

## 1 Description of Impact by Equality Categories

- 1.1 The positive and negative impacts on each equality group are listed below. The level of impact for different proposals will be quite different, so it is not sufficient to compare the numbers of proposals relating to each category to work out the comparative impact.

### Age

#### Positive Impact

Reference Number	Description	Mitigation
ACS/SAV/02	Tenancy Sustainment Team Floating Support	The new proposed service model should prioritise targeted work with older people in B&D to promote the Gateway service as access routes to floating support. The new model will prioritise targeted work with Disabled groups in B&D to promote the Gateway service as access routes to floating support. Distribute Gateway information to Disabled People & Carers using current contracts under Adult Commissioning that are Learning Disability, Physical & Sensory Disability specific. Detailed monitoring systems will be used within the Gateway service and all potential providers on the framework agreement. The Adult Commissioning Team will monitor information on quarterly basis to identify gaps and trends within provision and implement actions to mitigate adverse impacts if identified.
ACS/SAV/08	Reducing the cost of transition between Children's & Adult Services	This will be available as an option for families; practitioners will emphasise the positive aspects of personalised approaches.
ACS/SAV/19	Integrated Offender Management	The Substance Misuse Team will be remodelled under the same structure for generic and other specialist social work teams to address the wider social care needs of Drug and Alcohol users. Bringing together Domestic Violence Services under the management of the GM for Adult Safeguarding will have a positive impact on young adults who are brought to the attention of ASB and Youth Offending. With the emerging priorities of gang issues a more holistic management approach will reduce crime through more proactive prevention work.
CHS/SAV/12	Reducing the cost of transition between CS & AS	This will be available as an option for families; practitioners will emphasise the positives of personalised approaches.

## Negative Impacts

Reference Number	Description	Mitigation
ACS/SAV/01	Reduction to services funded by the Area Based Grant	<p>Fairer Contributions Policy: An easy to understand leaflet has been widely circulated to explain the policy. This has been backed up by briefings to staff and members. A phone line has been set up for people in case of queries.</p> <p>The policy was designed to mitigate effects on the old, disabled and those on low incomes. No charges will be made if the assessed charge is £5 or below, only 70% of disposable income is considered as chargeable income, an extra £5 has been added to the minimum guaranteed income for people aged 85 and over, and 35% of higher level DLA/AA will not be taken into account (typical rate is 25%).</p>
ACS/SAV/11	End subsidy to Broadway Theatre	Expressions of interest will be sought from arts organisations to take on the operation of the theatre at neutral cost to the Council.
ACS/SAV/14	Reduction to heritage events and education programmes	Steps will be taken to raise external funding to replace the Council revenue funding.
ACS/SAV/15	Changes to the public events programme	Steps will be taken to provide alternative opportunities to showcase local talent in particular using the stage in the town hall square in Barking. This opportunity will be re-provided in the Barking Town Hall square.
ACS/SAV/18	Leisure Centre charges	<p>A variety of concessionary pricing policies are in place that are available to children and young people, older people, disabled people and others that will help to minimise the impact of these changes for those people for whom price can be a barrier to participation. Up to a 50% reduction on the standard price will be made available to the following groups:</p> <ul style="list-style-type: none"> <li>• Children and young people aged 16 and under</li> <li>• Full time students</li> <li>• People on low incomes in receipt of means tested benefits</li> <li>• People receiving 'carer allowance'</li> <li>• Disabled people who are eligible for a blue badge</li> </ul> <p>Funding has been secured for 2011/12 and 2012/13 to provide free access for people over the age of 60. If this funding is not continued then the 50% tariff will also apply for over 60s. Discounts will also apply for family groups.</p> <p>Also children enrolling on learn to swim programmes will be able to access free swimming whilst they are enrolled on the lesson programme.</p>
ACS/SAV/20	Deletion of 4 Community Safety Co-ordinators	The impacts have been mitigated by the decision to continue to deliver the service alongside the Anti-Social Behaviour Team in Community Safety.

ACS/SAV22	Libraries Review	<p>It is not expected that there will be any equality implications for customers from the proposals relating to relocation from Muirhead Quay or those for Thames View and Valence libraries. However, there could be adverse impact if the proposal to close Wantz and Markyate libraries is implemented. However, a good quality and comprehensive library service will continue to be provided: only 44 Borough residents would live more than 1 mile or a 20 minute bus ride away from a library. This takes into account current library provision in Havering and Redbridge.</p> <p>In 2010/11 there were 64,348 visits to the two libraries proposed for closure, about 5% of the total visits across the ten libraries. It is expected that most, if not all, Wantz and Markyate service users will access other libraries: Dagenham and Valence libraries are about 1 ½ miles away from the two libraries that may be closed. Current activity sessions at Markyate and Wantz libraries will be replicated at nearby libraries. Active borrowers at Markyate and Wantz libraries will be monitored to see what impact the closure of the two libraries has had on their continued use of the libraries' service.</p> <p>The existing School Library Service provision at Dorothy Barley school will be expanded.</p>
CEX/SAV/02	Restructure of Policy Teams	<p>There will be more co-ordination of people and resources across the Council to maximise the skills and knowledge we have. We will also seek to work with other councils to avoid duplication of analysis and capitalise even more than we do currently on sources of information from London Councils and elsewhere. The Equalities policies of the Council and its key objectives of Increasing Personal Incomes, Housing Improvement and Education Improvement will mean that there will still be a great emphasis on socially excluded groups. The Council will continue to operate its Equalities policies and to collect data on each of the Equalities groups wherever relevant. This mitigation will mean that there will be no immediate impact.</p>
CHS/SAV/02	Merger of Preventative Services	<p>There will be tighter criteria for accessing the service. The Team will prioritise key groups and families.</p>
CHS/SAV/03	School Estate	<p>The impact may be on the reduced amount available from capital budgets for building. Actual impact will be monitored through School Investment Board.</p>

