

EQUALITY IMPACT ASSESSMENTS

EQIA: Adult Social Care

Background Information

Service area:	<u>Adult Social Care</u>
Directorate:	<u>Adults & Health</u>
Budget proposal reference number/s:	<u>AHH02E, AHH03E, AHH04E, AHH08E, AHH13E, AHH15E</u>
Completed by: Date:	Approved by: Kevin McDaniel Date: 07/02/2024

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

The budget proposals contained within this EQIA are derived from the options to continue to provide the right service at the right time to residents with the aim of enabling them to live independent lives for as long as possible while being safe. By definition these services are used by vulnerable people so are already used by a small number of residents whose individual situation, wishes and choices are taken into account.

AHH02E OP - Nursing home development. It is proposed to explore developing a Council owned and Optalis run nursing home which gives an increased proportion of beds available for state-funding nursing care. The facility will focus on good quality nursing care, supporting the higher levels of need with a transparent cost which represent good value for the public purse.

AHH03E Home First / Reablement advancement. It is proposed to take the elements of Home First which have supported good hospital discharge and apply them to the existing reablement service with the intended outcome that more people are active and mobile within 6 weeks of referral, increasing their chances of remaining independent.

AHH04E Personalised support using Direct Payments and Individual Support Plans. It is proposed to invest in the resources to support a third of residents receiving non-residential services to plan and arrange their own care rather than being reliant on a more-rigid prescription of domiciliary care support. Evidence from other areas suggests this approach can improve independence and extend confidence for residents. The proportion of people using this method is expected to grow over the next three years.

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AHH08E	Timely Domiciliary Care and 1:1 Reviews. National evidence indicates that good quality care delivered at home (domiciliary) can help people regain skill and confidence in the first few weeks. By investing capacity to review domiciliary care work after the first six weeks and after 1:1 work for all types of care we expect to be able to shape the longer-term care to the ongoing needs, allowing people to maintain their often hard-earned independence.
AHH13E	Use of community intervention at front door. We recognise that care comes at a cost and for many people, keeping out of that service is important so we will engage more community groups with the social care teams so that people can choose to be supported by local groups rather than statutory carers where that is safe to do so.
AHH15E	Practice development to keep more Older People living in their own home before moving to residential accommodation. The Borough has a good quality array of residential and nursing homes, however many residents tell us that they want to remain in their home, within their community and with their friends for as long as possible. We will look at alternatives to residential accommodation where it is safe and practical to do so, in order that (on average) people spend less time living in care home accommodation over time.
All of these proposals align with the Council's duty to assess and provide access to services which meet individual needs when those people cannot afford to pay for the entirety of their care.	

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	The services described above are typically accessed by older residents, with 80% of the residents being 65+. With the exception of AHH02E, all of the proposals above are planned to ensure that all plans are tailored to individual needs, supporting the increased opportunity for people to stay in their home and within their community for longer. The focus of reviews and Individual Support Plans will be to enable more timely changes in plans to respond to the inevitable changes people undergo over time.	X	

Appendix N (cont)

	<p>How do the protected characteristics influence the needs of individuals within this proposal?</p> <p>How might these characteristics affect the impact of the proposal?</p> <p>(If no influence on impact, state 'N/A')</p>	<p>Potential positive impact</p> <p>(Tick where relevant)</p>	<p>Potential negative impact</p> <p>(Tick where relevant)</p>
	The focus of reablement will work to reduce the impact of extended periods of immobility, reducing the likelihood of physical deterioration and the resultant lack of independence.		
Disability	<p>For a number of clients, their disability increases the challenge of retaining an appropriate level of independence. The focus of these services will give them more control of which services are offered.</p> <p>AHH02E will enable the local authority to carefully plan the level of services offered, especially for Nursing services which can be responsive to emerging trends.</p>	X	
Sex	Not applicable		
Race, Ethnicity and Religion/Belief	Not applicable		
Sexual Orientation and Gender Reassignment	Not applicable		
Pregnancy and Maternity	Not applicable		
Care experience (children in care and care leavers)	Not applicable		
Socio-economic disadvantage (e.g. low income, poverty)	<p>Most of these services are provided following a means test, naturally focusing the resources on those with lower income levels.</p> <p>The options AHH04E, AHH08E and AHH13E will enable support to be fine tuned, including access to some community services which can offer support beyond the statutory service offer.</p>	X	
Marriage and Civil	Not applicable		

Appendix N (cont)

	<p>How do the protected characteristics influence the needs of individuals within this proposal?</p> <p>How might these characteristics affect the impact of the proposal?</p> <p>(If no influence on impact, state 'N/A')</p>	<p>Potential positive impact</p> <p>(Tick where relevant)</p>	<p>Potential negative impact</p> <p>(Tick where relevant)</p>
Partnership (in respect of employment discrimination only)			
Armed Forces Community (in respect of access to public services)	Not applicable		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

