

Equality Impact Assessment

The council has taken its commitments to equality and diversity seriously in the development of the 2011-12 budget and in line with good practice carried out an equality impact assessment on the proposals.

A small group comprising the Assistant Chief Executive, the Policy and Partnership Manager, the Community Outreach Officer and the Services Manager from Cheltenham Voluntary and Community Action (VCA) met on 8th December to identify the potential equality and diversity impacts associated with the 92 proposals. Where identified, the impacts are shown in Budget Proposals Report.

The Assistant Chief Executive and the Policy and Partnership Manager carried out a further impact assessment of three budget proposals where potentially detrimental impacts were initially identified on 2 February 2011. The proposed mitigating actions emerging from this assessment process are set out below:

The proposed closure of public toilets - Actions:

- To work with businesses and other organisations who have toilet facilities in the vicinity of the public toilets identified for closure to encourage them to open up their toilets to public access.
- To put a particular focus on identifying alternative toilets that are fully accessible to disabled people.
- To provide signage to alternative facilities.

The proposed cancelling of the taxi voucher scheme and Charlton Kings Elderly Transport Grant - Actions:

- The council works with Third Sector Services, who provide community transport services in Cheltenham, to explore the provision of additional capacity to serve disabled people to off-set the cuts in taxi vouchers.
- The council's Senior Leadership Team to keep an overview of the wider impacts of the proposal on disabled people.

The proposed cancelling of the contribution to MAD (Making a Difference) Young people's council - Actions:

- The council to reassert its commitment to engaging with children and young people as part its engagement strategies.
- The council to ensure youth engagement processes are built into proposals for how youth services can be provided in the future.

For further information, contact

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Equality impact assessments – for services, policies and proposals

What is an equality impact assessment?

An equality impact assessment is an important part of our commitment to improving equality practice. The form will help us find out what impact or consequences our functions, policies, procedures and practices have on our citizens, employees and potential employees.

By undertaking an impact assessment, we are able to:

- Take into account the needs, experiences and circumstances of those groups of people who use (or don't / can't use) our services.
- Identify any inequalities people may experience.
- Think about the other ways in which we can deliver our services which will not lead to inequalities.
- Develop better policy-making, procedures and services.

Background

Name of service / policy or proposal	2011-12 budget - The proposed cancelling of the taxi voucher scheme and Charlton Kings Elderly Transport Grant
Lead officer	Mark Sheldon, Chief Finance Office
Other people involved in completing this form	Jane Griffiths, Assistant Chief Executive; Richard Gibson, Policy and Partnerships Manager
Date	2 February 2011

Step 1 - About the service / policy / proposal

<p>What is the aim of the service / policy and what outcomes is it contributing to</p>	<p>The 2011-12 budget sets out the cabinet's proposals for the council's budget. One of the proposals is to cancel the taxi voucher scheme whereby disabled people are eligible for ten £2 taxi vouchers. This will save approx £26.7k per annum. Another proposal is to remove the grant from Charlton Kings Senior Citizens' Welfare Committee that provides transport for older, disabled and house bound people in the Charlton Kings area.</p> <p>From April 2011, Gloucestershire County Council will take over responsibility from the district councils to provide concessionary fares travel in Gloucestershire. Currently each district council operates a different scheme, which means what people are eligible for varies from area to area. Some of the district councils pay for an enhanced discretionary service, which in some areas includes earlier start times, travel tokens in lieu of bus passes and taxi tokens/vouchers. From April 2011 Cheltenham Borough Council will have no central government funding for any concessionary fare provision, as all monies will have transferred to Gloucestershire County Council.</p>
<p>Who are the primary customers of the service / policy and how do they / will they benefit</p>	<p>Disabled residents of Cheltenham and older, disabled and house bound people in the Charlton Kings area</p>
<p>How and where is the service / policy implemented</p>	<p>The budget sets out the financial framework of the council in terms of how money is spent and how money is generated through fees.</p>