CHS/SAV/04	Engagement Team	The Council will still be able to deliver next year's summer programme but this may mean re-deploying youth workers from other activities and deployment of the Youth Bus in the evenings over the Summer. The responsibility for delivering the borough's high profile Young Inspectors programme will be incorporated into the delivery of The BAD Youth Forum, with Young Inspectors becoming a formal sub-group of the Forum. It is anticipated that the current level of service will be retained through better collaborative working across Integrated Youth Services and Complex Needs and Social Care.
CHS/SAV/07	Reduction in the council's funding contribution to the Child and Adolescent Mental Health Service (CAMHS)	The Council will ensure the primary mental health workers in the localities regularly run sessions from school sites. If there is an increased number of no shows then the service will renegotiate tier 3 services in the community, and  • Consider having tier 3 services on school sites.
CHS/SAV/08	Children's Safeguarding Board Cost Reductions	
CHS/SAV/09	Educational Psychology Service	EPS will prioritise early support and pre-school children, and work with schools regarding prioritisation and effective focus of time.
CHS/SAV/10	Careers Advice Services; reduction in contract value to meet statutory requirements only by 2013/14	Council officers will work with schools and other providers to commission additional provision or to explore other delivery options e.g. through the use of ICT. Council officers will realign existing commissioned services to achieve greater impact and to align with existing provision for example, availability in Children's Centres. The Local Authority is extending the number of quality assured providers of alternative education for young people aged 14-19. The Skills Centre will provide an additional 560 FTE places for LBBB young people following vocational pathways.
CHS/SAV/11	Transport	
CHS/SAV/17	Education Inclusion	Impact of reduction will be reviewed termly – in July, December and March, for a year after introduction. Performance of managed service will be reported directly to schools.
CHS/SAV/18	Increase in Income Generated by Advisory Teachers	Financial monitoring will be carried out from 1 April 2012 to track that income generated is on course to meet target.
CUS/SAV/11	Reduced mowing to create naturalised environment	To mitigate this impact, we will cut pathways through the long grass and this will also be used as a 'fire break'
CUS/SAV/14	Making parks more commercially sustainable	

## Summary of 'Age' Equality Group

20 of the proposals would involve a particular negative impact to younger or older people. These include savings with a direct impact on younger people – such as the removal of free school uniform awards scheme – as well as changes such removing the Town Show, which would affect the whole community, but has in the past had an emphasis on attracting young people and families.

A significant majority of older people who access Council services are women. Therefore the negative impacts associated with older people also tend to have a stronger impact on women than men.

The effect of the savings as proposed would be felt most by younger and older people.

The budget savings made by the Council in early 2011 were similarly analysed to identify their impact on the different equality groups, and those cuts were also found to have a particularly significant impact on younger and older people.

## Socio-economic

### Positive impact

Reference Number	Description	Mitigation
ACS/SAV/02	Tenancy Sustainment Team Floating Support	The new proposed service model should prioritise targeted work with older people in B&D to promote the Gateway service as access routes to floating support. The new model will prioritise targeted work with Disabled groups in B&D to promote the Gateway service as access routes to floating support. Distribute Gateway information to Disabled People & Carers using current contracts under Adult Commissioning that are Learning Disability, Physical & Sensory Disability specific. Detailed monitoring systems will be used within the Gateway service and all potential providers on the framework agreement. The Adult Commissioning Team will monitor information on quarterly basis to identify gaps and trends within provision and implement actions to mitigate adverse impacts if identified.
ACS/SAV/08	Reducing the cost of transition between CS & AS	This will be available as an option for families; practitioners will emphasise the positive aspects of personalised approaches.
CHS/SAV/12	Reducing the cost of transition between CS & AS	This will be available as an option for families; practitioners will emphasise the positives of personalised approaches.

