

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Ref No 1 Charging for Deputyships		
Directorate	Change and Governance		
Service	Finance		
Responsible Officer	Vicky Buckley		
EqIA Author	Vicky Buckley		
Proposal planning start	27 October 2016	Proposal start date (due or actual)	1 April 2017

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy	Yes	New
	Procedure		
	Internal service	Yes	Yes
	External Service		
	Other - give details		
2	What are the intended outcomes, reasons for change? (The business case)		
	<p>This proposal will secure an income stream that will contribute to the funding of a client welfare team in finance to undertake Deputyship duties. The number of deputyships is expected to increase over time.</p>		
	<p>Following an application to the Court of Protection a Deputyship may be granted to a person or local authority to enable them to manage and so protect the property and financial affairs of people who lack the mental capacity to make specific decisions on their behalf.</p>		
	<p>The Court of Protection has issued a practice guide of recommended charges for professional bodies and local authorities to apply when undertaking services for Deputyships. The proposal is to charge in accordance with Part 19 of the court of Protection Rules 2007 which contains a menu of charges including £195 for the preparation and lodgement of the required annual report and £585 annual management fee.</p>		
	<p>The (OPG) Office of Public Guardian Investigation Report, which reviewed deputyship practices being followed by Walsall Council, in 2015 noted that Walsall had not taken up the opportunity to recoup some of its costs by levying fixed costs for deputyship clients, which is allowed under The Court of Protection practice guide. Personal and financial data is held by the Council on those requiring deputyships, thereby enabling the council to manage their financial affairs.</p>		

3	Who is the proposal potential likely to affect?		
	People in Walsall	Yes / No	Detail
	All		
	Specific group/s	Yes	Following an application to the Court of Protection a Deputyship may be granted to a person or local authority to enable them to manage and so protect the property and financial affairs of people who lack the mental capacity to make specific decisions on their behalf. In the operation of the charge consideration will be given to cases of hardship and account balances. No coercive recovery of charges will take place. If funds are not available to fund the charge it will either be waived or postponed. The service of managing the clients account will still be undertaken.
	Council employees		
	Other		
4	Evidence, engagement and consultation (including from area partnerships, where relevant)		
4.1			
	Type	Budget Consultation	Date Oct16 to Jan 17
	Audience	Walsall council tax payers, public, stakeholders, employees, councillors	
	Protected characteristics	Consultation is linked to the Corporate Budget process. No other general consultation has been done. The 40 individuals with deputyships were consulted through their public guardian, the Executive Director of Adult Social Care (DASS)	
	Feedback		
	No feedback has been received		
	Type	Report proposals	Date June 16
	Audience	Formulated with Exec Director Adult Social Care and other senior officers in ASC and consultation with Legal and Treasury Management Panel. The DASS is the public guardian for the individuals impacted by this proposals and therefore consultation has been with the DAA in that role.	
	Protected characteristics	None.	
Feedback			

	Agree to charge for Deputyships in accordance with Part 19 of the Court of Protection Rules 2007 – Practice Direction B – Fixed Costs in the court of Protection – Remuneration of public authority deputies.			
4.2	Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)			
	A formal record of the consultation is being obtained from the Exec Director of Social Care			
5	How may the proposal affect each protected characteristic or group? The effect may be positive, negative or neutral.			
	Characteristic	Effect	Reason	Action needed Y or N
	Age	Positive	Improved service provision – more reliable and robust. provision	Y
	Disability	Positive	Improved service provision - more reliable and robust.	Y
	Gender reassignment	Neutral	The deputyship management is specific to the needs of the individual. Oversight is given by the Office of the Public Guardian.	N
	Marriage and civil partnership	Neutral	The deputyship management is specific to the needs of the individual. Oversight is given by the Office of the Public Guardian.	N
	Pregnancy and maternity	Neutral	The deputyship management is specific to the needs of the individual. Oversight is given by the Office of the Public Guardian.	N
	Race	Neutral	The deputyship management is specific to the needs of the individual. Oversight is given by the Office of the Public Guardian.	N
	Religion or belief	Neutral	The deputyship management is specific to the needs of the individual. Oversight is given by the Office of the Public Guardian.	N
	Sex	Neutral	The deputyship management is specific to the needs of the individual. Oversight is given by the Office of the Public Guardian.	N

	Sexual orientation	Neutral	The deputyship management is specific to the needs of the individual. Oversight is given by the Office of the Public Guardian.	N
	Other (give detail)			
	Further information	The income stream through funding will enable there to be a more reliable and robust service		
6	Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details below.			(Delete one) No
7	Which justifiable action does the evidence, engagement and consultation suggest you take? (Bold which one applies)			
	A	No major change required		
	B	Adjustments needed to remove barriers or to better promote equality		
	C	Continue despite possible adverse impact		
	D	Stop and rethink your proposal		

Action and monitoring plan Deputyship Charging				
Action Date	Action	Responsibility	Outcome Date	Outcome
April 17	Introduction of a Client money and case management solution for Public Authority Deputyships Teams.	Michael Tomlinson	April 17	Caspar System Live

Update to EqIA	
Date	Detail

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Ref No: 4 To Review and Develop Children Centre Service as part of a 0 - 19 Early Help Locality Model and Ref No. 13 Review and Reduce Childrens Youth Services		
Directorate	Childrens Services		
Service	Early Help 0-19 Model		
Responsible Officer	Isabel Vanderheeren		
EqIA Author	Isabel Vanderheeren		
Proposal planning start	27 th October 2016	Proposal start date (due or actual)	1 st April 2017

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy	Yes	New
	Procedure		
	Internal service	Yes	New &
	External Service	Yes	Revision
	Other - give details		
2	What are the intended outcomes, reasons for change? (The business case)		
	<p>These proposals relate to savings that can be made by:</p> <ul style="list-style-type: none"> Review and develop Children's Centre Services by bringing together 0 to 19 Family Support Services into a 0 to 19 Locality Model with proposed management efficiencies of £98,216 and by ceasing financial support to schools and partners to deliver Play and Stay Groups (£110,000). Review and reducing youth services to align with the proposed 0 to 19 Locality Model through 2 elements: <ol style="list-style-type: none"> Children Services direct delivery of targeted youth work (TYW), including delivered via centre based detached work, targeted programmes and holiday activities. Commission provision of targeted youth work through 11 different Voluntary and Community based organisations. 		
	<p><u>Ref No: 4 To Review and Develop Children Centre Service as part of a 0 - 19 Early Help Locality Model</u></p> <p>The proposals link to a wider aspiration to deliver a whole family targeted approach and consultation is planned with service users of Children's Centres and retained Youth Services to consider the impact of the following recommended changes:</p> <ul style="list-style-type: none"> Redefine current reach areas of Children Centres to better align with 0 - 19 partnership 		



locality areas and school cluster arrangements so that professionals can work better together to offer a whole family offer.

- Reduce the number of buildings in the newly defined Central and South area from three (Palfrey, Birchills and Alumwell) to one. This will offer opportunity for Birchills to be developed to increase childcare provision in the entire building which will help meet a shortage of early learning places and childcare in the surrounding area. As private provision is supported to develop to meet the childcare needs in the Alumwell / Pleck area, it is proposed to close the Alumwell building, ceasing delivery from this site from July 2017. Also need to consider future use of 'My Place' as part of 0 -19 integrated approach.
- Consider how we deliver services in the East of the borough, focusing on services not buildings. It is proposed that Children Centre staff as part of Locality Teams could be based in existing council offices, whilst outreaching across the East of the borough, via home visits and use of community buildings to offer group support. This will save building costs and give greater flexibility and access to services across a large geographical patch; and the majority of current delivery is accessed via outreach and home visits.
- Integrate youth work staff into 0-19 Early Help Locality Family Support to maximise skills and resources to meet needs of wider age range.
- Review existing provision of Play and Stay across the borough and opportunities to further develop groups in partnership with schools and voluntary groups.

The implementation date may not be 1 April 2017 if the statutory consultation period has to be extended beyond December 2016 and/or if the proposal to move to an integrated 0 -19 Early Help family support model is not supported as an alternative approach would need to be developed.

There are still legal responsibilities for local authorities in relation to Children's Centres. However in July 2016, the childcare Minister announced he would be consulting on the future of children's centres and they are not currently being Ofsted inspected. The Apprenticeships, Skills and Learning Act 2009 sets out the existing duties summarised by the DfE in 'Sure Start CC's Statutory Guidance (2013):to ensure that there are sufficient Children's Centres to meet local need and to ensure there is consultation before any significant changes are made to Children's Centre provision.

Ref No. 13 Review and Reduce Children's Youth Services

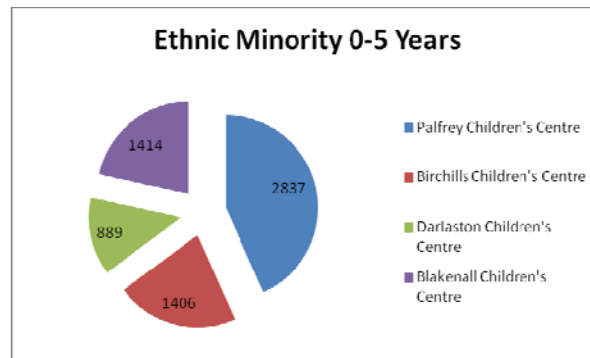
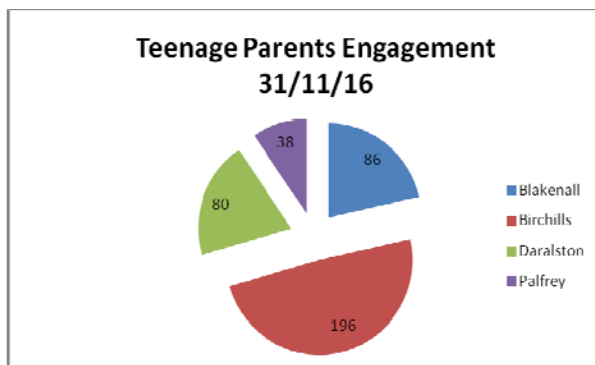
It is proposed to achieve this proposal by:

- Integrating youth work activities and provision currently delivered by Children's services TYW team within the 0-19 Family Support locality teams. The work which is focused on vulnerable young people and the programmes of activity, which are targeted at reducing anti-social behaviour aligns closely with the work undertaken by the recently developed 0-19 Family Support.
- Purposefully bring together and integrate these work strands (although with a reduced resource) to strengthen effective and timely whole family/whole community working and to ensure evidence informed help continues to be available to those young people and families who need it most.
- Cease all commissioned TYW activity over two years. This is a proposed reduction of 50% by April 2017 and end of provision by 1st April 2018 (already agreed as part of 16/17 budget consultation).

	<p>Under Section 507B of the Education Act 1996, the Council has a duty to secure for young people aged 13-19 and those aged 20-24 with a learning difficulty or disability, so far as is reasonably practicable, a local offer of access to sufficient educational or recreational leisure-time activities and facilities that is sufficient to meet local needs and improve young people's well-being and personal and social development. There are also responsibilities to effectively publicise the overall local offer of all services and activities available to young people and their families and to involve young people in the decision making about, and monitoring of, the relevance and effectiveness of services</p>		
3	Who is the proposal potential likely to affect?		
	People in Walsall	Yes / No	Detail
	All	Yes	<p>Risk of increase in ASB</p> <p>Less support available to young people aged 10-19</p>
	Specific group/s	Yes	<p>Parents and children in families with children aged 0 -19 who have additional support needs including:</p> <p>Teenage parents Children with SEND including Young People aged 16 to 25 Looked after Children Children in Need Children eligible for free early learning Children impacted by Domestic Abuse, Substance misuse and/or Mental Health issues Adults with disabilities</p> <p>Young people who are most vulnerable including Young Carers, Looked After Children, Children with Special Education Needs or Disability, Teenage Pregnancies, Young People not in Education Employment or training</p>
	Council employees	Yes	<p>Alignment of 0 to 19 Family Support: 13 staff are being consulted about proposed change with a potential reduction of 3 FTE posts</p> <p>Youth Services: Reduction in staffing of 14FTE within Commissioned projects and 7FTE Council Employed staff- at risk of redundancy. Loss of skill and expertise</p>
	Other	Yes	11 commissioned Youth Services Providers
4	Evidence, engagement and consultation (including from area partnerships,		

	where relevant)
4.1	<p>Data profiles from each Children's Centre Area:</p> <p>Palfrey CC</p> <ul style="list-style-type: none"> • As at 31st November 2016 south locality currently has 149 open cases. • Low number of parenting programmes being delivered with 50% of families travelling across the Walsall Borough to access the palfrey building • 15 groups delivered by palfrey staff with a further 10 specialised groups delivered by partner agencies which are: introduction to solids, speech and language, FGM Support, School Nurse, Saturday playsession, physiotherapy clinic, assessment clinic, ante natal, post natal and baby clinic • There are currently 3751 0-5 years registered with Palfrey Children's Centre 2837 (76%) of those are from the ethnic minority • There are currently (41) Teenage parents living in the south of the borough. Palfrey has engaged with (93%) 38 parents in the last rolling year <p>Birchills CC Data</p> <ul style="list-style-type: none"> • As at 31st November 2016 Central locality currently has 147 open cases 88% of those families living in the east of the borough and of these a high % live in the Brownhills area. • High number of parenting courses delivered from Birchills CC with 96% of parents travelling from across the Walsall Borough to access them. • 2 groups delivered CC staff at Birchills with a remaining 23 delivered by partner agencies in the central and south area. • There are currently 5154 0-5 years registered with Birchills Children's Centre 1406 (27%) of those are from the ethnic minority • There are currently (104) Teenage parents living in the Central and East of the borough Birchills have engaged with (188%) 196 parents in the last rolling year. This is indicating that the CC is engaging with TP who are living outside the Birchills area. <p>Darlaston Data</p> <ul style="list-style-type: none"> • As at 31st November 2016 West locality currently has 244 open cases • 76% of parents accessing parenting courses were travelling from across the Walsall Borough to access them. • 3 groups delivered by Darlaston staff with a remaining 16 delivered by partner agencies in west locality • High number of direct crisis walk ins to the Darlaston building • 96% of families are living in the west area of the border • High number of families unable to travel to access services. • There are currently 2998 0-5 years registered with Darlaston Children's Centre 889 (30%) of those are from the ethnic minority • There are currently (106) Teenage parents living in the West of the borough Darlaston has engaged with (75%) 80 parents in the last rolling year <p>Blakenall Data</p> <ul style="list-style-type: none"> • Highest number of families currently being supported throughout the borough • As at 31st November 2016 North locality currently has 346 open cases • Majority of families and service users are living in the Blakenall community