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EQIA: Adult Social Care (Learning Disabilities)

Background Information

Service area:	<u>Adult Social Care</u>
Directorate:	<u>Adults & Health</u>
Budget proposal reference number/s:	<u>AHH06E, AHH07E, AHH10E, AHH11E</u>
Completed by: Date:	Approved by: Kevin McDaniel Date: 07/02/2024

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

The budget proposals contained within this EQIA are derived from the options to continue to provide the right service at the right time to residents with the aim of enabling them to live independent lives for as long as possible while being safe. By definition these services are used by vulnerable people so are already used by a small number of residents whose individual situation, wishes and choices are taken into account.

AHH06E Supported Living Accommodation. It is proposed to create up to 22 units of supported accommodation in Windsor which will allow residents with learning disabilities the chance to live independently within the community. It is proposed that half of this accommodation is targeted at young adult residents, offering them the chance to live and work within the Borough.

AHH07E Community Day Support. It is proposed to build on the strength of the Boyn Hill Day centre to provide all of the council's building based day services with an increased timetable of activities. We will also consult on reducing the support provided to non-statutory services which offer location based day services.

AHH10E Independent Living using "Shared Lives". We are working with an experienced Council to recruit "Shared Lives" carers who will offer a long term 'home' to a resident with Learning Disabilities. These options will support the residents to live 'more ordinary' lives within the Borough, compared to remote or residential options which reduce independence and cost more.

AHH11E Learning Disability and Mental Health reviews of independence. We propose to review the opportunities for independence for all of those residents we support because of their learning disabilities or mental health care needs so see what changes could be made to support them with the skills and resources to have more say over their daily lives,

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including changes in accommodation where that is positive and safe for the individual.

All of these proposals align with the Council's duty to assess and provide access to services which meet individual needs when those people cannot afford to pay for the entirety of their care.

Equality Impact Analysis

	<p>How do the protected characteristics influence the needs of individuals within this proposal?</p> <p>How might these characteristics affect the impact of the proposal?</p> <p>(If no influence on impact, state 'N/A')</p>	<p>Potential positive impact</p> <p>(Tick where relevant)</p>	<p>Potential negative impact</p> <p>(Tick where relevant)</p>
Age	These services apply to residents of all ages who have learning disabilities or mental health care needs. It is expected that these proposals will be a particular benefit to younger adults where there is limited local provision for supported, independent living which results in a number of service users currently being offered accommodation a significant distance from their family home.	X	
Disability	<p>These proposals are specifically designed to improve the options for independent living for those with learning disabilities. It is recognised that for some people the changes may be hard to understand and accept so there will be dialogue with residents and their carers to carefully plan any changes that result from the proposals.</p> <p>Proposal AHH07E plans to maximise the use of the existing Day Centre at Boyn Hill in Maidenhead and reduce the building based facilities in Windsor. The service will provide a number of transport options to facilitate access, however there will be a change in service timetabling and access which will be harder for some users. The service will continue to offer community based alternatives which can meet many needs.</p>	X	X
Sex	Not applicable		

Appendix N (cont)

	<p>How do the protected characteristics influence the needs of individuals within this proposal?</p> <p>How might these characteristics affect the impact of the proposal?</p> <p>(If no influence on impact, state 'N/A')</p>	<p>Potential positive impact</p> <p>(Tick where relevant)</p>	<p>Potential negative impact</p> <p>(Tick where relevant)</p>
Race, Ethnicity and Religion/Belief	Not applicable		
Sexual Orientation and Gender Reassignment	Not applicable		
Pregnancy and Maternity	Not applicable		
Care experience (children in care and care leavers)	Not applicable		
Socio-economic disadvantage (e.g. low income, poverty)	<p>Most of these services are provided following a means test, naturally focusing the resources on those with lower income levels.</p> <p>The increased independence of some of the residential options will enable some people to access a wider range of national benefits to further support their costs.</p>	X	
Marriage and Civil Partnership (in respect of employment discrimination only)	Not applicable		
Armed Forces Community (in respect of access to public services)	Not applicable		

Appendix N (cont)

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

<p>The Community Day support service has a range of transport options to support those who will have to travel further to access a different centre. These users may also benefit from the use of a personal budget to enable them more choice on transport and/or service options.</p>

<p>Clear, timely communication and effective coordination will also be key in mitigating the impact to service users, as reflected in our engagement with partners and stakeholders.</p>
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EQIA: Temporary Accommodation

Background Information

Service area:	Housing
Directorate:	Place Services
Budget proposal reference number/s:	Projects relating to temporary accommodation – John West House (Capital)
Completed by: Amanda Gregory Date: 02/02/2024	Approved by: Date

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

What are the intended outcomes?