### Negative impacts

Reference Number	Description	Mitigation
ACS/SAV/11	End subsidy to Broadway Theatre	Expressions of interest will be sought from arts organisations to take on the operation of the theatre at neutral cost to the Council.
ACS/SAV/14	Reduction to heritage events and education programmes	Steps will be taken to raise external funding to replace the Council revenue funding.
ACS/SAV/17	Expanding commercial opportunities at heritage venues	None

ACS/SAV/18	Leisure Centre charges	<p>A variety of concessionary pricing policies are in place that are available to children and young people, older people, disabled people and others that will help to minimise the impact of these changes for those people for whom price can be a barrier to participation. Up to a 50% reduction on the standard price will be made available to the following groups:</p> <ul style="list-style-type: none"> <li>• Children and young people aged 16 and under</li> <li>• Full time students</li> <li>• People on low incomes in receipt of means tested benefits</li> <li>• People receiving 'carer allowance'</li> <li>• Disabled people who are eligible for a blue badge</li> </ul> <p>Funding has been secured for 2011/12 and 2012/13 to provide free access for people over the age of 60. If this funding is not continued then the 50% tariff will also apply for over 60s.</p> <p>Discounts will also apply for family groups.</p> <p>Also children enrolling on learn to swim programmes will be able to access free swimming whilst they are enrolled on the lesson programme.</p>
CEX/SAV/02	Restructure of Policy Teams	<p>There will be more co-ordination of people and resources across the Council to maximise the skills and knowledge we have. We will also seek to work with other councils to avoid duplication of analysis and capitalise even more than we do currently on sources of information from London Councils and elsewhere. The Equalities policies of the Council and its key objectives of Increasing Personal Incomes, Housing Improvement and Education Improvement will mean that there will still be a great emphasis on socially excluded groups. The Council will continue to operate its Equalities policies and to collect data on each of the Equalities groups wherever relevant. This mitigation will mean that there will be no immediate impact.</p>
CHS/SAV/04	Engagement Team	<p>The Council will still be able to deliver next year's summer programme but this may mean re-deploying youth workers from other activities and deployment of the Youth Bus in the evenings over the Summer. The responsibility for delivering the borough's high profile Young Inspectors programme will be incorporated into the delivery of The BAD Youth Forum, with Young Inspectors becoming a formal sub-group of the Forum. It is anticipated that the current level of service will be retained through better collaborative working across Integrated Youth Services and Complex Needs and Social Care.</p>

CHS/SAV/07	Reduction in the council's funding contribution to the Child and Adolescent Mental Health Service (CAMHS)	The Council will ensure the primary mental health workers in the localities regularly run sessions from school sites. If there is an increased number of 'no shows' then the service will renegotiate tier 3 services in the community.
CHS/SAV/09	Educational Psychology Service	EPS will prioritise early support and pre-school children, and work with schools regarding prioritisation and effective focus of time.
CHS/SAV/10	Careers Advice Services; reduction in contract value to meet statutory requirements only by 2013/14	Council officers will work with schools and other providers to commission additional provision or to explore other delivery options e.g. through the use of ICT. Council officers will realign existing commissioned services to achieve greater impact and to align with existing provision for example, availability in Children's Centres. The Local Authority is extending the number of quality assured providers of alternative education for young people aged 14-19. The Skills Centre will provide an additional 560 FTE places for LBBD young people following vocational pathways.
CHS/SAV/13	Service Efficiencies and Re-organisation	Some of the most effective services will be delivered on an outreach basis. Managers will continue to support OFSTED inspections as best they can.
CHS/SAV/16	Adult College - contribution from the College's budgets towards management costs / overheads	The college will maintain its relentless focus on improving the quality of provision in order that levels of income from the SFA are maximised. This will allow some measure of financial headroom in order for the college to offer assistance to learners on low incomes, including senior citizens. The college will further improve cost effectiveness by increasing class sizes but only to the point at which the quality of teaching and learning is not adversely affected. The college will review its current marketing and communications strategy in order to improve levels of recruitment, and therefore revenue.
CHS/SAV/20	% reduction in the staff that provide advice and guidance to childminders in the borough	Realign the childminding support team to ensure targeted support and utilise more efficiently the Business and sustainability Officer. Also use external business support providers.
CUS/SAV/09	Introduce new system of permits for controlled parking zones that incentivise the use of low emission vehicles	The vehicle manufacturing industry has responded to this challenge and has produced highly fuel efficient larger vehicles for a number of years now. This is offset by the alternative extensive public and transport network in the borough.



CUS/SAV/13	Generating income to resource existing client team	An EIA will be established as part of the recruitment and consultation process. We will comply with corporate and legal obligations. In advance of any programmes and whilst they are being delivered we will begin with low level challenge that makes offenders aware they are at risk. Communication will reflect community languages where appropriate. In advance of any programmes and whilst they are being delivered we will begin with low level challenge that makes offenders aware they are at risk. We will also look at easy payment opportunities and early payment reduction
FIN&RES/SAV /06	Reduction to staffing in Job Shop (element 1) and business support (element 2)	Regular performance information will be collected and analysed to ensure that services are targeted at key client groups.

### Summary of 'Socio-Economic' Equality Group

There would be six positive and 15 negative particular impacts on residents on lower incomes. Whilst socio-economic status is not a legally protected equality category, the London Borough of Barking and Dagenham consider socio-economic status alongside the equalities categories when analysing the impact of decisions and services on residents from the equality groups. Younger and older people, people with a disability and women tend to be on lower incomes than the overall population; therefore the preceding concerns also impact more on this group. A number of the negative impacts have been mitigated, for example by providing concessionary rates at leisure centres.