- High deprivation levels
- Low engagement in parenting programmes
- There are currently 2854 0-5 years registered with Blakenall Children's Centre 1414 (50%) of those are from the ethnic minority
- There are currently (135) Teenage parents living in the North of the borough
Blakenall has engaged with (64%) 86 parents in the last rolling year



Media Communications via Facebook, mywalsall.org and walsall council website with a recorded monitoring of 129 veiws

Type	Questionnaire	Date	27 th October -23 rd December
Audience	Public – 119 bespoke questionnaires completed 9 generic budget ‘Have Your Say on Council Spending Priorities’ questionnaire completed		
Protected characteristics	Age: 19-25 (11) 26-30 (21) 31-35 (22) 36-40 (21) 41-50 (7) 50+ (4) Gender: 6 Male/99 female Gender reassignment: 3 Sexual Orientation: 89 Heterosexual/Straight 2Bi-sexual Marriage/ civil partnership: 78 Married and 1 civil partnership Pregnant/maternity: 26 currently pregnant Disability: 6 considered themselves to have a disability or long term illness Race: 29 White, 7 Black, African, Caribbean or Black British, 5 white other, 2 mixed or multiple groups, 60 Asian or Asian British		
Feedback			
1. <u>Creation of 0-19 locality teams.</u> <ul style="list-style-type: none">When accessing family support services people thought it was important:<ul style="list-style-type: none">96% Support when you need it95% Support where you need it97% ability to speak face to face94% the right type of support81% owned named worker that does not change82% the ability to drop in			

Other comments included: access to information and communication of what is available, building trusting relationships, friendly and welcoming environment

- 70% of parents agreed with the creation of the 0-19 family support teams will improve the support that families receive

Positive comments related to

- getting the right help to the right people, avoiding issues escalating and securing positive outcomes for children and their families
- Seamless services
- More opportunities to provide flexible support and reaching out to families
- Local hubs – providing to the needs of local communities.
- Parents with children with different ages will find it easier to get support
- The need for bespoke packages of support to meet the needs of individual families.
- It will help to build communities and keep everyone safe

Concerns included:

- Stretching the resource too much not being able to support the demand
- Younger age groups accessing support where there are older young people as well – seen as not appropriate or providing a barrier to access
- Moving from specialist workers to more generalised workers - not being able to meet the needs
- Moving away from universal provision to more targeted provision excluding access to socialisation for some parents who are not vulnerable but would still like to access the support
- Uncertainty regarding palfrey CC, seen as a valuable service – and the potential of losing this pending on the commissioning outcome.

- As well as parents saying the creation of the 0-19 family support teams would have a positive impact on A number of parents raised concern around negative included:
 - Changes in staff and provision can cause stress for families and children
 - Reduction of provision may mean less programmes for families with low level needs – e.g. not having play and stay provision.
 - Not having access to a car – change in building may mean that families can no longer access provision delivered from the hub.
- The type of support people completing the questionnaires want to see as part of the 0-19 family support teams was:
 - 80% wanted parenting programmes
 - 84% wanted child development interventions including play and speech and language support
 - 69% wants a variety of workshops

63% wanted one to one workshops including internet safety (73%), managing children's behaviour (82%), and Anger management (68%)
 58% wanted support to limit impact of separation and divorce on children
 45% wanted Family mediation
 69% wanted help with establishing routine
 73% wanted advice and support to manage behaviour
 66% support with children and young people to develop self-esteem and confidence
 47% wanted positive activities for young carers and Looked After Children
 57% wanted advice, information and help to access specialist support for drugs, alcohol, mental health and domestic abuse.

Other activities mentioned included:

Play and stay

Baby clinics and antenatal support

2. Alignment of reach area boundaries for Children's Centres

- 64% agreed with the change of the 'reach boundaries' to align with partners and comments included – this will help partnership working, it will reduce barriers, because all organisations need to work together, referrals between agencies will be smoother and each organisation will have a fuller picture of each child, improved multi agency working, improve communication, better coordinated services. Concerns with people that didn't agree (19%) included not clear where they would be able to access services from, concerns that their current centre (mainly palfrey CC) may no longer be there, concerns about staff wellbeing – too many staff in the same building may mean hot desking and this could impact on staff wellbeing Some people (13%) indicated that they didn't know or didn't understand the proposal around change in boundaries or how it would affect them.

3. Change to use of buildings

- 90% of Families thought it was important to be able to access support by dropping into a building. Comments supporting this view included having access to immediate and face to face support, being able to network with other people, home visits are not always appropriate, somewhere to go without the need for making an appointment, quick and easy access (including close distance)
- Most popular was the delivery of family support in the community (87%) followed by Home visits (76%) and least preferred method is telephone contact with 63%. This indicates that Family support needs to keep a flexible approach using a combination of all three methods depending on the needs of the family to offer support. Other ideas on ways Family support could be offered are:
 Electronic information
 Online chats
 Leaflets

GP surgeries
Peer support groups

- The most important factors when accessing or deciding to attend support groups, activities or workshops are:
87% friendly staff
82% skilled and knowledgeable staff
76% free or low cost
76% Safe environment
76% welcoming environment
71% Journey from home
66% pushchair access
60% being held during school hours
- 50% of people agreed with Birchill Children's Centre only providing childcare and early learning while 38% disagreed
Concerns included: where parents would be able to go for support other than child care. Birchills being too far to access or not easy to access for some parents, loss of groups and services delivered in Birchills CC.
- The most popular choice for the 'hub' in the Central and South area of the Borough is Palfrey Children's centre with 63%, 11% Birchills Children's Centre 11% had no preference and only 7% had preference of Alumwell.
A large proportion of the people completing the questionnaire indicated that the reason for their answer was based on what they currently attended and the positive experience of the centre they attended as well as it being close to where they lived.
A large proportion of this questionnaire was completed by services users accessing Palfrey CC already – so this may have affected the popularity of Palfrey.
- 54% of people completing the questionnaire liked Children and family Hub best as a name for the hubs.

4. Play and Stay

- 64% of the people completing a questionnaire had a child aged 0-5 and attended a play and stay group
33% had not go a child aged 0-5 and therefore did not attend a play and stay group
34% felt that there are enough play and stay groups while 36% felt they were not enough play and stay in their local area.
57% disagreed with the proposal to stop the funding to schools, community and voluntary sector to set up play and stay

The reason why indicates that lots of parents were concerned that this would mean the all play and stay would stop including the once run by Children's Centres and some concerns regarding the quality of the provision if not driven by the LA.

5. Allocation funding for youth services

- 44% of people completing the questionnaire indicated they would prefer for youth work funding to be allocated equally across all wards and half on basis of needs and 31% indicated preference of allocating the funding based in the basis of greatest need.

Concerns on only allocation just based on needs included that this would mean no preventative work. Not wanting anyone to miss out. Need to identify and address issues early and prevent issues later on.

Type	Youth Services Providers: Stakeholder Meeting Face to Face Meetings x2	Date	10/11/2016 18 th & 21/11/16
Audience	Commissioned providers of Youth Support Services		
Protected characteristics	No monitoring undertaken, this group was of mixed ages, sex and race		
Feedback			
<p>Venue: My Place. Date: 10th November 2016 Time: 10am to 12 noon</p> <p>7 of the 11 commissioned providers attended this meeting plus 1 representative from Walsall Voluntary Action. These 7 providers provide a range of centre based and detached youth services to young people aged 9 to 19 of all ethnic backgrounds, including young carers, those with disabilities voluntarily accessing services, those at risk of offending and anti-social behaviour and young parents/ teenage pregnancy reduction in the following areas and which cover all wards of the Borough: West Walsall (Bloxwich), Birchill/Leamore, Short Heath, North and South Willenhall, Brownhills, Aldridge North/ Walsall Wood, Aldridge Central, Streetly, St Matthews, Paddock, Palfrey, Pleck, Darlaston, Pelsall, Rushall/Shelfield, West Walsall (Bloxwich), Bloxwich East, Blakenall.</p> <p>2 providers requested individual meetings as they were unable to make the meeting which took place on 18th and 21st November 2016. These 2 providers deliver centre based services to the same cohort of young people living in the Darlaston and Moxley areas. In summary, no preference was expressed on the two options throughout these consultation meetings but the providers did engage with the consultation and</p>			

expressed their willingness to work with the Council to deliver services to April 2018.

At the Stakeholder meeting and for each of the face to face meetings, the same presentation was given and hardcopies issued on all 5 of the proposals being consulted on with the opportunity to comment on each or all of the proposals. Providers were also given a table showing the difference in funding by Ward for the two proposed options for the 2017/18 funding allocation. The providers at the Stakeholder Meeting questioned allocations; 'who did the proposal? From a quick calculation areas of greatest need get less funding.' After conversations between themselves 'there are pockets of deprivation and need in some areas such as Aldridge but that's not across the whole ward' providers felt the information was correct. However, it was later agreed there was an error on the table which was revised and a new table published on the website and circulated to all providers. The correct information was shared at the 2 face to face meetings.

As part of this consultation, stakeholders asked questions about the grant process. These questions are included in the feedback below and were responded to appropriately: *'consultation on these proposals closes on 23rd December 2016, the Council is consulting on other proposals and links to this consultation and wider Council consultations were included in the presentation, Cabinet Decisions on the draft proposals will be made on 23rd February 2017. Conversations with providers on 2017/18 funding allocation will take place after 23rd February. The Council will endeavour to work with providers throughout this process'*

Feedback from the Stakeholder Meeting:

- This is a big cut in funding how does the funding help with sustainability? This is about providers asking themselves about what will help me sustain my business. Some providers can't sustain the cuts.
- Walsall needs a youth service
- Cuts in funding will affect grant applications already being made where we have given details of Walsall Council funding and may affect applications adversely.
- Can't all the money go into a single pot and providers be asked to deliver services to meet needs and demand as it occurs?
- A lot of young people 2-3,000 gave their views last time and say they weren't listened to so won't engage again.
- Decisions are political
- The overarching problem is that Walsall needs a youth service but decisions are made on a local level. Decisions should be made for the best of Walsall. That is the challenge.
- We know the axe usually falls on non-statutory services.
- It will be interesting to see what increase there is in anti-social behaviour in 2016/17 because of the current cuts. *Response: In year, figures show it is reducing across the board. Are we reporting ASB properly?* Providers stated they were responding directly to requests to deal with ASB and that it was not going through correct reporting procedures and that is sometimes recorded as 'rowdy behaviour'.
Response: This will affect figures

- In Walsall we target services on failure. We should use an asset model based on what works. 0 to 19 locality model is outdated. It is still a deficit model looking at problems rather than solutions.
- 0 to 19 'whole family' model is good
- Is this year an opportunity to help with working together and taking part in 0 to 19 locality meetings? Palfrey are looking at how meetings will work, see how they go
- Are you (commissioning and youth services) able to facilitate some of that integration? We would like you to.
- What are the timescales for the decision making and our agreements because we have to think about planning and staffing? We need transition time to keep services running. Can we work together to get things planned before 1st April 21017? What are our options- worst case scenario is that we have to change services and we don't know what those changes are.
- Are we preferred providers? *Response: Yes unless things really change. If the decision is for Option 1 or 2 then grant agreements can be varied. If there is another option and total change, we would need to go back out for fairness.*
- We know 2017/18 youth services funding is 50% of this year and it should be allocated where it's needed but why does the Council want to create all this work and changes at this time when the commissioned services are coming at an end
- If we are a preferred provider, can we put forward our proposals now? *Response: There are 2 things to take into account 1) Have your say on the consultation 2) There needs to be a separate conversation with all providers about the expectations of what works and need, how do we split funding down.*
- Based on all that, what is the process if people don't want to carry on? *Response: We cannot do anything until the decision has been made on 23rd February. There will be more clarification then. As stakeholders your consideration is of a business but this is a public consultation and so the general public and other stakeholders will have their say too which has to be taken into consideration within the decision making process*

Face To Face Meetings: 18th and 21st November 2016

1 provider listened to the information but did not want to comment at that time.

1 provider agreed with proposed:

- 0 to 19 locality model: 'my family didn't come with all under 5's s', 'you don't want to have to go to 1 place for 1 thing and somewhere else for other things',
- Changes to Birchills building to all childcare 'if it means more people get their childcare that they need then why wouldn't you?'
- Change of reach area: 'you can work better with everyone', 'why have different areas, it's so much harder to do things'
- Change to Youth Funding allocation 'based on need': 'there's less money and it makes sense to put it where it's needed'.

Type	Public Consultation Meeting	Date	15/11/2016
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Audience	Service users of Birchills Children's Centre
Protected characteristics	n/a
Feedback	
0 attendees	

Type	Public Consultation Meeting	Date	22/11/2016
Audience	Service users of Blakenall Children’s Centre		
Protected characteristics	n/a		
Feedback			
1 attendee – School But no feedback – listened and said that they could understand all the proposals. Was going to reflect and complete an individual consultation form and submit.			