To ensure: Availability of temporary accommodation in the borough for those who are homeless, including those rough sleeping.

Who will be affected by the proposal?

Any person who qualifies for temporary accommodation.

Does this conflict with any statutory responsibilities or requirements?

No

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	Homelessness can affect anyone at any age. Provision in the borough will enable children to maintain their school place and access to current services.	x	
Disability	There is a limited amount of adapted accommodation at the moment. A proportion of the accommodation sourced will be adapted.	x	
Sex	Homeslessness can affect anyone irrespective of sex. Provision of the John West facility will ensure that there are male/female designated areas if required.	x	

Appendix N (cont)

	<p>How do the protected characteristics influence the needs of individuals within this proposal?</p> <p>How might these characteristics affect the impact of the proposal?</p> <p>(If no influence on impact, state 'N/A')</p>	<p>Potential positive impact</p> <p>(Tick where relevant)</p>	<p>Potential negative impact</p> <p>(Tick where relevant)</p>
	Safe accommodation (from those suffering domestic abuse) will also be considered.		
Race, Ethnicity and Religion/Belief	Homeslessness can affect anyone irrespective of religion/belief. 2023 has seen an increase of asylum seekers who are now presenting as homeless/roughsleeping. Provision of more accommodation within the borough will benefit this protected characteristic.	x	
Sexual Orientation and Gender Reassignment	Homeslessness can affect anyone irrespective of sexual orientation or gender reassignment.	x	
Pregnancy and Maternity	Provision of accommodation within the borough will enable this protected characteristic to continue healthcare in the borough.	x	
Care experience (children in care and care leavers)	Provision of accommodation within the borough will enable this protected characteristic to continue with their support in the borough.	x	
Socio-economic disadvantage (e.g. low income, poverty)	Homeslessness is more likely to affect those with low income. This proposal will increase availability in the borough and ensure that those individuals still have access to their current jobs/schools etc without additional travel costs.	x	
Marriage and Civil Partnership (in respect of employment discrimination only)	N/A		
Armed Forces Community (in respect of access to public services)	Homelessness can affect anyone.	x	

Appendix N (cont)

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

Appendix N (cont)

EQIA: Hackney Carriage Appeals

Background Information

Service area:	Trading Standards & Licensing
Directorate:	Place Services
Budget proposal reference number/s:	Withdrawal of the Hackney Carriage/PH non statutory appeals
Completed by: Greg Nelson Date: 25/01/2024	Approved by: Date

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

What are the intended outcomes?

To cease providing a non-statutory and non- constitutional appeals process currently provided to RBWM licenced hackney carriage and private hire drivers, and applicants for such licences, should an application be refused, or an existing licence be suspended or revoked. This internal appeals process is in addition to the statutory right of appeal that will remain in place for those affected.

This will not provide a direct cost saving but will free up officers from Licensing, Democratic Services and Legal, providing efficiencies and extra staffing resources for higher priority areas of work.

Who will be affected by the proposal?

RBWM licenced hackney carriage and private hire drivers, and applicants for such licences.

Does this conflict with any statutory responsibilities or requirements?

No – there is a statutory right of appeal that will not be affected by this proposal.

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	N/A		
Disability	N/A		
Sex	N/A		

Appendix N (cont)

	<p>How do the protected characteristics influence the needs of individuals within this proposal?</p> <p>How might these characteristics affect the impact of the proposal?</p> <p>(If no influence on impact, state 'N/A')</p>	<p>Potential positive impact</p> <p>(Tick where relevant)</p>	<p>Potential negative impact</p> <p>(Tick where relevant)</p>
Race, Ethnicity and Religion/Belief	<p>Ceasing the internal appeals process is likely to have a disproportionate impact on drivers who are from ethnic and religious minorities because a very high proportion of licenced drivers are from ethnic and religious minorities.</p> <p>Nearly 100% of people using the internal appeals process in the last five years have been from an ethnic or religious minority</p>		✓
Sexual Orientation and Gender Reassignment	N/A		
Pregnancy and Maternity	N/A		
Care experience (children in care and care leavers)	N/A		
Socio-economic disadvantage (e.g. low income, poverty)	N/A		
Marriage and Civil Partnership (in respect of employment discrimination only)	N/A		
Armed Forces Community (in respect of access to public services)	N/A		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

All those affected will have a statutory right to appeal to a magistrate's court should their application for a licence be refused, or an existing licence be suspended or revoked.