## Disability

### Positive Impacts

Reference Number	Description	Mitigation
ACS/SAV/02	Tenancy Sustainment Team Floating Support	The new proposed service model should prioritise targeted work with older people in B&D to promote the Gateway service as access routes to floating support. The new model will prioritise targeted work with Disabled groups in B&D to promote the Gateway service as access routes to floating support. Distribute Gateway information to Disabled People & Carers using current contracts under Adult Commissioning that are Learning Disability, Physical & Sensory Disability specific. Detailed monitoring systems will be used within the Gateway service and all potential providers on the framework agreement. The Adult Commissioning Team will monitor information on quarterly basis to identify gaps and trends within provision and implement actions to mitigate adverse impacts if identified.
ACS/SAV/07	Learning Disability Residential Care	The on-going service review will be specifically focused on ensuring that the tenants derive greater individual choice and control over their lives through the re-modelling of the service.
ACS/SAV/08	Reducing the cost of transition between Children's & Adults Services	This will be available as an option for families; practitioners will emphasise the positive aspects of personalised approaches.
CHS/SAV/12	Reducing the cost of transition between CS & AS	This will be available as an option for families; practitioners will emphasise the positives of personalised approaches.
CHS/SAV/14	Changes to Short Breaks Provision	This will be available as an option for families; practitioners will emphasise the positives of personalised approaches.
CUS/SAV/14	Making parks more commercially sustainable	None

## Negative Impacts

Reference Number	Description	Mitigation
ACS/SAV/01	Reduction to services funded by the Area Based Grant	<p>Fairer Contributions Policy: An easy to understand leaflet has been widely circulated to explain the policy. This has been backed up by briefings to staff and members. A phone line has been set up for people in case of queries.</p> <p>The policy was designed to mitigate effects on the old, disabled and those on low incomes.</p> <p>No charges will be made if the assessed charge is £5 or below, only 70% of disposable income is considered as chargeable income, an extra £5 has been added to the minimum guaranteed income for people aged 85 and over, and 35% of higher level DLA/AA will not be taken into account (typical rate is 25%).</p>
ACS/SAV/11	End subsidy to Broadway Theatre	Expressions of interest will be sought from arts organisations to take on the operation of the theatre at neutral cost to the Council.
ACS/SAV/14	Reduction to heritage events and education programmes	Steps will be taken to raise external funding to replace the Council revenue funding.
ACS/SAV/20	Deletion of 4 Community Safety Co-ordinators	The impacts have been partially mitigated by the decision to continue to deliver the service alongside the Anti-Social Behaviour Team in Community Safety. The remaining posts will be able to undertake some engagement work – but will be on a limited and Borough wide basis only.
CEX/SAV/02	Restructure of Policy Teams	There will be more co-ordination of people and resources across the Council to maximise the skills and knowledge we have. We will also seek to work with other councils to avoid duplication of analysis and capitalise even more than we do currently on sources of information from London Councils and elsewhere. The Equalities policies of the Council and its key objectives of Increasing Personal Incomes, Housing Improvement and Education Improvement will mean that there will still be a great emphasis on socially excluded groups. The Council will continue to operate its Equalities policies and to collect data on each of the Equalities groups wherever relevant. This mitigation will mean that there will be no immediate impact.

CHS/SAV/02	Merger of Preventative Services	There will be tighter criteria for accessing the service. The Team will prioritise key groups and families.
CHS/SAV/04	Engagement Team	The Council will still be able to deliver next year's summer programme but this may mean re-deploying youth workers from other activities and deployment of the Youth Bus in the evenings over the Summer. The responsibility for delivering the borough's high profile Young Inspectors programme will be incorporated into the delivery of The BAD Youth Forum, with Young Inspectors becoming a formal sub-group of the Forum. It is anticipated that the current level of service will be retained through better collaborative working across Integrated Youth Services and Complex Needs and Social Care.
CHS/SAV/09	Educational Psychology Service	EPS will prioritise early support and pre-school children, and work with schools regarding prioritisation and effective focus of time.
CHS/SAV/10	Careers Advice Services; reduction in contract value to meet statutory requirements only by 2013/14	Council officers will work with schools and other providers to commission additional provision or to explore other delivery options e.g. through the use of ICT. Council officers will realign existing commissioned services to achieve greater impact and to align with existing provision for example, availability in Children's Centres. The Local Authority is extending the number of quality assured providers of alternative education for young people aged 14-19. The Skills Centre will provide an additional 560 FTE places for LBBB young people following vocational pathways.
CHS/SAV/11	Transport	None
CHS/SAV/17	Education Inclusion	Impact of reduction will be reviewed termly – in July, December and March, for a year after introduction. Performance of managed service will be reported directly to schools.
CHS/SAV/21	Deletion of the post of Head of Portage and Early Support	The service will designate an experienced advisory teacher to lead and manage the remaining staff and focus work on improving outcomes. Portage staff will have a larger case load or a waiting list for home visits and support may have to be introduced.
CUS/SAV/03	Revisions to Domestic Refuse Collection and Recycling Services	In addition to the communications and media campaigns each household will be visited by door knockers who either use or have access to colleagues who use the most common community languages. Assisted collections services will be provided, and refuse operatives will assist those people who have difficulties moving their bin. This part of the service will be included in all communications and campaigns.