Type	Public Consultation Meeting	Date	24/11/2016
Audience	Yow group - Myplace		
Protected characteristics	No monitoring undertaken, this group was of mixed ages varying from 14 - 20 of mixed sex and race		
Feedback			
<p>Attendees: Isabel Vanderheeren, Paul Dennis, Keiran Atkins Young People: Tado Sibenke, Ben Sharp, Balraj Jhott, Zara Khan, Charlotte Gough.</p> <p>The YOW – ‘Youth of Walsall’ group is an active engagement group who meet every two weeks at MyPlace. They are a group of young people aged 10-19 who are inspired to represent the young people in their community. They aim is to listen to other people’s views, implement their opinions and empower young people voices.</p> <p>Young people were given the consultation document as well as a presentation giving an overview of the proposals. The proposals were outlined to the young people and at the end of each proposal a discussion was facilitated.</p> <p>Feedback included:</p> <p>1. The development of a 0-19 hub:</p> <ul style="list-style-type: none">• Group Agreed new localities is good• Young people felt that there was a need to consider Re-branding of name to			

ensure it was inclusive of all and was attractive to young people. Family centre may exclude young people. Children and young people hubs may be better

- Trial of delivery of community based work, with staff based at EDC
- One of the young people raised that it may be unfair that the current proposal means there will be now hub building in the East - response: *we would go and work in different community buildings so children, young people and families would still have access to a variety of programmes. Young people wondered if we could explore a virtual hub – online where people could go for advice and guidance.*
- Young people felt that a Focal points within locality is important
- Young people would encourage the inclusion of young people and parents in delivery of programmes like parenting, mentoring, website development, etc.
- young people reiterated the importance of programme which support the most vulnerable
- Inter not all YP have access to the internet so if we think about use of virtual hubs need to bare this in mind
- But isolated YP could benefit
- Proposals – need to provide specific programmes to specific groups – and age appropriate.

2. Change of Boundaries

- Made sense – just need to consider flexibility in offering support

3. Distribution of funding to the youth groups

- NEET, to overview how money is distributed equal basis, formula
- New way makes more sense – means that there would be more support to where there is need.

Type	Public Consultation Meeting	Date	28/11/2016
Audience	Service users of Palfrey Children’s Centre		
Protected characteristics	Parent 1 – Female, Asian Pakistani, Heterosexual/Straight, married Parent 2 – Female, Asian Indian, Heterosexual/Straight, married Parent 3 – Female, Asian Pakistani, Heterosexual/Straight, married Parent 4 – Female, 41, Muslim Parent 5 – Female, 41, Muslim Parent 6 – Female, 36, Muslim		
Feedback			

- Concerns around stay and plays and closure of groups
- None essential spending in other budgets
- Parent 1 – play and stay groups not needed for children aged 3-5
- Parent 1 – Palfrey is the hub of the community for parents
- Parent 1 – parents should run play and stays and volunteer for parent run programmes – would be happy to do this
- Parent 2 – my concern is at losing playgroups
- Parent 3 – sure start is about parents supporting other parents
- Parent 3 – concerns around volunteers running groups would be that they do not have the same expertise as children's centre staff
- Parent 1 – the questionnaire is too complex for parents – asked whether they had received support in completing the questionnaire. the staff member found it hard to complete
- Parent 4 – we are not vulnerable parents
- Parent 5 - Staff offer support to parents in the groups
- Parent 6 – parents are travelling to this centre so it is important for us
- Parent 4 – why are you cutting this service again

Overall findings:

- Concerns were to the ending of stay and plays as they develop and build friendships in these groups
- All parents expressed they were not vulnerable families and therefore may not be able to access services in the future as they would not meet criteria. They felt they still needed the service as it gives them access to socialising and networks as well as helped their children to develop.

Type	Public Consultation Meeting	Date	29/11/2016
Audience	Service users of Darlaston Children’s Centre		
Protected characteristics	3 Female, white British 1 Male, white British		
Feedback			
2 attendees – health visitors 2 family support workers – no feedback Health Visitor feedback: <ul style="list-style-type: none">• Found language and terminology used in presentation difficult to understand• Concern that Play and Stays were being cut• Concerning in regard to targeting services as certain groups of service users mix together and need to maintain existing good mixes that help build aspirations, learn from each other to take themselves and their communities forward• Ambition to involve communities in running services and role models: ‘nothing			

more powerful'

- Can't have groups which are just run by training parents as they present a barrier to others
- Need to take into account language barriers, vulnerabilities, domestic abuse
- Concern about how youth services will be delivered, expertise to support young people and SEND/ Children with disabilities mix and accessibility. There is an existing gap for 11 to 19 year olds. Young carers will stay together as a group and be supported away from 0 to 19 locality teams.
- Concern that vulnerable families have support during the 6 week holidays, Resource Panel not widely known about
- Information sharing for '40 plus' mom's clinic at Darlaston could be better
- 'I really like the 'Menu of Services' booklet. It's really useful'
- Will need to focus on teenage pregnancies following the loss of Family Nurse Partnership services
- In support of 0 to 19 locality model:
 - 'Walsall has a lot of deprived areas, we need to start at the beginning, communities need to be aspirational. My parents are hardworking, lovely. I've seen a real change in my families, they want their children to go to university. Need to maintain this.'

- 'We need to dovetail it all together under one umbrella because families are like that. Children's Centres have really good practices and building on this Health Visitors working with 0 to 5s will be better integrated with colleagues in 0 to 19 locality teams. We'll all develop a skill base and keep expertise.'

Type	Public Consultation Meeting	Date	30/11/2016
Audience	Manor Farm Association		
Protected characteristics	n/a		
Feedback			
0 attendees			

Type	Public Consultation Meeting	Date	06/12/2016
Audience	Service users of Play and Stays delivered at Birchills Children's Centre		
Protected characteristics	No monitoring undertaken, this group was of mixed ages varying from 0 years upwards of mixed sex and race		
Feedback			
<ul style="list-style-type: none">• Currently not accessing any other children's centre groups• Some parents were accessing a group next door at Birchills School – run without support from the LA. Some parents were not aware of the provision and Birchills			

School, but when talking to them said now they know about this they would access this.

- If this building were to close would you access any of the other groups available within the area?
 - Parent 1 expressed she does not have transport so would require a group within walking distance
 - Parent 2 expressed she would happily access other groups
 - Parent 2 – my child will be accessing 234 funding at Stanley's Childcare from January 2017 moving on to Birchills School and would take her child to other groups in the area.
- Parent 3 expressed she has previously worked in another authority operating on a 0-19 model, her experience is that it worked well and was a brilliant idea as it would cater for all ages.
- Parent 3 - feels the name staying as children's centre would differ older children from accessing and would take away her thoughts on a name and include in the questionnaire
- Parent 3 – parents would be ideal in the running of stay and play groups and would be interested in doing so as she has been out of work for 10 years feel like this would help in getting back into work and her skill set could help other parents.
- Parent 4 - accessibility is important as this is a central building for the Birchills community
- Parent 5 – location is most important as all parents do not drive
- Parent 6 – parking is important when accessing groups
- If the group were to close I would access other local groups
- Would like to know of local groups

Type	Public Consultation Meeting	Date	06/12/16
Audience	Service users of Play and Stays delivered at Alumwell Children's Centre		
Protected characteristics	Female, aged 31, White other, not pregnant, heterosexual/straight, married		
Feedback			
1 attendee <ul style="list-style-type: none">Mom expressed no concern in relation to the consultationMom's closest children's centre is Birchills Children's CentreMom is accessing Alumwell as this is the only baby groups she knows of – response: <i>we supplied mom with information on other local groups she could access</i>			

- Mom said that only she attends this session and said this building can be used for better use.
- Baby is currently 8 months old but when he turns one she will be returning to work and no longer access this group. March 2017
- Mom said she only attends this group to help improve her English – Response: *Targeted worker gave mom information about an esol class at birchills children's centre. Mom is going to sign up*
- Mom is willing to travel to access groups and expressed she was looking at attending Bloxwich polish stay and play after Christmas
- Mom said she is happy and understands the proposals
- I informed mom of other groups in the area which may be closer to her home.
- Mom was supported in completing the questionnaire and encouraged to write down her views and how she would like more polish groups in the area.

Type	Public Consultation Meeting	Date	07/12/2016
Audience	Service users of Play and Stays delivered at Alumwell Children's Centre		
Protected characteristics	Parent 1- female, married, Asian or Asian British, Muslim Parent 2 – male, married, Asian or Asian British, Muslim		
Feedback			
4 attendees <ul style="list-style-type: none">Parent 1 – I feel like is important for the Alumwell area as I have nowhere else to go after being recently told my local library may be shutting and I have received a letter from Alumwell nursery to say they may be closing.Parent 1 – am I able to access any other groups? Yes there are over 90 play and stays available in the Walsall borough. This information can be provided			

Type	Stakeholder Consultation Meeting	Date	08/12/2016
Audience	Council House, Walsall Council		
Protected characteristics	No monitoring undertaken, but audience was of mixed age, sex and race.		
Feedback			
4 attendees			
Leigh Hale – West Midlands Police Sarah Mace – West Midlands Police Maria Cooke – Willenhall Health Visiting (Clinical Lead)			

Debs Guy – Early Help

Overall feedback

- Play and stay is a valuable part of early help offer in helping to improve parenting and school ready development
- As health visitors we don't have access to all the information on stay and play
- All partners liked the idea of 0-19 working and thought that the move in =reach boundaries would help partnership working.
- Police expressed concern in reduction in youth worker would mean an increase in ASB, but was also reassured to here that some of the functions related to youth work would continue to be delivered through the 0-19 locality teams under the proposals – so not a complete loss of youth services.

Type	Public Consultation Meeting	Date	14/12/2016
Audience	Service users of Stanley’s Childcare		
Protected characteristics	Am session – Parent 1 – male 34,Christian, African Parent 2 – female, 34, Christian, African Parent 3 – male, 43, Christian, African, gay man, married Parent 4 – female, 33, Muslim, Pakistani, married Pm session – female, white English, aged 23, married		
Feedback			
4 parents attended Parent 2 – I volunteer for a church will this be affected by the proposals to youth funding as we currently provide a youth group – no as this is not a provider we currently support Parent 2 – I feel these proposals are a brilliant idea as there is a lack of childcare in the local area Parent 1 – my children have been coming to this centre for over 8 years using the use of childcare I feel this is a positive decision as it is making room for more children and staff and children will not have the disruption of yearly budget cuts. Parent 1 – will the staff lose their jobs? Staff will be tuped over during the procurement process. Parent 2 – will the baby clinic and midwife service still be available? It will be a service that will be continued but possibly not from this building Parent 3 – my child will be left by the changes to proposals so I have no concerns or questions I actually didn’t need to come to this meeting			

Parent 4 – I have no questions or issues as my child will no longer be here at that time

All parents expressed that they do not access any other services in the building apart from Stanley's childcare and that none of their children will be affected by the proposals as all children will be in school by that time

One parent attended (Pm session)

- In terms of the 0-19 locality teams, parent was concerned that this would mean that programmes would mix younger children and older children. But if it means that there are bespoke programmes targeting specific ages than she thought it was a good idea. Her comments included:

'Would not be past from pillar to post' and 'easier to understand services.

- Name of the hub – best option would be children and young people hub – but worried that this may exclude 16+ year olds as she saw herself as an adult at 16.

- The parent came originally from Bromwich and said when moving to Walsall 'it was a nightmare to find out what services were available'. Not having the support led to anxiety and depression. Through the health visitor she was referred to a play and stay session and this helped her to connect with other people and reduced her anxiety.

- On the child care the parent was concerned that if the Local Authority was not providing the child care at Birchill that this would lead to less quality provision. Parent has direct experience of private provider who she felt was only in it for the money and had to close down due to child safety concerns. This had been a negative experience as she was only told on the day it was closing down and led to being left without child care provision.

- Parent also could see how a quality provider may be able to provide more flexibility or develop the childcare further and would like to see the development of a wraparound service for before and after school which would help her as a working parent.

Type	Public Consultation Meeting	Date	15/12/2016
Audience	Service users of Play and Stays delivered at Birchills Children's Centre		
Protected characteristics	No monitoring undertaken, this group was of mixed ages varying from 0 years upwards of mixed sex and race		
Feedback			
Parent 1 – (proposal to change Birchills in to childcare to meet the demand for 2 year olds) As my child is 2 years old this will be of no use to me, however I feel if the new possible provider will offer wrap around this will be good			

0-19 model – will the services that the children’s Centre offer be cut? Under the proposal we are not looking to cut the services we offer however they will be delivered in a community based need – showed mom where she could find this question on the questionnaire and encouraged her to have her say on what services she feels should still remain. Play and stays will still be delivered in the Birchills community.

What about Alumwell? As shown in the proposals if the change in boundary happens this will result in 3 buildings currently in the new Central and South we are seeking decisions on which building would be best to deliver services from.

Parent 2 – (NHS Employee) white female.

(proposal to change Birchills in to childcare to meet the demand for 2 year olds) – I feel that groups are important especially in regards to buildings as some parents do not drive.

The way in which we deliver youth services and the creation of 0-19 services – I didn’t realise that youth services still exist as my partner was a youth worker and lost his job. I feel the money should be split equally to all partners. I feel it is a good idea in the creation of 0-19 and merging youth services. Why are you doing to age 19? Will it be ensured that all staff have degrees? What about current staff?

Where will my local centre be? It would not affect me as such as I drive so can access other buildings, however this is the busiest group I have attended. Where is my place?

Previously a volunteer for youth services.

Parent 3 – white female aged 37 works for DWP

I fully disagree with the proposals as a mum I feel these services are important having recently moved from Bournemouth I feel this children’s centres are rubbish in compared to those. (I explained to mom what services we currently offer and how we will continue to run services just from a possible different building and we are seeking views on what will be important in the possible 0-19 model)

I do not agree with the possibly of youth children being in the same building as small children and would be concerned around the safety of my child (I explained to mom that these young people would not be accessing the stay and plays but specialised groups dependant on their age range i.e. evening groups)

As I do not qualify for 2 year funding I feel when taking on a new provider for the building they should take in consideration for parents who cannot afford it and the pricing that they change as in comparison to Bournemouth this area is very deprived and have a lot of people from Syria.