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EQIA: Out of Hours Noise Service Termination

Background Information

Service area:	Environmental Health
Directorate:	Place
Budget proposal reference number/s:	<u>PL03E</u>
Completed by: Obi Oranu Date: 26/01/2024	Approved by: Date

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

Due to budgetary pressures and a review of service delivery, the accompanying briefing paper outlines the proposal to terminate the Out of Hours Noise Service currently provided by Inside Housing Solutions (IHS).

Historically, RBWM have provided a contracted Out of Hours (OOH) Noise Service through Inside Housing Solutions (IHS). IHS provides a telephone and occasional in-person response to noise complaints made outside of the normal office hours of 8:45 to 17:15/16:45 on Fridays and weekends. This service is accessed through RBWM's general OOH service contact number.

The proposal is for the OOH service provided by IHS to be discontinued and replaced with a hybrid approach using the Noise App, an additional Sound Level Meter that doubles as a recording device to assist with following up genuine statutory nuisance noise cases and an exceptional service provided by existing Environmental Protection staff.

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	There is no demographical data for residents that currently use the OOH service. Generally, the proposal will affect all residents within RBWM although the proposal is likely to affect older residents unfamiliar with smart phone		/

Appendix N (cont)

	<p>How do the protected characteristics influence the needs of individuals within this proposal?</p> <p>How might these characteristics affect the impact of the proposal?</p> <p>(If no influence on impact, state 'N/A')</p>	<p>Potential positive impact</p> <p>(Tick where relevant)</p>	<p>Potential negative impact</p> <p>(Tick where relevant)</p>
	<p>use/technology. From the 2021 Census, 18% of RBWM's residents are 65 or older. There is some evidence to suggest older people are more sensitive to noise. It is assumed residents in this age demographic would be more likely to use the OOH service, although there is no current data to support this.</p> <p>The proposals seeks to remove the OOH Noise Service, which is currently accessed by phone. Telephone contact would typically be the preferred method of contact from older residents. The proposal seeks to move towards the use of an app using an iOS or Android device in conjunction with the current online form, use of physical diary sheets. Older residents are typically unlikely to have a smartphone or be technologically comfortable using an app to record noise evidence.</p>		
Disability	The move to an app-based service in place of a telephone/in-person service may impact disabled individuals depending upon the accessibility of the app and their ability to use smart phone technology.		
Sex	n/a		
Race, Ethnicity and Religion/Belief	n/a		
Sexual Orientation and Gender Reassignment	n/a		
Pregnancy and Maternity	n/a		
Care experience (children in care and care leavers)	n/a		

Appendix N (cont)

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Socio-economic disadvantage (e.g. low income, poverty)	n/a		
Marriage and Civil Partnership (in respect of employment discrimination only)	n/a		
Armed Forces Community (in respect of access to public services)	n/a		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

There will be an improvement to the RBWM website outlining the approach to statutory nuisances, including explaining the process for residents to take their own action under section 82 of the Environmental Protection Act 1990; this provision highlights parliament accept local authorities are unable to investigate every alleged statutory nuisance. There will be a case review mechanism to speedily identify cases that require an out of hours visit to witness the alleged nuisance.

The discontinuation of the OOH service will mean residents will no longer be able report or request a response out of hours. There will be a mechanism by which exceptional noise cases, cases where there is a genuine suggestion a statutory nuisance exists outside of normal office hours, will be subject to proactive visits and noise monitoring equipment installed by Environmental Protection Officers. Visits to witness a statutory noise nuisance outside of office hours will be on an exceptional case-by-case basis.

Information on the RBWM website will be re-configured to clearly explain the process for investigating noise nuisance complaints that take place outside office hours. Any complaints relating to difficulties accessing the service will be picked up as part of the annual service review and forward service planning, as well as corporate complaints data/referrals.

EQIA: Around the Royal Borough Withdrawal

Background Information

Service area:	Communications
Directorate:	Chief Executive
Budget proposal reference number/s:	CEX04E
Completed by: Rebecca Hatch Date: 01/12/2023	Approved by: Date:

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

Around the Royal Borough is a council magazine, which was previously distributed once a year (November) to every household across the borough to help update residents on council work and seasonal information. Due to the council's tight financial position in 2023/24, the Communications Service was asked to stop producing the November 2023 magazine in order to deliver in-year savings. Ceasing publication of Around the Royal Borough is also included as a proposed saving in the 2024-25 budget proposals.

The magazine is a non-statutory, discretionary service. In the last decade many councils have discontinued routine printed communications to all households, as print costs have increased significantly, awareness has grown around environmental impacts and new digital communications channels have become available and better used among communities for regular updates. The Royal Borough's digital channels – resident e-newsletter, website and social media – are a popular, cost-effective and environmentally-sustainable way of communicating regular, timely updates with residents. The required lead-in times and significant costs of producing, printing and distributing a printed magazine to every household has meant it has never been a channel that can practically be used for regular and/or responsive updates. In addition, over the years, Around the Royal Borough has reduced in frequency from quarterly to annually in order to make savings, making it even less suitable for timely communications.