CUS/SAV/05	Alter the arrangements for the orange recycling bags by replacing it with wheelie bins.	In addition to the communications and media campaigns each household will be visited by door knockers who either use or have access to colleagues who use the most common community languages. Assisted collections services will be provided, and refuse operatives will assist those people who have difficulties moving their bin. This part of the service will be included in all communications and campaigns.
CUS/SAV/11	Reduced mowing to create naturalised environment	To mitigate this impact, we will cut pathways through the long grass and this will also be used as a 'fire break'

### Summary of 'Disability' Equality Group

The proposals include three positive and 15 negative impacts on people with a disability. The positive impacts related to services being delivered more flexibly and effectively. A number of the negative impacts are on areas which are particularly used by people with a disability rather than specifically provided for that group. Disabled people tend to be on significantly lower incomes than the population overall; changes to service which affect people on lower incomes will also affect disabled people. Some of the proposals have been mitigated by reducing charges to disabled people, and ensuring effective communications of changes to services.

## Gender

### Positive Impacts

Reference Number	Description	Mitigation
ACS/SAV/02	TST Floating Support	The new proposed service model should prioritise targeted work with older people in B&D to promote the Gateway service as access routes to floating support. The new model will prioritise targeted work with Disabled groups in B&D to promote the Gateway service as access routes to floating support. Distribute Gateway information to Disabled People & Carers using current contracts under Adult Commissioning that are Learning Disability, Physical & Sensory Disability specific. Detailed monitoring systems will be used within the Gateway service and all potential providers on the framework agreement. The Adult Commissioning Team will monitor information on quarterly basis to indentify gaps and trends within provision and implement actions to mitigate adverse impacts if identified.
ACS/SAV/19	Integrated Offender Management	The Substance misuse Team will be remodelled under the same structure for generic and other specialist social work teams to address the wider social care needs of Drug and Alcohol users. Bringing together Domestic Violence Services under the management of the GM for Adult Safeguarding will have a positive impact on women by providing more holistic services for the most vulnerable.

### Negative Impacts

Reference Number	Description	Mitigation
ACS/SAV/01	Reduction to services funded by the Area Based Grant	<p>An easy to understand leaflet has been widely circulated to explain the policy. This has been backed up by briefings to staff and members. A phone line has been set up for people in case of queries.</p> <p>The policy was designed to mitigate effects on the old, disabled and those on low incomes.</p> <p>No charges will be made if the assessed charge is £5 or below, only 70% of disposable income is considered as chargeable income, an extra £5 has been added to the minimum guaranteed income for people aged 85 and over, and 35% of higher level</p>

Reference Number	Description	Mitigation
		DLA/AA will not be taken into account (typical rate is 25%).
ACS/SAV/11	End subsidy to Broadway Theatre	Expressions of interest will be sought from arts organisations to take on the operation of the theatre at neutral cost to the Council.
ACS/SAV/14	Reduction to heritage events and education programmes	Steps will be taken to raise external funding to replace the Council revenue funding.
ACS/SAV22	Libraries Review	<p>It is not expected that there will be any equality implications for customers from the proposals relating to relocation from Muirhead Quay or those for Thames View and Valence libraries. However, there could be adverse impact if the proposal to close Wantz and Markyate libraries is implemented. However, a good quality and comprehensive library service will continue to be provided: only 44 Borough residents would live more than 1 mile or a 20 minute bus ride away from a library. This takes into account current library provision in Havering and Redbridge.</p> <p>In 2010/11 there were 64,348 visits to the two libraries proposed for closure, about 5% of the total visits across the ten libraries. It is expected that most, if not all, Wantz and Markyate service users will access other libraries: Dagenham and Valence libraries are about 1 ½ miles away from the two libraries that may be closed. Current activity sessions at Markyate and Wantz libraries will be replicated at nearby libraries. Active borrowers at Markyate and Wantz libraries will be monitored to see what impact the closure of the two libraries has had on their continued use of the libraries' service.</p> <p>The existing School Library Service provision at Dorothy Barley school will be expanded.</p>
CEX/SAV/02	Restructure of Policy Teams	There will be more co-ordination of people and resources across the Council to maximise the skills and knowledge we have. We will also seek to work with other councils to avoid duplication of analysis and capitalise even more than we do currently on sources of information from London Councils and elsewhere. The Equalities policies of the Council and its key objectives of Increasing Personal Incomes, Housing Improvement and Education Improvement will mean that there will still be a great emphasis on socially excluded groups. The Council will continue to operate its Equalities policies and to collect data on each of the Equalities groups wherever relevant. This mitigation will mean that there will be no immediate impact.
CHS/SAV/02	Merger of Preventative Services	There will be tighter criteria for accessing the service. The Team will prioritise key groups and families.