Type	Public Consultation Meeting (Youth)	Date	15/12/2016
Audience	Service users of Myplace		

	<table border="1"> <tr> <td data-bbox="191 120 510 302">Protected characteristics</td><td data-bbox="510 120 1509 302">Young people Looked After Children, Children with SEND Aged 14 - 21</td></tr> </table>	Protected characteristics	Young people Looked After Children, Children with SEND Aged 14 - 21		
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They expressed that music had helped them as individual members to build their confidence, socialise and help with learning in school and would like to continue to see it as part of the 0-19 programme. - Continuing with a menu of activities for young people was felt important to the group as youth clubs like the one they attended helped them with socialising, meeting new friends and increase their mental health (by decreasing anxiety and isolation) - The group did express concerns that bringing all the activities together in a 0-19 service my dilute the programme available for young people or may mean that the programme may no longer be delivered by young people skilled staff. - Young people thought the most important criteria in accessing the 'hubs' would be the staff – Funny, approachable, friendly, someone you can learn from and staff that make time to get to know you. - The group also thought it would be important to see young people as co-delivers of the menu of services like by training and utilising them as peer mentors/educators. - The group thought that the development of an online/'virtual hub' would be well worth exploring, but needed to be balanced by still having access to face to face delivery as well as on the phone. - The group saw communication as one of the most important issues in ensuring young people knew about the service and accessed the service. Ideas on how this could be done where: meet and greet, social media, information through schools (assembly, reception, leaflets, etc.), emails, post, use of young people already using the service, interactive website. - Having a building as a meeting point was seen as important to the young people. The name of the Hub needs to be inclusive of all ages and felt that Children and family centres where not inclusive. Young people though 'the hub' or 'my hub' or 'Our Hub' where good names, and suggested a strap line to go with it e.g. 'here to help everyone'. - Most of the young people in the group agreed that resources should be allocated on a needs basis as they felt that this was going to help tackle the problems better, but felt that all areas should get some money. 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4.2	Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)				

	The consultation included: <ul style="list-style-type: none"> - Data analysis - Questionnaire completed by 93 people of following being service users <ul style="list-style-type: none"> 67 users of children's centres 1 user of youth service 21 parent/carer of someone who uses a Children's centre or Youth Services - 11 public consultation meetings – engaging with a total of 23 parents and 18 young people. - 2 stakeholder events – attended by youth work providers, Health Visiting, police and family support 			
	How may the proposal affect each protected characteristic or group? The effect may be positive, negative or neutral.			
	Characteristic	Effect	Reason	Action needed Y or N
	Age	negative	There is a reduction in services – therefore this will impact on all ages – especially young people aged -19. There may be a rise in ASB which will affect all community members	Y
	Disability	negative	Young people with a disability may be impacted more than other groups of young people due to barriers around transport, reduced services may mean increased vulnerability and may also be impacted by other proposals related to transport and shortbreaks	Y
	Gender reassignment	neutral		N
	Marriage and civil partnership	positive	The 0-19 locality model is will developing a programme which will include support to families as soon as possible reducing stress on families and risk of separation and divorce as a result and will also include a programme of targeted parenting programmes which will aim to mitigate any negative impact on children as a result of parents separating.	N
	Pregnancy and maternity	positive	Same services will be in place but will ensure greater partnership with health visiting	N

			and easier access to services where it is needed. Aligning of partnership boundaries will help with this Continue to focus on support for teenage parents.	
	Race	Positive	The proposals are driven by developing services based in local communities and driven by local needs, therefore this will positively impact on the needs of the diverse community as teams will better understand local need, have a greater engagement and relationship with local communities and include local communities in the delivery and development of services	N
	Religion or belief	neutral		N
	Sex	positive	Consultation showed that most female carers engage with services. 0-19 services will have a greater focus on engaging with fathers, including a programme aimed at working fathers.	N
	Sexual orientation	neutral		N
	Other (give detail)			
	Further information			
6	Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details below.			(Delete one) Yes
	Young people with a disability will also be affected by the transport and short break proposal			
7	Which justifiable action does the evidence, engagement and consultation suggest you take? (Bold which one applies)			
	A	No major change required		
	B	Adjustments needed to remove barriers or to better promote equality		
	C	Continue despite possible adverse impact		
	D	Stop and rethink your proposal		

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
April 2017	<p>To continue to monitor the level of engagement of service users with protected characteristics As part of the Early Help Performance Framework and report on this Quarterly. If there is a reduction in expected/projected engagement in particular of Teenage parents, Ethnic minority groups, Children with Disabilities and young carers than action will need to be taken to understand and remove barriers.</p> <p>Projected outcome to be achieved: Continue to see positive engagement of service users with protected characteristics</p>	Isabel Vanderheeren	April 2018	
April 2017	Work with partners to understand ASB hotspot areas and times and address (projected demand) and	Isabel Vanderheeren	April 2018	

	<p>address through a partnership action plan.</p> <p>Projected outcome to be achieved: Youth related ASB to remain at low levels.</p>			
January 2017	<p>0-19 locality to develop and maintain a programme of delivery focussed on supporting children and young people with a disability through maintaining 'specialised SEN family support case workers' increase the delivery of cygnet (specialised SEND) parenting programme and delivery of at least one group work programme for children with disability per locality.</p> <p>Ensure effective communication of programme available through website, partners and disability register.</p> <p>Projected outcome to be achieved: Access to both targeted programmes and one to one support for parents, children and young people with SEND.</p>	Isabel Vanderheeren	April 2017	.
January 2017	Work with WVA (one Walsall) to identify and secure alternative funding	Isabel Vanderheeren	March 2018	

	<p>opportunities to secure continuation of youth provision across all areas.</p> <p>Meeting with WVA planned in January to explore different funding opportunities including the Big Lottery funding and The community's fund. WVA has requested support around data submission and endorsement to secure a higher success rate.</p> <p>Projected outcome to be achieved: Funding identified across all areas and sustainability of youth provision across the Borough to no additional cost of the LA.</p>			
January 2017	<p>Play and stay to remain part of the Early Help offer within each locality.</p> <p>Publicise through the website and partnership including schools, health visitors, GP surgeries, etc play and stay sessions available across the area.</p> <p>Continue to promote through the Early Years team the positive impact of Play and Stay delivered by schools to</p>	Isabel Vanderheeren/ Nicola Hart	April 2017	

	<p>improve school readiness in children and building early partnership relationships with parents.</p> <p>Projected outcome to be achieved:</p> <p>Play and stay sessions by school continued to be delivered</p> <p>More schools consider and deliver play and stay as part of their offer (April 2017).</p>			
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Update to EqIA	
Date	Detail
21.12.2016	Following consultation – consider feedback

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Reference No: 5. <i>Review demand for Transport from Children with Special Education Needs and Disabilities (SEND)</i>		
Directorate	Children's Services		
Service	Children's Commissioning – Home to School Transport Service		
Responsible Officer	David DeMay		
EqIA Author	David DeMay		
Proposal planning start	October 2016	Proposal start date (due or actual)	1 st April 2017

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy	Yes	Revision
	Procedure		
	Internal service		
	External Service		
	Other - give details		
2	What are the intended outcomes, reasons for change? (The business case)		
	<p><i>The proposed savings for 2017/18 are linked with the December 14 Home School Transport Policy Consultation Cabinet Report.</i></p> <p>It is proposed to deliver savings of £100k from the school Transport Budget in 2017/18 by:</p> <ol style="list-style-type: none"> <u>The implementation of a revised transport policy.</u> <u>Efficiencies through alternative transport arrangements with Personal Transport budgets, Independent Travel Training</u> <p>These two sections of the proposal refers to the Home to School Transport Consultation Cabinet Report dated 14 December 2016 (Agenda Item 14) where it was agreed a revised policy is to be written and put to further public consultation.</p> <p>The current transport policy sets out the circumstances in which the local authority will provide travel assistance to help children get to and from school.</p> <p>The findings of elected members on 14 December was for the Council to prepare a new Home School Policy to deliver equality of service that is based on the Council's statutory duty only.</p>		



3. **Greater reliance on foster carers to transport children in their care to school**

This includes both Walsall-registered foster carers and Independent Fostering Agency contracted carers and will transfer more transport responsibilities to carers.

Proposed savings - £100k

From April 2017:

- Review Looked After Children school transport arrangements
- Introduction of Independent Travel Training (ITT)
- Personal Travel Budget

From July 2017 subject to further consultation on a new / revised Home to School Transport Policy:

- Review and cease under-mileage transport arrangements
- Review and reduce all short break (respite) transport
- Review and reduce all post-16 / post-18 transport

The 1996 Education Act requires local authorities to ensure suitable travel arrangements are made, where necessary, to facilitate a child's attendance at school. This applies to home to school travel arrangements and does not relate to travel between educational institutions during the school day.

The Act defines eligible children as – children of compulsory school age (5-16) if their nearest school is beyond 2 miles (if below age 8) or beyond 3 miles (aged between 8-16).

“Special Educational Needs, disability or mobility eligibility – children who cannot be expected to walk to school because of their mobility problems or because associated health and safety issues related to their special educational needs (SEN) or disability and should be assessed on an individual basis. Usual transport requirements (i.e. statutory walking distances) should not be considered when assessing children eligible due to SEN or disability. Parents are responsible for ensuring their children attend school regularly.

In determining whether a child cannot reasonably be expected to walk for the purposes of ‘special educational needs, a disability or mobility problems eligibility’ or ‘unsafe route eligibility’, the local authority will need to consider whether the child could reasonably be expected to walk if accompanied and, if so, whether the child’s parent can reasonably be expected to accompany the child.

When considering whether a child’s parent can reasonably be expected to accompany the child on the journey to school a range of factors may need to be taken into account, such as the age of the child and whether one would ordinarily expect a child of that age to be accompanied.

The general expectation is that a child will be accompanied by a parent where necessary, unless there is a good reason why it is not reasonable to expect the parent to do so.

3	Who is the proposal potential likely to affect?		
	People in Walsall	Yes / No	Detail
	All	No	
	Specific groups	Yes	Disabled children and their families: <ul style="list-style-type: none"> a. Children aged between 8-11 years having increased walking distance b. Children under 5 years of age eligible for free public transport when accompanied by an adult c. Students aged 16 or over with special educational need or disabilities
	Council employees	Yes	Walsall-registered Foster Carers
	Other	No	
4	Evidence, engagement and consultation (including from area partnerships, where relevant)		
4.1	<p>All children and young people who access home to school transport do so either due to living between 3 and 6 miles from their school, of which there are currently 98 children and young people with bus passes.</p> <p>Or due to disability, of which there are currently 713 and 6 of these children and young people have individual 'Personal Transport Budgets'.</p> <p>There are 36 children and young people identified as being potentially impacted by this and the Short Breaks Proposal Reference No's: 7 & 8, of which:</p> <p>Gender:</p> <p>27 males 9 females</p> <p>Ethnicity:</p> <p>29 White British 3 Asian 3 Pakistani 1 'other ethnicity'.</p> <p>The largest age group potentially affected by transport and short break proposals are young teenagers:</p> <p>2 children aged 0 – 7 yrs. 4 children aged 8 – 12 yrs. 28 children aged 13 - 17 yrs.</p>		

On 7 September 2016, Cabinet approved a previous consultation on the home to school policy in Walsall. A number of options were put forward on which the public and stakeholders were able to give their views. There are two themes: what do people think about the Council reducing its provision to the statutory minimum? Second, what do people think about 'doing' SEN transport differently – developing Personal Travel Budgets, Independent Travel training, charging for services where this is permitted?

The findings of that consultation is the basis of a report to members on 14 December 2016, resulting in their decision that a new policy will be brought forward in the new year for further consultation and implementation from September 2017.

Following the closure of the first transport policy consultation period:

a. the families of 700 children who use school transport were sent a second letter on October 23, 2016 advising them further consultation opportunities would continue until 23 December 2016.

b. all registered foster carers were written to with details of this proposal and an explanation how, where appropriate, foster carers would be required to support and carryout school transport.

These letters outlined the proposals and invited the public to have their say by visiting the website, sending written responses.

These transport issues would also be discussed jointly at a number of short break consultation drop-in sessions across the borough.

The fostering social workers were briefed on the proposal in order to respond directly to all foster carers who may raise any queries.

Type	a. 700 letters to families using School Transport b. 200 letters to registered Foster Carers	Date	Oct. 23, 2016
Audience	Parents, children, foster carers		
Protected characteristics	Children with disabilities		
Feedback			
16 written responses (inc. 2 by young people) via the website, post and email to officers. Some were also copied direct to Counsellors. No one supported the proposal fully.			

Type	6 Public Meetings	Date	Nov-Dec
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	1 Parent Participation Meeting	2016
Audience	Parents/carers of young people who use school transport. 6 drop in sessions at venues across Walsall at different times of the day, allowing 13.5 hours of potential 'contact time'.	
Protected characteristics	Children with disabilities	
Feedback	<p>14 people attended the meetings – 6 at the meeting on 7 December, 8 at the meeting on 14 December. No support for either of the proposals.</p> <p>The drop in events were :</p> <ol style="list-style-type: none"> 1. EDC 24 November 12.30 - 14.30. None 2. EDC 25 November 13.00 – 15.00. None 3. MyPlace 30 November 14.30 – 17.30. None 4. Blakenall Village Centre 7 December 17.00- 19.30. 6 people 5. Forest Arts Centre 13 December 14.00- 16.00 None 6. EDC 14 December 10.00 – 12.00. 8 people 	
4.2	Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)	
	<p>The consultation ran until 23 December.</p> <p>Public participation meetings encouraged both short break and transport topics being openly discussed by 21 individuals with plus 15 responses specific to Transport. It is possible that some parents may have produced written responses and attended the drop in sessions, which would indicate some double counting. 2 children were among those attending the meetings.</p> <p>Overall, the response from families was that the potential changes would be “devastating” as many families could not take on their child’s transport responsibility themselves.</p> <p>Subsequent to the consultation information already provided to Counsellors on 14 December, the following responses regarding school transport savings proposals were received.</p> <ol style="list-style-type: none"> a. 14 parents of SEN children have written to the consultation to indicate a disagreement to any cuts in transport services. All Parents discussed the needs of their specific child and how an alternative (Ind. Travel, Personal Budget) was not suitable to them. There was a general concern raised that parents assumed these cuts would be inclusive to all children without any individual assessment or recognition of what is a safe method to get to school. This was suggestive that parents assumed transport would cease regardless of eligible need. This was a possible misunderstanding on their part. b. 2 written letters from children were received expressing an overall view that 	

transport, in any means, should not be reduced in any way. The children emphasised how they found this transport to be a social experience as well as a means to get them to school in a manner that was conducive to them being ready to learn upon arrival.