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	The council does not have accurate data indicating who reads the magazine. However, the Resident Survey, undertaken in 2022, indicates that residents' top choices for receiving		X

Appendix N (cont)

	<p>How do the protected characteristics influence the needs of individuals within this proposal?</p> <p>How might these characteristics affect the impact of the proposal?</p> <p>(If no influence on impact, state 'N/A')</p>	<p>Potential positive impact</p> <p>(Tick where relevant)</p>	<p>Potential negative impact</p> <p>(Tick where relevant)</p>
	information about council services or local issues are the council's e-newsletter, printed information and the council website. Printed information was a higher priority for residents over 55, those with a disability and those finding it hard financially. This aligns with national data on access to digital media, which is lower among older age groups.		
Disability	The council does not have accurate data indicating who reads the magazine. However, the Resident Survey, undertaken in 2022, indicates that residents' top choices for receiving information about council services or local issues are the council's e-newsletter, printed information and the council website. Printed information was a higher priority for residents over 55, those with a disability and those finding it hard financially.		X
Sex	N/A		
Race, Ethnicity and Religion/Belief	N/A		
Sexual Orientation and Gender Reassignment	N/A		
Pregnancy and Maternity	N/A		
Care experience (children in care and care leavers)	N/A		
Socio-economic disadvantage (e.g. low income, poverty)	The council does not have accurate data indicating who reads the magazine. However, the Resident Survey, undertaken in 2022, indicates that residents' top choices for receiving information about council services or local issues are the council's e-newsletter,		X

Appendix N (cont)

	<p>How do the protected characteristics influence the needs of individuals within this proposal?</p> <p>How might these characteristics affect the impact of the proposal?</p> <p>(If no influence on impact, state 'N/A')</p>	<p>Potential positive impact</p> <p>(Tick where relevant)</p>	<p>Potential negative impact</p> <p>(Tick where relevant)</p>
	printed information and the council website. Printed information was a higher priority for residents over 55, those with a disability and those finding it hard financially.		
Marriage and Civil Partnership (in respect of employment discrimination only)	N/A		
Armed Forces Community (in respect of access to public services)	N/A		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

The council fully recognises that not everyone has easy access to the internet, and this audience is considered in planning communications. Already, some content that had been originally planned for the November 2023 edition of Around the Royal Borough has been printed in smaller quantities and made available in libraries for the benefit of these audiences.

Where budget is available, and where required to best reach a specific audience, the council take a proportionate approach to producing printed materials for individual projects – posters, letters, flyers, leaflets and pull-up banners are all still used to help reach certain audiences. Often these printed materials, produced in smaller volumes, are distributed via community partners to better reach target groups. For example, information about cost of living support or skills courses.

The key council news stories that appear in the resident e-newsletter are also shared with the local media as a matter of routine, for them to cover in their printed newspapers and via local radio. Printed copies of consultation materials are made available from libraries upon request, or there are public-access computers available at all local libraries, where staff are happy to help people get online if needed. Key information such as concerning bin collection changes over the holiday period is also communicated through libraries, parishes and wider channels.

EQIA: Library Inclusions Post Removal

Background Information

Service area:	<u>Library and Resident Contact</u>
Directorate:	<u>Resources</u>
Budget proposal reference number/s:	<u>RES16E</u>
Completed by: Louise Freeth Date: 30/1/2024	Approved by: Date

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

Remove the Inclusions Post

Currently the Inclusions Post has an income target against it of £15Kpa
The overall cost for this Grade 5 post is £35Kpa. With the £15K income the savings are £20Kpa.

The post aims to ensure that all residents are able to benefit from a comprehensive and efficient library service that meets their needs, drives aspiration and remains accessible to all including the most vulnerable. The income target against the post was applied to ensure value for money for the council taxpayer. Partners have previously contributed to this post to ensure their priorities are met.

The post works with targeted groups to encourage uptake of library services in order to increase the opportunities for less advantaged children and their families as well as for adults with mental, physical or emotional challenges in the Royal Borough of Windsor and Maidenhead.

The post works with colleagues in Adult Social Care, Children's Services and Health to identify targeted groups and in particular with Education and schools to ensure that activity targets the most vulnerable young people.