Reference Number	Description	Mitigation
CHS/SAV/07	Reduction in the council's funding contribution to the Child and Adolescent Mental Health Service (CAMHS)	The Council will ensure the primary mental health workers in the localities regularly run sessions from school sites. If there is an increased number of 'no shows' then the service will renegotiate tier 3 services in the community.
CHS/SAV/09	Educational Psychology Service	EPS will prioritise early support and pre-school children, and work with schools regarding prioritisation and effective focus of time.
CHS/SAV/10	Careers Advice Services; reduction in contract value to meet statutory requirements only by 2013/14	Council officers will work with schools and other providers to commission additional provision or to explore other delivery options e.g. through the use of ICT. Council officers will realign existing commissioned services to achieve greater impact and to align with existing provision for example, availability in Children's Centres. The Local Authority is extending the number of quality assured providers of alternative education for young people aged 14-19. The Skills Centre will provide an additional 560 FTE places for LBBB young people following vocational pathways.
CHS/SAV/11	Transport	None
CHS/SAV/13	Service Efficiencies and Re-organisation	Some of the most effective services will be delivered on an outreach basis. Managers will continue to support OFSTED inspections as best they can.
CUS/SAV/03	Revisions to Domestic Refuse Collection and Recycling Services	In addition to the communications and media campaigns each household will be visited by door knockers who either use or have access to colleagues who use the most common community languages. Assisted collections services will be provided, and refuse operatives will assist those people who have difficulties moving their bin. This part of the service will be included in all communications and campaigns.
CUS/SAV/05	Alter the arrangements for the orange recycling bags by replacing it with wheelie bins.	In addition to the communications and media campaigns each household will be visited by door knockers who either use or have access to colleagues who use the most common community languages. Assisted collections services will be provided, and refuse operatives will assist those people who have difficulties moving their bin. This part of the service will be included in all communications and campaigns.
CUS/SAV/06	the number vehicles required, from 14 to 9 refuse collection vehicles	New refuse collection vehicles are to be procured soon and the specification for new vehicles has incorporated the requirement for quieter lifting gear. Refuse crews will also be made aware of the issue. The placement and return of bins to the boundary of the property rather than close to the property will help mitigate the problem

#### Summary of 'Gender' Equality Group

There would be 14 negative and two positive impacts on people of a particular gender. These consist of negative impacts on services which are particularly used by women and parents such as the library service.



## Race

### Positive Impacts

Reference Number	Description	Mitigation
ACS/SAV/01	Reduction to services funded by the Area Based Grant	<p>Fairer Contributions Policy: An easy to understand leaflet has been widely circulated to explain the policy. This has been backed up by briefings to staff and members. A phone line has been set up for people in case of queries.</p> <p>The policy was designed to mitigate effects on the old, disabled and those on low incomes.</p> <p>No charges will be made if the assessed charge is £5 or below, only 70% of disposable income is considered as chargeable income, an extra £5 has been added to the minimum guaranteed income for people aged 85 and over, and 35% of higher level DLA/AA will not be taken into account (typical rate is 25%).</p>
ACS/SAV/02	Tenancy Sustainment Team Floating Support	<p>The new proposed service model should prioritise targeted work with older people in B&amp;D to promote the Gateway service as access routes to floating support. The new model will prioritise targeted work with Disabled groups in B&amp;D to promote the Gateway service as access routes to floating support. Distribute Gateway information to Disabled People &amp; Carers using current contracts under Adult Commissioning that are Learning Disability, Physical &amp; Sensory Disability specific. Detailed monitoring systems will be used within the Gateway service and all potential providers on the framework agreement. The Adult Commissioning Team will monitor information on quarterly basis to identify gaps and trends within provision and implement actions to mitigate adverse impacts if identified.</p>

### Negative Impacts

Reference Number	Description	Mitigation
ACS/SAV/11	End subsidy to Broadway Theatre	Expressions of interest will be sought from arts organisations to take on the operation of the theatre at neutral cost to the Council.
ACS/SAV/14	Reduction to heritage events and education programmes	Steps will be taken to raise external funding to replace the Council revenue funding.