- c. There was some public support for Independent Travel and Personal Budgets but assurance was needed that parents would need to be in complete agreement. Parents were concerned that this alternative form of transport might be forced upon them.
- d. Concern about respite transport being removed was raised and, although some parents recognised respite transport could be a form of double-funding, they still felt they should have the transport as they were unable to provide it themselves. Some parents accepted that the respite address was not the 'home' address and falls out of eligibility and others felt the respite address was a 'home' address and should be eligible.
- e. 06 December Officers attended Parent Participation Meeting at Bluebells Short Break Facility where four parents and one child attended and shared the same views and concerns as noted above. Short Break budget cut concerns were also raised and opposed.
- f. 6 public meetings (excluding those carried out in October under earlier consultation schedule) were held through November and December that included Transport discussions. Only two meetings in mid-December were attended by the public (2 families / 3 families). The lack of participation in the earlier meetings was reinforced with an additional letter out to all parents and an additional public meeting date was arranged.
- g. Regarding the emphasis (greater expectation) upon foster carers taking on more school transport in future, no foster carer came forward with any views.

Overall, there have been no submissions fully in support of the proposal. Respite transport was identified by a small number of parents as 'negotiable' and recognized as unnecessary double-funding. There was some indication that Personal Budgets and Travel Training were good initiatives but only for those who choose it and not as a mandatory alternative.

All submissions received have indicated how important the current level of transport provision is for the children and young people and their families and indicated there would be an impact if a reduced level of service would occur. Connections were made with the proposed budget reductions to 'SEN Short Breaks' and the combined impact of both on children with disabilities.

Consultation feedback between Oct. 27 to Dec. 23 (a summary of responses made in the letters, emails and public meetings) includes:

- "I am writing this email to oppose against the proposed transport cuts planned in

April 2017. “

- Elements: The real impact on families – greater difficulties for families.
- “I rely heavily on this service; to discontinue it would put a strain on my financials as I would have to leave work.” “Travel Training” is not an option”
- Impact of both: Parents of children with disabilities often exhausted in trying to support children who need all the help they can get; the impact on parents and other children in the family
- Impact on individuals: Disabled children’s world is small as it is and things open to them is reducing; consequently, impact of losing one aspect transport would be ‘huge’
- By removing the "home to school transport" service you would be depriving her of her right to receive an appropriate education which would meet her needs in a safe and friendly manner.
- We believe our child is incapable of using public transport safely. She would need to catch two buses at least to get to school.
- this service enables her to attend a school that is providing her with the educational and support which can meet her needs in a safe and friendly environment this gives us a piece of mind.
- I think it's not safe at all for my son to get on a bus to get to school on his own because he has not got any road sense at all. I really think that you should keep the coaches running
- (Slovak Club of Birmingham) - We are not aware of many families with SEN needs but that may be because this is a taboo subject in our communities. We believe that parents are not aware of their rights or options and are not currently using any transport. More education is needed for SEN needs in our community as well as the Council finding out where these children are and what their needs are – also coupled with English as a Second language.
- The Council’s approach to consultation: ‘These cuts are having the greatest impact on the most vulnerable in the community. The lack of response to consultation is because “we’re sick to death with it and don’t have the energy to go to meeting and consultations”’. Some felt it was unfair that Walsall gallery was getting more publicity than these cuts that had a greater impact on families. Why was the Council spending money on interim directors and wasting money elsewhere? Loosing transport will result in losing short break provision for some
- Please I beg you not to cut transport for children like Sam. Sam wakes thru the night and by the time his taxi arrives to collect him I feel like I have ran the London Marathon
- This deeply concerns me as we live in the Chuckery area. We have no other form of transport to get our child to school as nobody drives. To ensure our child gets to school safely it requires a walk into town centre then a bus ride to nearby the school and a further walk across the busy Leamore roads.
- I'm sending this e-mail due to my concerns of the cutbacks on home to school transport. Please will you take into consideration that we have no other form of transport as we don't drive and live a considerable distance from my stepsons school. He is unable to reach school alone due to his learning disabilities and severe speech delay.
- I find it absolutely shocking that you would even consider making cuts to a service

	used by vulnerable children, but to propose such cuts, and, to follow them up with half baked ideas such as travel training, so that they may use public transport is ludicrous!			
5	How may the proposal affect each protected characteristic or group? The effect may be positive, negative or neutral.			
	Characteristic	Effect	Reason	Action needed Y or N
	Age	Negative	Proposals affect young people from aged 5 to 18 and their families	Y
	Disability	Negative	Proposals only affect children and young people with disabilities	Y
	Gender reassignment	Neutral	Proposal does not change, remove or reduce	N
	Marriage and civil partnership	Neutral	Proposal does not change, remove or reduce	N
	Pregnancy and maternity	Neutral	Proposal does not change, remove or reduce	N
	Race	Neutral	Proposal does not change, remove or reduce	N
	Religion or belief	Neutral	Proposal does not change, remove or reduce	N
	Sex	Neutral	Proposal does not change, remove or reduce	N
	Sexual orientation	Neutral	Proposal does not change, remove or reduce	N
	Other (give detail)			
	Further information			
6	Does your proposal link with other proposals to have a cumulative affect on particular equality groups? If yes, give details below.			Yes
	a. The earlier transport policy consultation was a part of this budget proposal. b. There is a cumulative affect with the proposed savings in 'SEN 'Short Breaks'. Some parents voiced in meetings and in writing that the Council's proposals on home to school transport were 'attacking disabled children who are a vulnerable and a minority group. It did not affect voting; it happened every year. It broke human rights and equalities.' c. There are 36 children at potential risk of a cumulative impact from both this transport proposal and proposals 7 & 8 (SEN Short Breaks). This means they could lose school			

	<p>transport and also one or more short breaks.</p> <p>d. Should any child lose school transport as result of this proposal, they will not lose all short breaks. They will still access at least one form of regularly scheduled short break (i.e. groups, buddy, overnights, respite foster, 1:1 support at home, etc.).</p> <p>e. Of the 36 children identified:</p> <p>27 males 9 females</p> <p>29 White British 3 Asian 3 Pakistani 1 'other ethnicity'.</p> <p>f. The largest age group potentially affected by transport and short break proposals are young teenagers:</p> <p>2 children aged 0 – 7 yrs. 4 children aged 8 – 12 yrs. 28 children aged 13 - 17 yrs.</p>								
7	<p>Which justifiable action does the evidence; engagement and consultation suggest you take? (Bold which one applies)</p> <table> <tr> <td>A</td><td>No major change required</td></tr> <tr> <td>B</td><td>Adjustments needed to remove barriers or to better promote equality</td></tr> <tr> <td>C</td><td>Continue despite possible adverse impact</td></tr> <tr> <td>D</td><td>Stop and rethink your proposal</td></tr> </table>	A	No major change required	B	Adjustments needed to remove barriers or to better promote equality	C	Continue despite possible adverse impact	D	Stop and rethink your proposal
A	No major change required								
B	Adjustments needed to remove barriers or to better promote equality								
C	Continue despite possible adverse impact								
D	Stop and rethink your proposal								

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
Jan 2017	Scope and monitor the impact of the new eligibility criteria on different groups	David DeMay (Children's Commissioner) Disability SW Team Home to School Transport	April 2017	
Jan 2017	Public consultation on draft 'new transport' policy Submit consultation feedback and new policy to Cabinet	Phil Wells (Consultant) David DeMay (Children's Commissioner)	28.02.2017	
March 2017	Issue new policy on Council website / out to partners Final policy into public record	Phil Wells (Consultant)	31.03.2017	
March 2017	Assess and determine those foster carers responsible to take on school transport in order to decreased home-school transport demand	Operational SW Team Fostering Team Commissioning Service	01.04.2017	
April 2017	Assess and advise of changes in eligibility to all relevant children / parents	SEN Advisory Team Disability SW Team Home School Transport All relevant Schools	24.07.2017	
Sept. 2017	All policy changes take effect and Transport team to	Home School Transport Team	01.09.2017	

	monitor new school routes and seek advice from schools on attendance of those previously transported			
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Update to EqlA	
Date	Detail

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Ref No: 7. Review Demand for Out of Borough Special Education Needs Short Breaks. Ref No: 8. Review and Reduce Short Breaks.		
Directorate	Children's Services		
Service	Special Education Needs and Disabilities		
Responsible Officer	Claire Goss		
EqIA Author	Claire Goss		
Proposal planning start	October 2016	Proposal start date (due or actual)	1 st April 2017

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy	Yes	revision
	Procedure		
	Internal service		
	External Service		
	Other - give details		
2	What are the intended outcomes, reasons for change? (The business case)		
	<p>There are two budget proposals for Short Breaks that are closely linked and which were consulted on jointly. These are:</p> <p><u>1. Reference Number 7: Review demand for Out of Borough Special Education Needs (SEN) Short Breaks.</u></p> <p>Review and reduce costs via a focus on demand of Out of Borough commissioned respite and short break support with private providers with an emphasis on increasing use of existing in-house respite (Bluebells) more effectively.:</p> <p>There are 40 children who access overnight short breaks following an assessment of need. The destination for overnight stays is normally at Bluebells but approximately 27% of children go to private providers. The cost varies according to the number of nights and if there is a contribution from the CCG, but the average cost to the authority is £20,000 per child per annum.</p> <p>The saving of £130,000 can be achieved by April 2017 in part through:</p> <ul style="list-style-type: none"> <input type="checkbox"/> £50,000: 3 young people coming of age prior to April 2017. <input type="checkbox"/> £80,000: revising the local offer to parents of the remaining children accessing respite from private providers for April 2017, to introduce a transfer to into Bluebells and out of 		



their current external provider.

All proposed savings can be made in April 2017 if parental agreement to new offer to transfer into Bluebells is secured.

There is also a proposal to save a further £50,000 in April 2018.

2. Reference Number 8: Review and Reducing Short Breaks

This proposal seeks to review short break support through changes with access to term-time after school clubs and school holiday clubs.

The Council provides term-time after school groups for disabled children during the school year (Sept. – July). The Council also provides School holiday play schemes during Oct., Feb. and May ½ term weeks and in the 6 week summer holiday. These are activity-based groups and commissioned from a range of council-run and private providers.

These services provide respite from caring and offers socially inclusive opportunities. Both these services are available as universal access where children are allocated a number of places dependent on availability. They do not require a social work assessment.

Only disabled children who have been assessed by a Social Worker can access a more complex and targeted range of assessed short break provision (overnights, direct payments, commissioned care, buddies and short break fostering, etc). They are also able to access the universal term-time and holiday groups alongside the non-assessed children.

The proposal is that the Social Work -assessed children who receive assessed short break provision will no longer be eligible for the term-time and holiday universal short breaks commissioned by Children's Services (except those that may be delivered separately by Leisure or Youth Services, etc). By amending access to these groups, 41 social work-assessed children will cease participation but will continue to receive the other forms of support (direct payments, overnights, etc.).

200 disabled children will continue uninterrupted to receive their term-time / school holiday groups as they do not receive Social Work -assessed short breaks.

Social work-assessed children eligibility for holiday play schemes would cease 31^s March 2017.

Social work-assessed children eligibility for term time short break groups will cease the end of the academic year 2017. In 2017, some short breaks will be commissioned under a new framework and better value will be achieved through reduced provider costs. By separating eligibility to these services by assessed and non-assessed short breaks, disabled children will still have access to a reasonable range of services where need is identified either by social work assessment or self referral.

3	Who is the proposal potential likely to affect?		
	People in Walsall	Yes / No	Detail
	All	No	
	Specific group/s	Yes	Disabled Children and their families

	Council employees	No	
	Other	No	
4	Evidence, engagement and consultation (including from area partnerships, where relevant)		
4.1	<p>This consultation ran from 27th October 2016 to 23rd December 2016.</p> <p>All children and young people accessing short breaks have disabilities.</p> <p>The two proposals affecting the budget for Short breaks were published on the Council's website as part of the Council's Rebalancing our Budget consultation in October 2016. All Walsall residents are able to find out more about all budget proposals and have their say at www.walsall.go.uk/budgethaveyoursay. 6 responses were received: 1 respondent has fully supported Proposal 7 and 1 respondent has full supported proposal 8. 3 supported proposal 7 but with concerns/amendments. 1 supported Proposal 8 but with concerns/amendments.</p> <p>On the 17th November 2016 the 200 families of children who use short breaks were sent a letter outlining the proposals and inviting them to have their say by visiting the website, sending written responses or attending one the drop-in sessions across the borough held between 24th November 2016 and 14th December 2016.</p> <p>Social Media was used to inform service users of the consultations and how they could have their say. There were 125 views for this consultation. Sign posting this number to the consultation meetings, websites and contacts for sending views in writing.</p> <p>The budget proposals affecting both short breaks and home to school transport were discussed at the last meeting of the Parent Participation group on the 6th December 2016. At this meeting 4 parents raised they did not think they had received the letter. Following this meeting letters were resent to all parents and an additional consultation event was organised for the 14th December between 10am-12pm as this time was highlighted as being best for parents.</p> <p>The link social workers to those 7 families with children placed out of borough and potentially affected by Proposal Reference No 7 were briefed on the proposal to review demand for out of borough short breaks and asked to discuss them with the families concerned. The outcome from these conversations was clearly that parents were unhappy with the proposals, felt that they would negatively impact on their families including siblings, would put families' in increasingly difficult positions and have potential devastating impact on their families.</p> <p>One stakeholder response to the Councils' budget proposals was received from Walsall Clinical Commissioning Group refers to the proposed reductions in the Children's Service and Education portfolio stating</p> <p>"There are a number of proposed reductions in services which provide support to children and young people in Walsall; these include reductions to the Youth Service, reduction in Short Breaks and reallocation of Out of Area SEND placements. We are concerned that with less diversionary activities children and young people from the most deprived areas in Walsall could potentially be less active, increasing health associated risks</p>		

All submissions received have pointed to how important the current level of provision is for the children and young people concerned and their families and to the impact a reduced level of service would have. Connections are made with the proposed budget reductions to 'SEN transport' and the combined impact of both on children with disabilities.