- It aims to ensure stock is provided sufficient in number, range, and quality to meet any special requirements of adults and children who meet identified deprivation indices, encouraging those adults and children to make full use of library services.
- It manages a programme of activity both digital and physical that includes identified target individuals and groups to reflect the four national universal offers: Reading, Information & Digital, Culture & Creativity and Health & Wellbeing
- It ensures all Royal Borough children have access to library services including reading for enjoyment.
- It develops positive relationships with stakeholders, partners and potential customers to increase opportunities to promote the Service to disadvantaged groups.
- It also manages the Bookstart and BookAhead initiatives

Some examples of the activities that may stop as a result of the removal of this post:

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- The Army Covenant work (fully funded - £10K from the Army Covenant Fund)
- Good Grub Club in Dedworth (fully funded)
- Accessibility library services
- Partnerships with Stand Up for Autism and Learning Disability partners
- Bookstart offer – funded by AfC (£5000pa)
- Blood Pressure Monitoring in Libraries
- Parallel events (we expect this to be funded next year, £1000)
- Men's Health event
- IAS partnership (AfC)
- Dyslexia partnerships
- Vision and Print Impaired library services
- Participation in Dementia Friendly Borough
- Participation in Aging Well

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	This post focuses on babies (Bookstart), children who meet the criteria in terms of multiple indices of disadvantage, and those with Dementia which predominantly impacts older people.		√
Disability	This post prioritises the library's accessibility offer which may be greatly reduced as a result of the deletion of the role. https://www.rbwm.gov.uk/home/leisure-and-culture/libraries/accessible-services-royal-borough-libraries There could also be impacts here as the post works with partners such as Stand Up For Autism and Learning Disability		√
Sex	This role ensures activities such as Men's Health are covered by the Library Service		√
Race, Ethnicity and Religion/Belief			
Sexual Orientation and Gender Reassignment			

Appendix N (cont)

	<p>How do the protected characteristics influence the needs of individuals within this proposal?</p> <p>How might these characteristics affect the impact of the proposal?</p> <p>(If no influence on impact, state 'N/A')</p>	<p>Potential positive impact</p> <p>(Tick where relevant)</p>	<p>Potential negative impact</p> <p>(Tick where relevant)</p>
Pregnancy and Maternity			
Care experience (children in care and care leavers)			
Socio-economic disadvantage (e.g. low income, poverty)	<p>The main focus of this role is to ensure everyone, regardless of disability or means, is able to benefit from a comprehensive and efficient library service</p> <p>This also includes work on specific projects such as the Good Grub Club.</p>		√
Marriage and Civil Partnership (in respect of employment discrimination only)			
Armed Forces Community (in respect of access to public services)	<p>This role has delivered many initiatives (fully funded) to support the Armed Forces.</p>		√

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

Removing this post would remove the opportunity to bid for the funding associated with it and will bring to a halt some of the work specifically undertaken by the post holder. Due to year on year reductions to the library staff cohort it will not be possible to fully mitigate the impact as services are already stretch and volunteers are already used extensively.

Although Libraries are a Statutory Service, the legislation does not define the specifics of how that service should be provided, therefore it is felt that the risk of deleting this post, with the valuable but additional activity it provides, would be low although any decision may be legally challenged.

Appendix N (cont)

EQIA: Guildhall Transformation

Background Information

Service area:	<u>Infrastructure, Sustainability and Economic Growth</u>
Directorate:	<u>Place</u>
Budget proposal reference number/s:	<u>PLA29S</u>
Completed by: Chris Joyce Date: 01/02/24	Approved by: Chris Joyce Date: 28/11/23

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

The proposals seek to maximise the cost recovery and income generation of our Economic Growth team to reduce the overall cost to the Council. This will include restructuring the team to focus on areas with highest cost recovery and income generation. This will include a change in service delivery model for some services to reduce the cost to the council.

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	Some users may prefer a face to face service and there is a risk that this will be reduced with changes to the team.		X
Disability	Some users may prefer a face to face service and there is a risk that this will be reduced with changes to the team.		X
Sex	N/A		
Race, Ethnicity and Religion/Belief	N/A		
Sexual Orientation and Gender Reassignment	N/A		

Appendix N (cont)

	<p>How do the protected characteristics influence the needs of individuals within this proposal?</p> <p>How might these characteristics affect the impact of the proposal?</p> <p>(If no influence on impact, state 'N/A')</p>	<p>Potential positive impact</p> <p>(Tick where relevant)</p>	<p>Potential negative impact</p> <p>(Tick where relevant)</p>
Pregnancy and Maternity	N/A		
Care experience (children in care and care leavers)	N/A		
Socio-economic disadvantage (e.g. low income, poverty)	N/A		
Marriage and Civil Partnership (in respect of employment discrimination only)	N/A		
Armed Forces Community (in respect of access to public services)	N/A		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

The proposals will seek to maintain the services in some form with the ability to provide face to face services where possible.