Step 2 – What do you know already about your existing / potential customers

<p>What existing information and data do you have about your existing / potential customers e.g. Statistics, customer feedback, performance information</p>	<p>Approx 1,200 disabled people take up the disabled taxi voucher scheme.</p> <p>There are 90 members of Charlton Kings Senior Citizens' Welfare Committee that benefit from the service.</p>
<p>What have you learnt about real barriers to your service from any consultation with customers and any stakeholder groups?</p>	<p>Through previous consultation work with different communities, we know that the barriers to our services include:</p> <ul style="list-style-type: none"> • physical access to our buildings • access to information about our services • access to our services <p>The proposed cancelling of the grant and reduction in taxi vouchers does reduce access to services.</p>
<p>If not, who do you have plans to consult with about the service / policy?</p>	<p>As part of the draft budget consultation that ran between 22 December 2010 to 22 January 2011. Out of 21 responses, 1 respondent did not support the removal of the taxi vouchers.</p>

Step 3 - Assessing Impact of the service / policy / proposal

How does your service / policy impact on different groups in the community?

Group	How will the service, policy or proposal benefit this group	How will the service, policy or proposal disadvantage this group	No impact on this group
Ethnicity / Race			No perceived impact on this group
Gender and trans-gender			No perceived impact on this group
Age <ul style="list-style-type: none"> • Older people • Children and young people 		The proposal will potentially remove access to community transport services for older people living in Charlton Kings	
Disability <ul style="list-style-type: none"> • People experiencing mental ill-health • People with physical disabilities 		<p>The proposal will reduce transport options for disabled people who prefer to use taxis rather than buses as access is easier.</p> <p>The proposal will potentially remove access to community transport services for older people living in Charlton Kings.</p>	
Religion or belief			No perceived impact on this group
Sexual orientation			No perceived impact on this group
Other socially excluded groups or communities			No perceived impact on these groups

Step 4 - what are the differences

<p>Are any groups affected in different ways to others as a result of the service / policy?</p>	<p>The council is aware that the removal of the grant will have an impact on the ability of Charlton Kings Senior Citizens' Welfare Committee to continue to provide the service. From an Echo article dated December 30th, the chairman is reasonably confident that the service will continue despite the withdrawal of the grant.</p> <p>The removal of the £20 book of taxi vouchers will have an impact on disabled people who prefer to use taxis rather than buses as access is easier.</p>
<p>Does your service / policy either directly or indirectly discriminate?</p>	<p>The proposal is a removal of a previously publicly available service for financial reasons. There is no intention that the proposal be discriminatory.</p>
<p>If yes, what can be done to improve this?</p>	<p>The council is working with Third Sector Services, who provide community transport services in Cheltenham, to see if they can provide additional capacity to serve disabled people to off-set the cuts in taxi vouchers and the reduction in funding to Charlton Kings Senior Citizens' Welfare Committee.</p>

Step 5 – taking things forward

<p>What are the key actions to be carried out and how will they be resourced and monitored?</p>	<ul style="list-style-type: none"> • The council is working with Third Sector Services, who provide community transport services in Cheltenham, to see if they can provide additional capacity to serve disabled people to off-set the cuts in taxi vouchers. • Senior Leadership Team to keep an overview of the wider impacts of the proposal on disabled people.
<p>Who will play a role in the decision-making process?</p>	<p>Owen Parry, Integrated Transport Manager is leading the work to mitigate these impacts.</p>
<p>How will you capture these actions in your service planning?</p>	<p>To be identified.</p>



Equality impact assessments – for services, policies and proposals

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- Take into account the needs, experiences and circumstances of those groups of people who use (or don't / can't use) our services.
- Identify any inequalities people may experience.
- Think about the other ways in which we can deliver our services which will not lead to inequalities.
- Develop better policy-making, procedures and services.