Type	Information posted on Social Media Sites used by families potentially impacted by these proposals. Short breaks Walsall – closed access to appropriate service users Walsall Early Years Network Website: www.mywalsall.org/fis - Walsall's Family Information Service website Posting:	Date	21/11/2016 And 7 th December 2016
Audience	Families and carers potentially impacted by these proposals		
Protected characteristics	Families and carers of Children with disabilities		
Feedback			
There were 125 views for this consultation signing posting this number to the consultation meetings, websites and contacts for sending views in writing. There was no option to leave comments on this site			
Information Posting: All parents of young people using Walsall short breaks will receive a letter inviting them to comment on the budget proposals relating to short breaks. Details of these can be found on the council web site. Comments can be sent by email/letter to the council, or presented at one of the budget proposal meetings listed below. Draft proposals for consultation Saving reference 7 - Review demand for Out of Borough Special Education Needs (SEN) Saving reference 8 - Review and Reducing Short Breaks Thursday 24th November - 12.30pm to 2.00pm at Large Hall, Education Development Centre, Pelsall Lane, Walsall, WS4 1NG Friday 25th November - 1.00pm to 3:00pm at Room 4/5, Education Development Centre, Pelsall Lane, Walsall, WS4 1NG Wednesday 30th November - 2.30pm to 5.30pm at My Place, 60 Walstead Road West, Walsall, WS5 4PE Wednesday 7th December - 5.00pm to 7.30pm at Blakenhall Village Centre, Thames Rd, Blakenhall, Walsall, WS3 1LZ Tuesday 13th December 2.00 pm to 4.00pm Dance Studio – Forest Arts Centre, Hawbush Road, Leamore, Walsall WS3 1AG			

If you cannot attend the consultation sessions, you can email your comments, quoting saving reference number (7 and / or 8) to budgetconsultation@walsall.gov.uk or write to Budget Consultation, Walsall Council, Darwall Street, Walsall WS1 1TP.

Please do not sent comments to this page.

Type	Letter to families using short breaks	Date	16 th Nov 2017
Audience	c. 200 letters to families of children with disabilities who use the short breaks services,		
Protected characteristics	Children with disabilities		
Feedback			
<p>10 written responses received including 1 visual representation by a young person of what short breaks means via the website or by email to officers and 1 via the Portfolio holder. None of these supported either of the proposals. Some of the comments made were</p> <ul style="list-style-type: none">• “Please realise that it is a short term cost cut if you do cut short breaks as the more stress caused to families like us will make many families reach breaking point and that would cost more to the council.”• “Please think of families/ vulnerable children that are hit hard by cuts”• “The proposals on the surface look fairly minimal. However, to the families affected they are devastating.”• “This is false economy, it may be cutting costs short term but with a very hefty price tag at the other end of the scale!”• “Soon our small number of 41 social worker assessed children will soon be invisible, insignificant and no longer have any kind of social life but just to be hidden away to fester and suffer from further isolation and depression! So much for INCLUSION!!!”• The reason we do not support the proposal is the fact that the out of borough placement was determined by an assessment of needs for our child. Your proposal does not consider the needs and is purely based on cost, this is not appropriate for vulnerable children.• “Also special needs children need somewhere to be able to go and have fun and mix with their peers, to take this service off them is so unfair as most of these children cannot go to the local park or playgroups alone and be themselves, they need constant care and support, you have no idea how hard it is for special needs children to constantly have their services cut when they have no understanding of why this is happening”• The effects it will have on our child's health and wellbeing is unmeasurable, you will also be disrupting a routine that has been firmly established and has proved to be beneficial.• A comment was received that the letter was too confusing, initially they thought it was a survey.			

Type	Focus groups	Date	Nov- 14 th Dec 2016
Audience	Parents/carers of young people who use short break services; young people. 6 drop in sessions at venues across Walsall at different times of the day, allowing 13.5 hours of potential ‘contact time’.		
Protected characteristics	Children with disabilities		
Feedback			
<p>A total of 14 people including 1 young person attended the meetings. No support for either of the proposals was cited.</p> <p>The drop in events were :</p> <ol style="list-style-type: none">1. EDC 24 November 12.30 - 14.30. No one attended2. EDC 25 November 13.00 – 15.00. No one attended3. MyPlace 30 November 14.30 – 17.30. No one attended4. Blakenall Village Centre 7 December 17.00- 19.30. 6 people attended including 1 young person5. Forest Arts Centre 13 December 14.00- 16.00 No one attended6. EDC 14 December 10.00 – 12.00. 8 people representing 6 families			
<u>Summary of points made for the drop in session at Blakenall Village centre 7th December 2016;</u>			
<ul style="list-style-type: none">• One parent raised the issues about how parents pay back unused direct payments• Suggested the issue of savings made when people do not turn up for short breaks may offset the need to reduce budget spend• One parent raised that if social work assessed children could no longer access universal short breaks they could not be termed “Universal”• The Council should ensure that when children do not show up for planned short breaks these should be given to others, or a penalty fine introduced for non-attendance• Do all users of short breaks really need this service was questioned• Question raised about how Bluebells could support more short breaks and acknowledgement of expensive out borough places together with taxis• My Place recognised as an excellent provision• The real impact on families was raised. Families are being squeezed. Greater			

difficulty made for families even with small elements (of short breaks) being removed

- One parent said that Buddy support provided by Kidz was being lost and even if families were asked to make contributions for support, buddy for example, many would not be able to afford this
- If families get to breaking point this may have a greater cost to the Council
- Some felt that it was very unfair that Walsall New Art gallery was getting greater publicity than those other cuts which had a greater impact on families.
- The idea of statutory minimum in terms of service provision was questioned and a parent stated it could be open to legal challenge
- The young person attending made the point that he needed all the support he was receiving and would feel very isolated if he lost buddy support, "I would feel isolated, I don't speak to anyone online. Losing the breaks at college will leave me with no access to friends, it's unfair as I can't go out on my own, other children go out on their own"
- Parents stated they are exhausted by trying to support their children and need all the help they can get. Life is constantly very challenging which impacts on the parents and other children in the family.
- Parents stated these cuts are having the greatest impact on the most vulnerable in the community
- Stated has the Council given enough consideration to offering alternatives if these cuts are made
- Concerns raised about council wasting money
- One parent suggested having little less of social work assessed hours but some of the universal provision
- Parents expressed that their child's world is small as it is and things open to them is reducing. Impact of losing one aspect e.g. group at my place will be 'huge'
- Parents questioned why short breaks are included in the saving proposals
- Short breaks give the whole family a break

Consultation meeting at EDC 14th December 2016 comments made;

- It was stated that many of the children possibly affected are ASD and very distressed at possible change
- Holidays are a nightmare for parents especially the summer break. These long breaks affect the children themselves, their siblings and parents/carers. Parents/children need support during the holiday periods
- Parent said “ without support we would be prisoners in our own homes”
- “when my son accesses short breaks it allows my other child to live a relatively ‘normal’ life”
- Parents are struggling to meet the demands of their children. For many 24/7
- Stated quality of life can be very difficult to maintain with children who have SEND.
- Those parents who are getting older themselves are very stressed about the future support of their children
- Highlighted that looking after very needy children and young people can lead to some vulnerable parents having suicidal thoughts when the pressures build up
- Stated that reducing short breaks is a cruel punishment for families
- Stated that parents of children, who access services are continually consulted, assessed and that makes them very different to the majority of families. Families are flooded with letters and processes and it is no wonder that they have little energy to respond.
- There may come a time when some parents just say to the Council “take my child”.
- *“If proposal goes ahead there will be nothing for my child in Walsall, nowhere for him to go. The only way for him to socialise with peers is through the current clubs he attends”*
- Stated parents of out borough placements hated Blue Bells and in no way will they agree to try to get their children back
- Stated parents need varied care packages
- Parents questioned what we meant by exceptional circumstances when considering short break placements?
- Parents only ask for what they actually need

- If Council cuts provision now it will have cost implications further down the line
- Lack of response to consultation is because *“we’re sick to death with it and don’t have the energy to go to meetings and consultations”*
- Questioned why is the Council wasting money on appointing Interim Directors
- Stated that many parent would be willing to make a financial contribution to cost of short breaks
- Stated that money could be saved stopping the regeneration of the town centre
- Suggested raising council tax
- Road works could be looked at again to save some money
- Joint working with neighbouring boroughs might save money and result in better offer to parents
- What about using more schools for after school clubs for C&YP with SEND
- Why are parents of SEND asked to pay more for respite than other families
- Stated In any civilised society vulnerable children need protection
- Highlighted that the Council needs to be careful not to fail their equalities obligations
- Parents are very frustrated when social workers change
- Should the Council try to profile families to enable it to group families in order to provide provision in a more cost effective way?
- Highlighted by parents that there is not enough resources for ASD in Borough
- Questioned Why is child care more expensive for SEND children than mainstream
- If young people lose transport though the transport consultation this will result in losing short break provision also
- Stated that these proposals should not be presented to parents as their assessed needs should be met
- If needs are assessed for a child how can they be cut. Not legal
- Walsall should work with SNAPS to develop provision

- Stated that short breaks are a life saver for some parents
- A parent at this meeting submitted a response from a child in relation to the child's access to short breaks and a response was provided from the older sibling about the effect on the older one if short breaks was withdrawn from the younger sibling
- Parents suggested if bringing children back into the borough then do it gently and plan the transition

Type	Generic responses	Date	Nov-Dec 2016
Audience	Residents of Walsall		
Protected characteristics	Children with disabilities		
Feedback			
<p>Proposal 7 – there have been 5 responses 4 female respondents and 1 male. 3 were White British, 2 preferred not to say/did not respond</p> <ul style="list-style-type: none">• 1 said they fully supported the proposal;• 3 supported the proposal but with concerns/amendments;• 1 did not support the proposal.• The respondent who was in support of the proposal felt people who used such facilities should pay for them;• Those who supported the proposal with reservations felt the Council should make better use of its money and should reduce spending on private providers.• The respondent who was against the proposal said that respite was crucial for these families and out of borough short breaks are for the most complex needs. <p>Proposal 8 - there have been 6 responses There were 4 female respondents and 1 male, 1 preferred not to say. 5 were White British, 1 preferred not to say</p> <ul style="list-style-type: none">• 1 said they fully supported the proposal;• 1 supported the proposal but with concerns or amendments;• 4 said they did not support the proposal. The respondent who fully supported the proposal did not make any further comment.• The respondent who supported the proposal with concerns suggested a re-assessment of current needs and development of personal budgets in this area. Those who did not support the proposal pointed to the value of short			

	breaks to them as families and the impact on their lives of the proposed reductions.
4.2	<p>Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)</p> <p>The consultation ended on 23rd December 2016</p> <p>10 written responses received including 1 visual representation by a young person of what short breaks means via the website or by email to officers and 1 via the Portfolio holder. None of these supported either of the proposals.</p> <p>21 individuals, plus 11 responses to both proposals on line (5 for proposal 7, 6 for proposal 8). It is unknown whether individuals may have produced written responses and attended the drop in sessions. The point is made in consultation that the numbers of people affected by these proposals is small.</p> <p>Again it has been highlighted by all consultees at the meetings that the proposals themselves might seem to be minimal (one affecting 7 families with out of borough placements; the other – if you get overnight care, you don't get to access holiday or after school care). But the argument is that for those families, the potential effects are "devastating".</p> <p>Consultation has been carried out across a wide variety of media. This has included face to face, letters, on line and face book. Though the response rate appears low it has become apparent during the consultation process that this group of parent carers and young people have become weary of consultations as one parent stated;</p> <p><i>"we're sick to death with it and don't have the energy to go to meetings and consultations"</i></p> <p><i>"If proposal goes ahead there will be nothing for my child in Walsall, nowhere for him to go. The only way for him to socialise with peers is through the current clubs he attends"</i></p> <p><i>"We are exhausted by trying to support our children and need all the help we can get. Life is constantly very challenging which impacts on the parents and other children in the family."</i></p> <p>Additionally</p> <p>The support that there was for the proposal from the generic responses was in terms of people should pay for these services or make contributions to the costs and that the need for such services should be re-assessed.</p> <p>Further</p> <p>The one 'stakeholder response to the Councils' budget proposals received from Walsall Clinical Commissioning Group refers to the proposed reductions in the Children's Service and Education portfolio raised concerns ;</p> <p>"There are a number of proposed reductions in services which provide support to children</p>

	and young people in Walsall; these include reductions to the Youth Service, reduction in Short Breaks and reallocation of Out of Area SEND placements . We are concerned that with less diversionary activities children and young people from the most deprived areas in Walsall could potentially be less active, increasing health associated risks.”			
5	How may the proposal affect each protected characteristic or group? The effect may be positive, negative or neutral.			
	Characteristic	Effect	Reason	Action needed Y or N
	Age	Negative	Proposals affect young people from aged 5 to 18.	Y
	Disability	Negative	Proposals only affect children and young people with disabilities	Y
	Gender reassignment	Neutral	Proposal does not change, remove or reduce	N
	Marriage and civil partnership	Neutral	Proposal does not change, remove or reduce	N
	Pregnancy and maternity	Negative	Proposal could affect a parent of a disabled child and who may also be pregnant or have recently given birth.	Y
	Race	Neutral	Proposal does not change, remove or reduce	N
	Religion or belief	Neutral	Proposal does not change, remove or reduce	N
	Sex	Negative	Proposal could affect woman or men as single parents.	Y
	Sexual orientation	Neutral	Proposal does not change, remove or reduce	N
	Other (give detail)			
	Further information			
6	Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details below.			Yes
	During the recent transport policies consultation, the Council’s budget proposals were published that were also for consultation. These included proposed savings in ‘SEN transport’, Proposal Reference No: 5 and in ‘Short Breaks’ Reference No’s; 7 & 8. At the outset of this consultation, potential cumulative impact was identified across these proposals. Consultees made the point in meetings and in writing that the Council’s proposals on home			

to school transport were “attacking disabled children. They were vulnerable and a minority group. It did not affect voting; it happened every year. It broke human rights and equalities.” This has been echoed in some of the responses to the budget consultations.