Appendix N (cont)

EQIA: Service Redesign or Restructure (general)

Background Information

Service area:	<u>Various</u>
Directorate:	<u>Various</u>
Budget proposal reference number/s:	<u>Various</u>
Completed by: Nikki Craig Date: 29/01/24	Approved by: Date

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

The potential service redesign or restructure of a service within the council leading to a reduction in headcount. In this event, any formal process would need to consider the protected characteristics of the individual or individuals affected by the redesign/restructure within the context of the wider workforce profile to assess if there are any disproportionate impacts to certain groups. For the purposes of the redesign/restructure, all employees will be treated equally regardless of protected characteristics.

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	All staff will be treated equally regardless of Age		
Disability	'If any affected colleagues have a disability, reasonable adjustments will be available to enable them to participate fully in the process		
Sex	All staff will be treated equally regardless of sex		
Race, Ethnicity and Religion/Belief	All staff will be treated equally regardless of race, ethnicity and religion or belief.		
Sexual Orientation and Gender Reassignment	All staff will be treated equally regardless of sexual orientation and gender reassignment.		

Appendix N (cont)

	<p>How do the protected characteristics influence the needs of individuals within this proposal?</p> <p>How might these characteristics affect the impact of the proposal?</p> <p>(If no influence on impact, state 'N/A')</p>	<p>Potential positive impact</p> <p>(Tick where relevant)</p>	<p>Potential negative impact</p> <p>(Tick where relevant)</p>
Pregnancy and Maternity	All staff will be treated equally regardless of pregnancy or maternity. If any affected colleagues were on maternity leave, efforts would be taken to ensure they were appropriately engaged and informed about the process		
Care experience (children in care and care leavers)	All staff will be treated equally regardless of care experience.		
Socio-economic disadvantage (e.g. low income, poverty)	All staff will be treated equally regardless of socio-economic disadvantage.		
Marriage and Civil Partnership (in respect of employment discrimination only)	All staff will be treated equally regardless of marriage or civil partnership.		
Armed Forces Community (in respect of access to public services)	All staff will be treated equally regardless of any connection with armed forces community.		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

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EQIA: Children's Services (Children in Care)

Background Information

Service area:	<u>Social Care & Early Help</u>
Directorate:	<u>Achieving for Children - Children's Services</u>
Budget proposal reference number/s:	<u>CHI01E / CHI05E / CHI06E</u>
Completed by: Louise Dutton Date: 16/11/2023	Approved by: Lin Ferguson Date 02/02/2024

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

Containment of the Children in Care

Work will focus on the right children and young people coming into the care of the local authority and at the right time. This will mean a greater focus on 'Family First' support, working with extended family and friends as alternative carers (when appropriate) and greater challenge in respect of children in care placements. The proposal will impact on children and young people not in care. This will not conflict with any statutory responsibilities or requirements.

Children in Care Placement Review

Implementation of a 'Child by Child' Savings Plan identifying planned moves and/or rate reductions – enhanced scrutiny and challenge of this overseen by the Resource Panel. This should result in the right children and young people being in the right placements to meet their needs. The proposal will impact Children in Care. This will not conflict with any statutory responsibilities or requirements.

Equality Impact Analysis

Appendix N (cont)

	<p>How do the protected characteristics influence the needs of individuals within this proposal?</p> <p>How might these characteristics affect the impact of the proposal?</p> <p>(If no influence on impact, state 'N/A')</p>	<p>Potential positive impact</p> <p>(Tick where relevant)</p>	<p>Potential negative impact</p> <p>(Tick where relevant)</p>
Age	<p>The proposal will impact on the timing of children and young people coming into care, whether they do come into care and how they are accommodated. This proposal will therefore have an impact on residents that are under the age of 18.</p> <p>The proposal will be managed in a way that safeguards children and young people and ensures that their needs and safety is prioritised in any decision making.</p> <p>The proposals could lead to children not coming into care because of more intensive work to support them at an early stage and where possible avoid needs escalating.</p> <p>Increased foster care placement for children who need to be in care will have a positive impact on children and young people as for many young people foster placements lead to better outcomes when compared with alternatives.</p>	✓	✓
Disability	<p>Some children who need social care support have disabilities and some of these children will be in scope of this programme. The work is not expected to disproportionately impact on children with disabilities but support will be managed carefully and the needs and safety of children prioritised.</p>		
Sex	<p>This proposal is not expected to disproportionately impact on a specific gender. 52% of children in care are male and 48% female.</p>		
Race, Ethnicity and Religion/Belief	<p>49% of children in care are white British and so this proposal may disproportionately impact on this ethnic group.</p>	✓	✓

Appendix N (cont)