ACS/SAV/20	Deletion of 4 Community Safety Co-ordinators	The impacts have been partially mitigated by the decision to continue to deliver the service alongside the Anti-Social Behaviour Team in Community Safety. The remaining posts will be able to undertake some engagement work – but will be on a limited and Borough wide basis only.
CEX/SAV/02	Restructure of Policy Teams	There will be more co-ordination of people and resources across the Council to maximise the skills and knowledge we have. We will also seek to work with other councils to avoid duplication of analysis and capitalise even more than we do currently on sources of information from London Councils and elsewhere. The Equalities policies of the Council and its key objectives of Increasing Personal Incomes, Housing Improvement and Education Improvement will mean that there will still be a great emphasis on socially excluded groups. The Council will continue to operate its Equalities policies and to collect data on each of the Equalities groups wherever relevant. This mitigation will mean that there will be no immediate impact.
CHS/SAV/02	Merger of Preventative Services	There will be tighter criteria for accessing the service. The Team will prioritise key groups and families.
CHS/SAV/08	Children's Safeguarding Board Cost Reductions	None identified
CHS/SAV/09	Educational Psychology Service	EPS will prioritise early support and pre-school children, and work with schools regarding prioritisation and effective focus of time.
CHS/SAV/10	Careers Advice Services; reduction in contract value to meet statutory requirements only by 2013/14	Council officers will work with schools and other providers to commission additional provision or to explore other delivery options e.g. through the use of ICT. Council officers will realign existing commissioned services to achieve greater impact and to align with existing provision for example, availability in Children's Centres. The Local Authority is extending the number of quality assured providers of alternative education for young people aged 14-19. The Skills Centre will provide an additional 560 FTE places for LBBD young people following vocational pathways.
CHS/SAV/13	Service Efficiencies and Re-organisation	Some of the most effective services will be delivered on an outreach basis. Managers will continue to support OFSTED inspections as best they can.
CUS/SAV/03	Revisions to Domestic Refuse Collection and Recycling Services	In addition to the communications and media campaigns each household will be visited by door knockers who either use or have access to colleagues who use the most common community languages. Assisted collections services will be provided, and refuse operatives will assist those people who have difficulties moving their bin. This part of the service will be included in all communications and campaigns.

CUS/SAV/05	Alter the arrangements for the orange recycling bags by replacing it with wheelie bins.	In addition to the communications and media campaigns each household will be visited by door knockers who either use or have access to colleagues who use the most common community languages. Assisted collections services will be provided, and refuse operatives will assist those people who have difficulties moving their bin. This part of the service will be included in all communications and campaigns.
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Summary of 'Race' Equality Group

11 of the proposals are projected to have a particular negative impact and two have positive impacts on residents or staff from BAME groups. These have all been identified because the related proposals have a greater impact on people from BAME backgrounds than the general population – none are related to services particularly aimed at people from particular ethnic backgrounds.

## Cohesion

Positive Impact - None

Negative Impacts

Reference Number	Description	Mitigation
ACS/SAV/11	End subsidy to Broadway Theatre	Expressions of interest will be sought from arts organisations to take on the operation of the theatre at neutral cost to the Council.
ACS/SAV/14	Reduction to heritage events and education programmes	Steps will be taken to raise external funding to replace the Council revenue funding.
ACS/SAV/20	Deletion of 4 Community Safety Co-ordinators	The impacts have been partially mitigated by the decision to continue to deliver the service alongside the Anti-Social Behaviour Team in Community Safety. The remaining posts will be able to undertake some engagement work – but will be on a limited and Borough wide basis only.
CHS/SAV/02	Merger of Preventative Services	There will be tighter criteria for accessing the service. The Team will prioritise key groups and families.
CHS/SAV/10	Careers Advice Services; reduction in contract value to meet statutory requirements only by 2013/14	Council officers will work with schools and other providers to commission additional provision or to explore other delivery options e.g. through the use of ICT. Council officers will realign existing commissioned services to achieve greater impact and to align with existing provision for example, availability in Children's Centres. The Local Authority is extending the number of quality assured providers of alternative education for young people aged 14-19. The Skills Centre will provide an additional 560 FTE places for LBBD young people following vocational pathways.
CHS/SAV/17	Education Inclusion	Impact of reduction will be reviewed termly – in July, December and March, for a year after introduction. Performance of managed service will be reported directly to schools.

### Summary of 'Cohesion' Equality Group

There would be seven negative impacts on community cohesion from the proposals. The Council is committed to promoting community cohesion in the borough. The Public Sector Equality Duty 2011 requires Councils to foster good relations between different groups. A number of the proposals risk significantly affecting community cohesion. For example, by reducing support for vulnerable young or older people to meet with their own peer groups and also people from different backgrounds – by age, race or faith, for example – some of the positive work underway to promote community cohesion would be reduced.

## Religion and Belief

### Positive Impact

Reference Number	Description	Mitigation
ACS/SAV/02	Tenancy Sustainment Team Floating Support	The new proposed service model should prioritise targeted work with older people in B&D to promote the Gateway service as access routes to floating support. The new model will prioritise targeted work with Disabled groups in B&D to promote the Gateway service as access routes to floating support. Distribute Gateway information to Disabled People & Carers using current contracts under Adult Commissioning that are Learning Disability, Physical & Sensory Disability specific. Detailed monitoring systems will be used within the Gateway service and all potential providers on the framework agreement. The Adult Commissioning Team will monitor information on quarterly basis to identify gaps and trends within provision and implement actions to mitigate adverse impacts if identified.