This group will also be potentially affected by the following proposals:

Reference No: 4 Review and develop Children’s Centre Services as part of the 0 to 19 Early Help Locality Model

Reference No: 13 Review and Reduce Youth Services and align functions to the 0 to 19 Early Help Locality Model

Reference No: 44 Re-commissioning of 0 to 5 services

103 children will be directly affected by the Short Break proposals

Statistical data:

72 males

31 females

18 Age 0-8

29 Age 9-12

56 Age 13-17

78 White British

6 Asian Indian

6 Bangladesh

13 Pakistani

Ethnic Minority make up 25%

103 children breakdown of cumulative impact as follows:

It has been established at this time that of the 7 children;
(6 male / 1 female)
(5 White British / 1 Pakistani / 1 Other Asian background)

Two will turn eighteen in the next 12 months so would not be impacted by this proposal. The remaining five will require social worker assessment to ascertain if Bluebells can meet need. It is anticipated that Bluebells capacity will be maximized as much as possible to meet the existing needs of any of the children who return from an out of borough provider.

There will be no or little change to their allocated annual number of nights. Under this proposal these children will lose the opportunity to attend other short breaks simultaneously (i.e. term time groups and school holiday play schemes) Families will be significantly impacted by this change.

16 children;

(12 male / 4 female)

(10 White British / 4 Pakistani / 1 Asian Indian / 1 Black African)

Will continue to attend Bluebells overnight. Each child has an established number of nights per year based on need following social worker assessment Under this proposal these children will lose the opportunity to attend other short breaks simultaneously (i.e. term time groups and school holiday play schemes) Families will be significantly impacted by this change.

15 children;

(10 males / 5 females)

(11 White British / 2 Any other White background / 2 Bangladesh/)

will continue to attend Bluebells overnight. Each child allocation of nights per year varies by individual child needs and continues to receive additional support (i.e.) a range of direct payments, 1:1 buddy support or carers from an agency for care in the home). This additional support is most often regularly scheduled at 52 weeks p/y. Under this proposal these children will lose the opportunity to attend other short breaks simultaneously (i.e. term time groups and school holiday play schemes) Families will be significantly impacted by this change.

10 children;

(7 males / 3 females)

(9 White British / 1 Asian Indian)

will continue to receive overnight foster respite. Under this proposal these children will lose the opportunity to attend other short breaks simultaneously (i.e. term time groups and school holiday play schemes) Families will be significantly impacted by this change.

55 children;

(41 males / 14 females)

(35 White British / 1 Any other White background / 6 Asian Indian / 6 Pakistani / 4 Bangladesh / 1 Other Ethnic / 2 Afro-Caribbean)

will continue to receive regularly scheduled short break support (i.e. direct payments, 1:1 buddies, weekly agency care in the home, agency buddy support in the community. Under this proposal these children will lose the opportunity to attend other short breaks simultaneously (i.e. term time groups and school holiday play schemes) Families will be significantly impacted by this change.

The reduction of short breaks for 103 children are as follows:

No. of children (103)	No. of different short break types received before proposals		No of different short break types to be received after proposals	Degree of impact
21	1		1	NO CHANGE
4	2		2	NO CHANGE
33	2		1	LOSE 1
1	3		3	NO CHANGE

11	3		1	LOSE 2
15	3		2	LOSE 1
1	3		3	NO CHANGE
4	4		1	LOSE 3
9	4		2	LOSE 2
1	5		1	LOSE 4
2	5		2	LOSE 2
1	5		3	LOSE 2

26% Unaffected by the proposal

47% Lose one service

22% Lose two services

4% Lose three services

1% Lose four services

74% are affected by the change

36 children identified with both Short Break and Transport proposals:

27 male

9 females

29 White British

3 Asian

3 Pakistani

1 'other ethnicity'

of the 103 this equates to 35% of the cohort, noted above will be directly affected by both the Short Break and School Transport proposals. This may have a significant impact on families

Children who lose school transport will be encouraged to sign up for a free WM Travel disability bus pass. This can assist some age-appropriate children to travel to school.

Children who lose transport will be welcome to participate in Independent Travel Scheme free of charge, if appropriate for them, so they may learn how to safely travel with a parent or on their own.

The largest age group potentially affected by transport and short break proposals are young teenagers:

2 children aged 0 – 7 yrs.

4 children aged 8 – 12 yrs.

28 children aged 13 - 17 yrs

Mitigating factors that counters this proposal is evidenced that these savings can be met through efficiencies already attained in 15/16 and going into 17/18.

Savings for year 18/19 can be met through a plan to commission up to 6-10% less term-time and school holiday short break places (single attendance numbers) utilising revised pricing and efficient use of more affordable in-house providers (Leisure Services and Youth Services).

	Should this 6-10% reduction continue to have a significant impact on children then its restoration would reduce the 18/19 saving by 25%.	
7	Which justifiable action does the evidence; engagement and consultation suggest you take? (Bold which one applies)	
	A	No major change required
	B	Adjustments needed to remove barriers or to better promote equality
	C	Continue despite possible adverse impact
	D	<u>Stop and rethink your proposal</u>

Action Plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
Jan 17	Scope overnight capacity for up to 6 children to be integrated into Bluebells SB facility (264 nights p/y) and identify additional investment for child-specific staff training	G Jones (Residential Manager)	April, 2017	
Jan 17	Review all 6 current children who receive OOB overnight short breaks and if appropriate offer same provision at Bluebells	C Goss (Service Manager) J Hatton (Dis. Team Manager)	April- July, 2017	
Jan 17	Identify whether Bluebells can meet the needs of these children and if not what needs to be done to enable them to meet need	G Jones (Residential Manager) D DeMay (Commissioner)	April 2018,	
Jan 17	If appropriate stop OOB overnights and secure all children at Bluebells with annual allocation of nights confirmed	G Jones (Residential Manager)	April 01, 2018	

Update to EqIA

Date	Detail

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Ref No. 9 LAC Out of Borough Settings and Reduction in Costs and Ref No: 10 Review and Reduce Looked After Children Numbers and Associated Costs		
Directorate	Children's Services		
Service	Looked After Children		
Responsible Officer	Debbie Carter		
EqIA Author	Debbie Carter		
Proposal planning start	October 2016	Proposal start date (due or actual)	1 st April 2017

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy	Yes	New
	Procedure	Yes	New
	Internal service	Yes	
	External Service	Yes	
	Other - give details		
	Both internal and partners		
2	What are the intended outcomes, reasons for change? (The business case)		
	<p>Children's Social Care spends circa £16m on 639 Looked After Children (LAC) placements, made up of a combination of internal foster and residential care, independent fostering and external residential placements. A small cohort of these children (circa 36) are placed in high cost out of borough (OoB) placements due to their complex needs and cost circa £4.3m of the total LAC costs.</p> <p>These proposals aim to reduce the number of LAC placed OoB from 36 children to a maximum of 24 over the Medium Term Financial Outlook at a rate of 4 from 2018/19 and 8 thereafter. This will allow time to develop sufficient internal provision and ensure the right level of wrap around social care support is in place (such as therapeutic services) as Children are brought back in borough. Net investment of £150k has been identified to support additional social care support. Reduce this number and associate placement cost by 100 in line with the benchmarked authorities and the national picture. This option will require a corporate and partnership response in order to bring down this number safely and may require investment in order to build in borough capacity and wrap around support costs to improve preventive services and transition leaving care arrangements.</p>		

Ref No.9 Reduction of spend on Looked After Children (LAC) including those Out of Borough(OoB)

A safe reduction in the numbers placed OoB and the achievement of the savings profiled will require a systemic approach to LAC with sustained targeted working with teenagers based on new evidence based models that

- prevent children and young people coming into care and keep them safely supported living with their families where it is safe to do so
- stabilise placements when young people come into care ensuring there is good support to placements and minimise breakdown and the need for OoB placements
- extend / broaden the range of internal placement options
- support children and young people effectively when they leave care to prevent re-entry to care at a later date

The proposed reduction in social workers case loads. the adoption of a bespoke methodology of working with families and carers (restorative practice which support relationship based social work) and a new approach to support foster carers such as Mocking bird (which is community fostering model) will enable more intensive work to take place with children who are looked after to support return home where it is safe to do so and promote placement stability when they are looked after.

Ref No 10. Review & Reduce Looked After Children Numbers & Associated Costs

A further £405k over the period is anticipated through successfully recruiting an additional 7 Foster Carers per annum to reduce the higher cost LAC packages such as Independent Foster Carers. One off investment of £30k has been identified to support material recruitment/advertising campaign for Foster Care recruitment. *Further one-off investment of £250,000, to be funded from an earmarked reserve is planned to support delivering of the year 1 saving.

Additionally, further significant investment is planned of £4m over the three years to support delivery of the savings identified:

- a) Implement a revised Children Social Care structure to ensure robust supervision and management oversight
- b) Implementation a caseload threshold guarantee (of 15 cases per social worker and 12 cases per newly qualified social worker).

A corporate response will be required in order to bring down this number safely. In addition there needs to be a strategic development of a more systemic approach to working with teenagers based on new models to mitigate negative impact.

- To prevent children and young people coming into care
- When they are in care to stabilise placements and minimise the need for OoB placements
- Provide a broader range of internal placement options
- To support children and young people effectively when they leave care to stop them re-entering care
- To deliver this proposal will require a new approach to agency working.

Alongside this there is a proposed reduction in social workers caseloads that would enable them to work more intensively with children who are looked after to support maintaining them safely at home and promoting placement stability when they are looked after. This will also include adopting a bespoke methodology of working with families and carers e.g.

	<p>Restorative practice.</p> <p>Increased investment to enhance marketing and recruitment for additional foster carers along with officers to support new foster cares. This assumes an additional 7 foster carers per annum can be successfully recruited as a result. These proposals will be delivered by robust project management and oversight and will ensure that children are supported to remain at home or returned home from care only when it is safe to do so and in house placements are maximised.</p> <p>Investment to build 'in borough' capacity and wrap around support, reduction in social work caseloads. The proposed implementation of the new model is from 1st April 2017 to enable predicted savings for April 2018 onwards to be achieved. Capital investment to increase 'in borough' capacity, strengthen wrap around support, including therapeutic support, to children and young people and a reduction in social work caseloads will be required to achieve these savings. The investment requirement is currently being assessed.</p> <p>There is clear legal and regulatory framework for Looked After Children and the aim would be to work clearly within this legal and regulatory framework with more emphasis on section 17 of the Children Act which focuses on prevention of the need for care and family reunification where this is safe. The service redesign proposal will be informed by the LAC sufficiency strategy</p>																		
	<table><tr><th colspan="3">Who is the proposal potential likely to affect?</th></tr><tr><th>People in Walsall</th><th>Yes / No</th><th>Detail</th></tr><tr><td>All</td><td>No</td><td></td></tr><tr><td>Specific group/s</td><td>Y</td><td>This proposal relates specifically to vulnerable children and young people at risk of coming into care or who are already in care, including children and young people with disabilities and their families. Looked After children who are placed OoB and their families</td></tr><tr><td>Council employees</td><td>Y</td><td>This proposal may affect Social Workers, Residential Workers and Family support workers who work directly with children and young people at risk of coming into care</td></tr><tr><td>Other</td><td>Y</td><td>Partner agencies and Foster Carers</td></tr></table>	Who is the proposal potential likely to affect?			People in Walsall	Yes / No	Detail	All	No		Specific group/s	Y	This proposal relates specifically to vulnerable children and young people at risk of coming into care or who are already in care, including children and young people with disabilities and their families. Looked After children who are placed OoB and their families	Council employees	Y	This proposal may affect Social Workers, Residential Workers and Family support workers who work directly with children and young people at risk of coming into care	Other	Y	Partner agencies and Foster Carers
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Other	Y	Partner agencies and Foster Carers																	
4	Evidence, engagement and consultation (including from area partnerships, where relevant)																		

4.1 Walsall children's services currently has 631 that are Looked after Children (LAC) of which 72 (11.4%) have a disability and 176 (27.9%) are from black and ethnic minority families.

This equates to 96.9 per 10,000, which is higher than statistical neighbours. This includes 95 children placed over 20 miles from their original home, often in independent foster placements and external residential homes.

Department for Education report 'at a distance' promotes the importance of children being closer to home. The budget proposal seek to reduce spend on placement for LAC by 25 Placements each year 2016 – 2020 calmativie effect of 100 over 4 years. In addition, to reduce the number of external residential placements by 12 over the next 4 years there are currently 36 children.

To achieve these reductions there are a number of complex and extensive proposals for example

- More robust Prevention service to reduce children coming in care, to be safely supported at home, where ever possible.
- Increased choice / availability in house placements
- More effective tracking of child's journey to secure permanency

To achieve this there needs to be a systemic approach to meeting the child's need which requires full engagement of partner agencies.

Consultation

There have been a range of opportunities to comment on this proposal through focussed discussions with specific staff and user groups, briefing notes to partners inviting feedback via the website and the generic budget consultation process. The following questions were used to facilitate discussion Managers, Fosters Carers Partners, Social Workers, Independent Reviewing Officers and Children and Young People.