	<p>How do the protected characteristics influence the needs of individuals within this proposal?</p> <p>How might these characteristics affect the impact of the proposal?</p> <p>(If no influence on impact, state 'N/A')</p>	<p>Potential positive impact</p> <p>(Tick where relevant)</p>	<p>Potential negative impact</p> <p>(Tick where relevant)</p>
Sexual Orientation and Gender Reassignment	N/A		
Pregnancy and Maternity	N/A		
Care experience (children in care and care leavers)	<p>This proposal will have a disproportionate impact on children who are in care or who may be future care leavers. The proposals will be carefully managed to ensure that the individual needs of children and young people in care or on the edge of care continue to be met.</p> <p>The proposal may potentially have a positive impact by supporting an early intervention approach, de-escalating needs and where possible keeping families together. Where children need to come into care for their safety or wellbeing then the increase in foster placements will support improved outcomes.</p>	✓	✓
Socio-economic disadvantage (e.g. low income, poverty)	N/A		
Marriage and Civil Partnership (in respect of employment discrimination only)	N/A		
Armed Forces Community (in respect of	N/A		

Appendix N (cont)

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
access to public services)			

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

Support and decisions about children will be made on an individual basis and in a way that ensures they continue to be safeguarded and their individual needs met. All interventions are undertaken in a risk based way and we recognise that risk factors and solutions will look different for every child.

The needs and safety of children will continue to be the priority throughout this programme of work and we will be working to maximise the potential positive impact of the programme on the outcome of children and young people in scope.

Decision making will be made by suitably experienced and qualified groups of practitioners who have taken the time to understand the individual needs of each child and looked at options for supporting positive outcomes.

The nature of Children's Services means that even when decisions or support has been put in place there are periodic reviews about whether the support continues to meet a child's changing needs. This will reduce the scope for individual children and residents with protected characteristics to be disproportionately impacted.

Appendix N (cont)

EQIA: Children's Services (SEND School Transport)

Background Information

Service area:	<u>Special Education Needs and Disabilities Service</u>
Directorate:	<u>Achieving for Children - Children's Services</u>
Budget proposal reference number/s:	<u>CHI02E</u>
Completed by: Louise Dutton Date: 16/11/2023	Approved by: Lin Ferguson Date 02/02/2024

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

Review of School Transport to provide an offer of statutory requirement only

Reviewing the school transport offer to reduce the scale of non statutory home to school transport. This is likely to impact how young people that are over the age of 16 or who are excluded from school travel to school. The review will also look at the scale and charging for the fare payer transport offer. The change moves the transport offer towards a statutory only or income generated service. There is a risk that some families or young people could appeal the decision to remove transport support even though it is not statutory.

Implement the recommendations of the recent independent review which will include reviewing the transport delivery model, procurement approaches and expanding the opportunity for independent travel training.

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	These changes will impact on young people aged between 16 and 25. It may also impact on children of all ages who access fare paying transport.		✓

Appendix N (cont)

	<p>How do the protected characteristics influence the needs of individuals within this proposal?</p> <p>How might these characteristics affect the impact of the proposal?</p> <p>(If no influence on impact, state 'N/A')</p>	<p>Potential positive impact</p> <p>(Tick where relevant)</p>	<p>Potential negative impact</p> <p>(Tick where relevant)</p>
Disability	Young people with SEND who access transport to travel to post 16 provision are likely to be highly impacted.		✓
Sex	N/A		
Race, Ethnicity and Religion/Belief	These changes may have a disproportionate impact on children from certain ethnic groups, as the likelihood of exclusion varies with ethnicity.		✓
Sexual Orientation and Gender Reassignment	N/A		
Pregnancy and Maternity	N/A		
Care experience (children in care and care leavers)	N/A		
Socio-economic disadvantage (e.g. low income, poverty)	This proposal could impact on children who access the RBWM transport service to travel to school and may disproportionately impact those community groups who make use of the more affordable home to school transport offer.		✓
Marriage and Civil Partnership (in respect of employment discrimination only)	N/A		
Armed Forces Community (in respect of	N/A		

Appendix N (cont)

	<p>How do the protected characteristics influence the needs of individuals within this proposal?</p> <p>How might these characteristics affect the impact of the proposal?</p> <p>(If no influence on impact, state 'N/A')</p>	<p>Potential positive impact</p> <p>(Tick where relevant)</p>	<p>Potential negative impact</p> <p>(Tick where relevant)</p>
access to public services)			

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

In implementing these changes the service will engage with the young people and families impacted and will provide information and advice about alternative modes of transport. The team will be mindful of the need to meet statutory duty and there will be an exceptions and appeals process for those cases deemed to be an exceptional circumstance.