Background

Name of service, policy or proposal	2011-12 budget - The proposed closure of public toilets
Lead officer	Mark Sheldon, Chief Finance Office
Other people involved in completing this form	Jane Griffiths, Assistant Chief Executive; Richard Gibson, Policy and Partnerships Manager
Date	2 February 2011

Step 1 - About the service / policy / proposal

<p>What is the aim of the service / policy and what outcomes is it contributing to</p>	<p>The 2011-12 budget sets out the cabinet's proposals for the council's budget. One of the proposals is to close a range of public toilets; Coxs Meadow, Coronation Square, Ambrose Street, Bath Terrace, Church Piece and Portland Street. Proposals to keep the toilets at the Town Hall, Royal Well, Sandford Park and Pittville Park and Montpellier open are being considered. A scheme for accessing toilets in cafes / shops etc is also being investigated.</p> <p>This will save approx £100k per annum.</p>
<p>Who are the primary customers of the service / policy and how do they / will they benefit</p>	<p>All residents of Cheltenham</p>
<p>How and where is the service / policy implemented</p>	<p>The budget sets out the financial framework of the council in terms of how money is spent and how money is generated through fees.</p>

Step 2 – What do you know already about your existing / potential customers

<p>What existing information and data do you have about your existing / potential customers e.g. Statistics, customer feedback, performance information</p>	<p>There are no statistics about who uses our public toilets but the provisional EQIA group identified that the closure of public toilets will have a detrimental impact on older people / disabled people and parents with children who need to access public toilets at short notice.</p> <p>However, the group was aware that certain groups do not use public toilets due to perceptions of safety – the police do have evidence that certain public toilets have been used for drug-dealing and are supportive of the proposals to close these toilets.</p>
<p>What have you learnt about real barriers to your service from any consultation with customers and any stakeholder groups?</p>	<p>Through previous consultation work with different communities, we know that the barriers to our services include:</p> <ul style="list-style-type: none"> • physical access to our buildings • access to information about our services • access to our services <p>The proposed closure of public toilets does reduce access to valuable public services.</p>
<p>If not, who do you have plans to consult with about the service / policy?</p>	<p>As part of the draft budget consultation that ran between 22 December 2010 to 22 January 2011. Out of 21 responses, 2 respondents did not support the closure of public toilets.</p>

Step 3 - Assessing Impact of the service / policy / proposal

How does your service / policy impact on different groups in the community?

Group	How will the service, policy or proposal benefit this group	How will the service, policy or proposal disadvantage this group	No impact on this group
Ethnicity / Race			No perceived impact on this group
Gender and trans-gender			No perceived impact on this group
Age <ul style="list-style-type: none"> Older people Children and young people 		<p>The proposal will remove access to toilet facilities for older people who may need to access them at short notice</p> <p>The proposal will remove access to toilet facilities for parents with children who may need to access them at short notice</p>	
Disability <ul style="list-style-type: none"> People experiencing mental ill-health People with physical disabilities 		The proposal will remove access to toilet facilities for disabled people who may need to access them at short notice	
Religion or belief			No perceived impact on this group
Sexual orientation			No perceived impact on this group
Other socially excluded groups or communities			No perceived impact on these groups

Step 4 - what are the differences

Are any groups affected in different ways to others as a result of the service / policy?	The proposal will have a detrimental impact on older people / disabled people and parents with children who need to access public toilets at short notice.
Does your service / policy either directly or indirectly discriminate?	The proposal is a removal of a previously publicly available service for financial reasons. There is no intention that the proposal be discriminatory.
If yes, what can be done to improve this?	The council is aware of the impact that the closures will have on these groups and is working with businesses to open up their toilets to public access, and providing signage to alternative facilities. There is a particular focus on identifying toilets that are fully accessible to disabled people. These plans are to be in place by April 2011.

Step 5 – taking things forward

What are the key actions to be carried out and how will they be resourced and monitored?	<ul style="list-style-type: none"> • To work with businesses and other organisations who have toilet facilities in the vicinity of the public toilets identified for closure to encourage them to open up their toilets to public access. • To put a particular focus on identifying alternative toilets that are fully accessible to disabled people. • To provide signage to alternative facilities.
Who will play a role in the decision-making process?	John Rees, Environmental Maintenance Manager is leading the work to mitigate these impacts.
What are your learning and development needs?	None identified
How will you capture these actions in your service planning?	To be identified.

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- Think about the other ways in which we can deliver our services which will not lead to inequalities.
- Develop better policy-making, procedures and services.