### Negative Impacts

Reference Number	Description	Mitigation
ACS/SAV/11	End subsidy to Broadway Theatre	Expressions of interest will be sought from arts organisations to take on the operation of the theatre at neutral cost to the Council.
ACS/SAV/14	Reduction to heritage events and education programmes	Steps will be taken to raise external funding to replace the Council revenue funding.
ACS/SAV/15	Changes to the public events programme	Steps will be taken to provide alternative opportunities to showcase local talent in particular using the stage in the town hall square in Barking. This opportunity will be re-provided in the Barking Town Hall square.
ACS/SAV/20	Deletion of 4 Community Safety Co-ordinators	The impacts have been partially mitigated by the decision to continue to deliver the service alongside the Anti-Social Behaviour Team in Community Safety. The remaining posts will be able to undertake some engagement work – but will be on a limited and Borough wide basis only.

CEX/SAV/02	Restructure of Policy Teams	There will be more co-ordination of people and resources across the Council to maximise the skills and knowledge we have. We will also seek to work with other councils to avoid duplication of analysis and capitalise even more than we do currently on sources of information from London Councils and elsewhere. The Equalities policies of the Council and its key objectives of Increasing Personal Incomes, Housing Improvement and Education Improvement will mean that there will still be a great emphasis on socially excluded groups. The Council will continue to operate its Equalities policies and to collect data on each of the Equalities groups wherever relevant. This mitigation will mean that there will be no immediate impact.
CHS/SAV/02	Merger of Preventative Services	There will be tighter criteria for accessing the service. The Team will prioritise key groups and families.
CHS/SAV/08	Children's Safeguarding Board Cost Reductions	
CHS/SAV/13	Service Efficiencies and Re-organisation	Some of the most effective services will be delivered on an outreach basis. Managers will continue to support OFSTED inspections as best they can.

#### Summary of 'Religion and Belief' Equality Group

The proposals would have eight negative and one positive impact on people with a particular faith. These impacts are mostly on services which are particularly used by people who have a faith, rather than on services targeted at people from any particular faith. The proposal to reduce support for partners who are involved in the Children's Safeguarding Board could reduce the ability to engage with and collect information about residents from different faith groups.

## Sexual Orientation

### Positive Impacts

Reference Number	Description	Mitigation
ACS/SAV/02	Tenancy Sustainment Team Floating Support	The new proposed service model should prioritise targeted work with older people in B&D to promote the Gateway service as access routes to floating support. The new model will prioritise targeted work with Disabled groups in B&D to promote the Gateway service as access routes to floating support. Distribute Gateway information to Disabled People & Carers using current contracts under Adult Commissioning that are Learning Disability, Physical & Sensory Disability specific. Detailed monitoring systems will be used within the Gateway service and all potential providers on the framework agreement. The Adult Commissioning Team will monitor information on quarterly basis to identify gaps and trends within provision and implement actions to mitigate adverse impacts if identified.
ACS/SAV/03	Remodelling homecare services in line with the principles of personalisation	The remodel of reablement and specialised dementia care will commence in 2013. In the meantime we will work with the voluntary sector to develop the quality of service delivery. The remodel will be a gradual process introducing new providers into the market.

### Negative Impacts

Reference Number	Description	Mitigation
ACS/SAV/11	End subsidy to Broadway Theatre	Expressions of interest will be sought from arts organisations to take on the operation of the theatre at neutral cost to the Council.
ACS/SAV/14	Reduction to heritage events and education programmes	Steps will be taken to raise external funding to replace the Council revenue funding.
ACS/SAV/20	Deletion of 4 Community Safety Co-ordinators	The impacts have been partially mitigated by the decision to continue to deliver the service alongside the Anti-Social Behaviour Team in Community Safety. The remaining posts will be able to undertake some engagement work – but will be on a limited and Borough wide basis only.

CEX/SAV/02	Restructure of Policy Teams	There will be more co-ordination of people and resources across the Council to maximise the skills and knowledge we have. We will also seek to work with other councils to avoid duplication of analysis and capitalise even more than we do currently on sources of information from London Councils and elsewhere. The Equalities policies of the Council and its key objectives of Increasing Personal Incomes, Housing Improvement and Education Improvement will mean that there will still be a great emphasis on socially excluded groups. The Council will continue to operate its Equalities policies and to collect data on each of the Equalities groups wherever relevant. This mitigation will mean that there will be no immediate impact.
CHS/SAV/02	Merger of Preventative Services	There will be tighter criteria for accessing the service. The Team will prioritise key groups and families.

Summary of 'Sexual Orientation' Equality Group

The proposals would have five negative and two positive impacts on lesbian and gay people.



## Pregnant and nursing mothers

### Positive Impact

Reference Number	Description	Mitigation
ACS/SAV/02	Tenancy Sustainment Team Floating Support	The new proposed service model should prioritise targeted work with older people in B&D to promote the Gateway service as access routes to floating support. The new model will prioritise targeted work with Disabled groups in B&D to promote the Gateway service as access routes to floating support. Distribute Gateway information to Disabled People & Carers using current contracts under Adult Commissioning that are Learning Disability, Physical & Sensory Disability specific. Detailed monitoring systems will be used within the Gateway service and all potential providers on the framework agreement. The Adult Commissioning Team will monitor information on quarterly basis to identify gaps and trends within provision and implement actions to mitigate adverse impacts if identified.

### Negative Impacts

No negative impacts have been identified.