f) Ability for some residents to understand/remember which week what waste stream is to be placed out for collection
- (g) Difficulty for wheelchair users to manoeuvre in back yard/garden as a result of additional wheeled bins/boxes

The Cabinet paper outlines the mitigation that has been put in place which includes publicity campaigns and enforcement to ensure residents put wheeled bins in the agreed place. Work will also take place to work with individuals who require additional capacity or need assisted collections.

### **Lifeline**

Work has started on this but as implementation is not due to take place until 2015 this is very early desktop stage. Issues however are linked to the financial implications and for a large number of people the costs will be picked up through housing benefits rather than supporting people. However there are a number of people who are in none council housing association properties where the impacts will be dependent on the actions that the providers take. Providers may for example decide to absorb the costs or pass only part of them. Officers are currently meeting with providers to undertake this work.

An essential part of the review is also the revised job description for Scheme Managers. This element of the proposal has been designed closely with the staff involved and has identified a number of positive impacts for service users.

- Enhanced service for residents
- Single point of contact and continuity in dealing with queries e.g. housing management
- No impact on emergency arrangements

The potential for some negative impacts have also been identified:

- Capacity of managers to cover sites
- Reduce capacity for community work and activities
- Continuity of contact with residents
- Involvement of wider community in the schemes

### **Plan for further work**

Information prepared for providers, representative groups and individual service users will be used to gather their views and impacts. The process will be phased. **Phase 1** will gather information from Providers. The information gathered will be used to inform **Phase 2** (Representative Groups e.g. Tenants' Board; Age UK) and likewise **Phase 3** with service users. It is important to establish to the level of consultation required in phase 3 following the information provided in phases one and two e.g. the proportion and range groups of users to be engaged with to capture a true reflection of the impacts.

### **Extra Care**

All recipients of this service were informed of the proposals in writing following an internal desktop exercise. Individuals or their carer's were invited to one to one sessions to identify what impact the proposed changes would have on them. At this meeting, representatives from the Council provided further information about how much the individual currently paid towards their care and support, and what they may be required to pay from 1<sup>st</sup> April 2014.

Those individuals who were unable to meet with Council representatives during w/c 13<sup>th</sup> January 2014, could still give their views on how the above proposed changes may impact on them by completing the form enclosed with the initial letter.

The impacts identified have been limited and for most people the financial impact is minimal and they are able to cope with the increased costs. If a care package is fully funded by the council because they are assessed to be at the financial limit the increased costs will be picked up by the council. For self-funders the impact varies from individual to individual and the impact of the proposal is equally different. In some cases the cost is £8 for some, £13 per week and for others. In some cases individuals said they may decide not to have care if they had to pay more and this could of course have a detrimental effect on their health.

### **Health Improvement Services**

This covers a programme of work which is currently being examined as part of the Public Health budget review. As such each individual project is aimed at a particular community or set of individuals and as such the impact of each strand will impact differently on individuals with different protected characteristics. Work has taken place to look at the groups affected and some survey work has been undertaken with these groups. Further work will need to take place over the coming months about the

impact of changes on an individual project basis together with work to look at these impacts and any potential mitigation.