Background

Name of service / policy or proposal	2011-12 budget - The proposed cancelling of the contribution to MAD (Making a Difference) Young people's council.
Lead officer	Mark Sheldon, Chief Finance Office
Other people involved in completing this form	Jane Griffiths, Assistant Chief Executive; Richard Gibson, Policy and Partnerships Manager
Date	2 February 2011

Step 1 - About the service / policy / proposal

<p>What is the aim of the service / policy and what outcomes is it contributing to</p>	<p>The 2011-12 budget sets out the cabinet's proposals for the council's budget. One of the proposals is to cancel the grant which is currently paid to Gloucestershire Youth Services for them to coordinate the MAD (Making a Difference) Young people's council.</p> <p>The proposal will save £15k per annum.</p>
<p>Who are the primary customers of the service / policy and how do they / will they benefit</p>	<p>MAD works with young people aged between 11 and 18 years old.</p>
<p>How and where is the service / policy implemented</p>	<p>The budget sets out the financial framework of the council in terms of how money is spent and how money is generated through fees.</p>

Step 2 – What do you know already about your existing / potential customers

<p>What existing information and data do you have about your existing / potential customers e.g. Statistics, customer feedback, performance information</p>	<p>There were currently 14 members of MAD (at Nov 2011); MAD Reps are 11-18 year olds who are elected to represent their schools and youth projects in the town.</p>
<p>What have you learnt about real barriers to your service from any consultation with customers and any stakeholder groups?</p>	<p>Through previous consultation work with different communities, we know that the barriers to our services include:</p> <ul style="list-style-type: none"> • physical access to our buildings • access to information about our services • access to our services
<p>If not, who do you have plans to consult with about the service / policy?</p>	<p>As part of the draft budget consultation that ran between 22 December 2010 to 22 January 2011. Out of 21 responses, 2 respondents did not support the cancellation of the MAD grant.</p>

Step 3 - Assessing Impact of the service / policy / proposal

How does your service / policy impact on different groups in the community?

Group	How will the service, policy or proposal benefit this group	How will the service, policy or proposal disadvantage this group	No impact on this group
Ethnicity / Race			No perceived impact on this group
Gender and trans-gender			No perceived impact on this group
Age <ul style="list-style-type: none"> Older people Children and young people 		The proposal will impact on the ability of the council (and other organisations) to engage with young people which is seen as being particularly valuable in shaping how we provide/commission services that benefit children and young people.	
Disability <ul style="list-style-type: none"> People experiencing mental ill-health People with physical disabilities 			No perceived impact on this group
Religion or belief			No perceived impact on this group
Sexual orientation			No perceived impact on this group
Other socially excluded groups or communities			No perceived impact on these groups

Step 4 - what are the differences

<p>Are any groups affected in different ways to others as a result of the service / policy?</p>	<p>The grant is used to fully fund the MAD co-ordinator who is employed by Gloucestershire County Council Youth Service. GCC have no resources to undertake this function without the grant support from the council and therefore the function will cease. However due to restructuring within GCC's Youth Services, continued funding could not guarantee the continuation of the service as currently provided.</p>
<p>Does your service / policy either directly or indirectly discriminate?</p>	<p>The proposal is a removal of a grant to Gloucestershire County Council for financial reasons. There is no intention that the proposal be discriminatory.</p>
<p>If yes, what can be done to improve this?</p>	<p>As part of the move to become a commissioning organisation, the council needs to reassert its commitment to engage with children and young people as part its engagement strategies. This will be particularly important that engagement is built into proposals for how services and activities for children and young people can be provided in the future.</p>

Step 5 – taking things forward

<p>What are the key actions to be carried out and how will they be resourced and monitored?</p>	<ul style="list-style-type: none"> • Reassert its commitment to engaging with children and young people as part its engagement strategies. • Ensure engagement processes are built into proposals for how services and activities for children and young people can be provided in the future.
<p>Who will play a role in the decision-making process?</p>	<p>Jane Griffiths, Assistant Chief Executive (Director of Commissioning) will take the lead on this.</p>
<p>How will you capture these actions in your service planning?</p>	<p>To be identified.</p>