Savings Reference 9

- 1) What are your views on the proposal to reduce Out of Borough placements by 12 children over the next 4 years?
- 2) What are your views about a whole system approach to ensure there is wider engagement in keeping Walsall children closer
- 3) What are your views on increasing a wider range of in house placement options
- 4) What are your views about how to stabilise placements to prevent a break down.
 - A) Child's Social worker role in supporting foster carers and residential placements
 - B) FLASH (Fostering, Looked-After & Adoption Supporting Hub)/ and others associate services ...education , housing etc
- 5) What are your views about the need to change culture regarding keeping close
- 6) What are your views on the role the IRO could /should play
- 7) What are your views on the role of Commissioning
- 8) Any other comments

Savings Reference 10

- 1) To Increase in house Foster Carers.
- 2) Reduction in Social Workers cases
- 3) How we use Edge of Care and support to prevent reception
- 4) How do we get a new systematic approach

- 5) Role of Independent Reviewing Officer / Team Managers / Assistant Team managers
- 6) Proposed transformation exercise
- 7) Role of the Looked After Children Tracker
- 8) Any other comments

Type	Practice Improvement Forum (PIF)	Date	10/11/2016
Audience	32 representatives from Team Mangers, Assistant Team Managers. This event was held at EDC which was an invitation through Outlook.		
Protected characteristics	This group was a cross section of the Children's Services management team employed by the Council to meet the age, cultural, ethnic, disability, age, gender and other needs of Looked after Children and Young People in Walsall.		
Feedback			
<p>The feedback of the Proposal Ref 9 and 10 was very positive and supportive of the proposal. The consultation feedback did stress the importance of actually successfully addressing the key issues</p> <ul style="list-style-type: none">• Ensuring Social workers caseloads reduced to facilitate more insensitive work with families• Shortage of Foster Carers• Improved training for foster carers• Better partnership working• CAMHs more proactive• Effective early help• Edge of care to be developed and more flexible			

Type	Series of 5 focus groups in Safeguarding Family. Initial Response Services Support, LAC team and Edge of Care	Date	10/11/2016 – 9/12/16
Audience	20 Representatives attended focus groups		
Protected characteristics	This group was a cross section of the Children's Services workforce employed by the Council to meet the age, cultural, ethnic, disability, age, gender and other needs of Looked after Children and Young People in Walsall.		
Feedback			
<p>The Feedback from social workers was positive and supported the proposals and was especially positive regarding the reduced case load and to provide a quality service and a good effective relationship to the children/ young people and Children to be based closer to Walsall. Very positive about children being in Borough.</p> <p>Key issues</p> <ul style="list-style-type: none">• Recruitment of more social workers• Edge of care focus and remit needs to be clear. Need more resources for Edge of care• Need sufficient in house placements for challenging children and young			

- people
- Increase the pool of foster carers
- Foster cares to be flexible in the ages of children they take
- Improved access to CAMHs

Type	Independent Reviewing Officers Focus Group	Date	29/11/16
Audience	4 Representatives from Independent Reviewing Officers		
Protected characteristics	IRO Team Profile: Stable workforce of 12 permanent and 1 temporary staff of which 1 is part time (32 hours) and all others are full time. 2 staff are agency workers, both white male, 1 is covering sick leave and 1 is in a vacant post. 1 staff is black Afro Caribbean Female, the remaining staff are all white female. Workforce age range is late twenties to sixty plus taking into account the legal requirement that IROs have a minimum of 5 year's post qualification experience.		
Feedback			
Independent Reviewing Officers were positive of the proposals and felt there needed to be a seamless approach Key issues / challenges <ul style="list-style-type: none">• Social work assessments need to be child focused and better evidence need for external placements• Do all social workers know about in house services such as FLASH• More holistic set of resources needed• Better commissioning• All agencies should be involved to keep children in Borough• Development of specialist resources• IROs should champion the needs of children and ensure they have the right resources			

Type	New Belongings Group of Care Leavers	Date	07/12/2016
Audience	2 Looked After Young People		
Protected characteristics	Looked after Children / Young People		
Feedback			
They support the proposal, They stated that “ it all sounds really great as long as the proposal takes place and we would like to hear in a few months’ time whether the looked after children have found a difference with this new way of doing things”			

Type	Foster Carers Group.	Date	07/12/2016
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Audience	60 Foster Carers
Protected characteristics	This group was a cross section of the foster carers recruited to meet the age, cultural, ethnic, disability, age, gender and other needs of Looked after Children and Young People in Walsall.
Feedback	
<p>They support this proposal. The feedback was positive however areas of challenge were;</p> <ul style="list-style-type: none"> • Foster care training • Support from Childs' Social Workers • Fees and allowances 	

Type	Residential Staff	Date	09/12/2016
Audience	Residential Staff		
Protected characteristics	This group was a cross section of the Children's Services residential workforce employed by the Council to meet the age, cultural, ethnic, disability, age, gender and other needs of Looked after Children and Young people accommodated in the Council's residential homes		
Feedback			
They overall supported the proposal. The challenges were; <ul style="list-style-type: none">• Investment in Internal Homes• Improved support from CAHMS and Education• Good working relationship with Social Workers• Joint working with Commissioning team			

Type	Generic Budget Consultation Survey	Date	Oct – Dec 2016
Audience	All		
Protected characteristics	N/A		
Feedback			
<p>In total 6 responses received, 5 from Walsall Residents and 1 from an independent consultant. The majority fully supported the proposals with some concerns / amendments saying in theory it sounded good. There was some opposition by 2 residents but there was no demonstration as to how these proposals would impact on these individuals. Area of concern / amendments were</p> <ul style="list-style-type: none">• Overall delivery of the proposals• Recruitment of Foster carers <p>The alternatives suggested were to invest in early help and utilise services from the independent sector who offer better value for money.</p>			

4.2	Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)			
	<p>Based on feedback gathered from 118 + people including social workers, social care managers , IROs, foster carers , residential staff, local residents and 2 care leavers. The overall feedback in relation to both proposals was generally positive with some limited opposition. However there was no demonstration on how these proposals would impact on those (2 local residents) who opposed the proposals.</p> <p>Ref 9: The social workers, managers, IROs and residential staff all supported the proposal and felt by having Looked After Children closer to Walsall it would be easier to keep in touch and would improve their relationships with the children supporting the move to a more relationship based social work model.</p> <p>Ref 10 Again this proposal was very well supported by social workers, managers, residential staff felt that by reducing social worker caseloads, improving the flexibility of edge of care service, effective use of early help, more effective support from partners such as CAMHs and Education and having a more responsive residential and foster care service would ensure children and young people received the necessary help and supported they needed.</p> <p>Foster carers are in support of the proposals as long as support from the child’s social worker and training was provided.</p> <p>Although feedback from care leavers was limited the 2 who gave feedback were in support of the proposals as long as they were delivered and made a difference: “it all sounds really great as long as the proposal takes place and they would like to hear in a few months’ time whether the looked after children have found a difference with this new way of doing things”.</p> <p>Feedback highlighted that some challenges exist and these can be addressed by ensuring that effective therapeutic and educational support is available for looked after children, training for foster carers and a more responsive residential and foster care service is provided locally.</p>			
5	How may the proposal affect each protected characteristic or group? The effect may be positive, negative or neutral.			
	Characteristic	Effect	Reason	Action needed Y or N
	Age	Positive	The proposed changes will have a positive impact for Looked After Children/Young People	N
	Disability	Positive	The proposed changes will have a positive impact for Looked After Children/Young People	N
	Gender reassignment	NEU	This is no foreseen impact	N
	Marriage and civil partnership	NEU	This is no foreseen impact	N
	Pregnancy and maternity	NEU	This is no foreseen impact	N

	Race	Positive	The proposed changes will have a positive impact for Looked After Children/Young People	N
	Religion or belief	NEU	This is no foreseen impact	N
	Sex	NEU	This is no foreseen impact	N
	Sexual orientation	NEU	This is no foreseen impact	N
	Other (give detail)			
	Further information			
6	Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details below.			(Delete one) No
7	Which justifiable action does the evidence, engagement and consultation suggest you take? (Bold which one applies)			
A	No major change required			
B	Adjustments needed to remove barriers or to better promote equality			
C	Continue despite possible adverse impact			
D	Stop and rethink your proposal			

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
December 2016	Ref 9: Recruit project lead to take responsibility for overseeing tracking of Looked After children and Out of Borough Placements	Debbie Carter	6 th Dec 2016	Increased oversight of all LAC children in the system and strategic overview developed to understand
December 2016	Ref 9: Review progress of plans to return children from OoB on more regular basis to ensure that savings are achieved	Jivan Sembi – Project Lead and Group managers		
January 2017	Explore alternative in house provision to prevent need for children to be placed out of Borough	Jivan Sembi & Lisa Preston		
January 2017	Ref 10 Establish project group to scope Walsall partnership model of working with vulnerable children to safely reduce need for LAC	Lucy True man & Jivan Sembi	Jan	Revised partnership approach to working with vulnerable children
February 2017	Recruit and retain sufficient social workers to achieve case load promise	Debbie Carter & Lisa Harris	May 2017	
March 2017	Review foster care training	Debbie Carter		
January 2017	Actively review progress of the proposals	Lisa Preston		

Update to EqlA	
Date	Detail

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Ref No 11 Review and Reduce Children's Social Care Contact Service		
Directorate	Children's Services		
Service	Contact Services		
Responsible Officer	Alison Glover		
EqIA Author	Alison Glover		
Proposal planning start	October 2016	Proposal start date (due or actual)	1 st April 2017

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy	Yes	New
	Procedure		
	Internal service		
	External Service		
	Other - give details		
2	What are the intended outcomes, reasons for change? (The business case)		
	<p>Review and redesign contact arrangements for Looked After Children and deliver savings by managing demand, contract arrangements and restructuring as appropriate. Currently 27,639 hours of supervised contact are delivered at a budget of £420,033 per annum. Supervised contact for children whose care plans are going through the court process and managed within the Safeguarding and Family Support Service (SFS) accounts for 74% of these hours whilst the remaining 26% is undertaken on behalf of the Looked after Children's Service. A total of 367 looked after children are in receipt of contact supervised through this service, 164 of these are children within SFS with 203 children in the Corporate Parenting Service. (Estimated from information in April 2016.)</p> <p>This proposal seeks to embed a contact procedure and toolkit that provides clear parameters about the frequency and level of context to Social Workers when assessing and arranging contact for Looked after Children going through the court process. It is proposed that a safe reduction in the levels of supervised contact hours and a review of existing contact arrangements for children who have been through the court process and in stable and long term placements will realise a saving of £64,000 by April 2017. Year two savings will be achieved through focused work on reducing the number of children being admitted into care.</p> <p>In addition the delivery of contact will be reshaped through the implementation of a new</p>		



	commissioning framework. This will be a mixed economy of delivery including a small percentage of supervised contact delivered by council employed contact workers and a larger percentage by external providers contracted by the local authority.																										
3	Who is the proposal potential likely to affect?																										
	People in Walsall	Yes / No	Detail																								
	All																										
	Specific group/s	YES	Looked After Children																								
	Council employees	YES	Social Work Staff – Placement and resources staff – Children's Homes staff																								
	Other	YES	Foster Carers																								
4	Evidence, engagement and consultation (including from area partnerships, where relevant)																										
4.1	<p>Walsall children services currently have 631 that are Looked after Children (LAC) of which 72 (11.4%) have a disability and 176 (27.9%) are from black and ethnic minority families. Supervised contact is arranged for LAC who are going through the court process with a smaller proportion delivered through this service for those with long term care plans.</p> <p>Consultation</p> <p>This is a budget reduction proposal for which was consulted on through one PIF and One Foster Carers consultation event and a Meeting with social work staff. Young People for the New Belongings Group was also consulted.</p> <p>There have been additional opportunities to comment on this proposal through the Council Website and via the council's generic survey in which one response has been received by a Walsall resident in full support of the proposal.</p> <table><tr><td>Type</td><td>Consultation with Social Workers</td><td>Date</td><td>29/11/16</td></tr><tr><td>Audience</td><td colspan="3">3 Social Workers</td></tr><tr><td>Protected characteristics</td><td colspan="3">Attendees were Local Authority employees and agency Social Workers who work with Looked After Children and young people and care leavers.</td></tr><tr><td colspan="4">Feedback</td></tr><tr><td colspan="4">They support the proposal their response was positive particularly about carers undertaking a more active role in facilitating transport of contact for the children that they care for.</td></tr><tr><td colspan="4">They were also positive about the contact set up meeting and regular review of contact as they felt that this would ensure that contact needs were being appropriately assessed and viewed.</td></tr></table>			Type	Consultation with Social Workers	Date	29/11/16	Audience	3 Social Workers			Protected characteristics	Attendees were Local Authority employees and agency Social Workers who work with Looked After Children and young people and care leavers.			Feedback				They support the proposal their response was positive particularly about carers undertaking a more active role in facilitating transport of contact for the children that they care for.				They were also positive about the contact set up meeting and regular review of contact as they felt that this would ensure that contact needs were being appropriately assessed and viewed.			
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Additional feedback was that training needed to be a priority for carers undertaking contact and that contact arrangements should feature clearly as part of the child's review and social workers supervision.

Type	Practice Improvement Forum	Date	10/11/16
Audience	32Team Managers and Assistant Team Managers		
Protected characteristics	This group was a cross section of the Children’s Services management team employed by the Council to meet the age, cultural, ethnic, disability, age, gender and other needs of Looked after Children and Young People in Walsall.		
Feedback			
<p>They support the proposal their response was positive particularly about carers undertaking a more active role in facilitating transport of contact for the children that thy care for. The general feedback was generally in favour of a mixed economy of contact providers as long as there was a clear service specification.</p> <p>They were also positive about the new policy and thought it was robust and gave clarity about roles and planning including ensuring consistency for children.</p> <p>Contact set up meetings and regular review of contact was viewed as positive as they felt that this would ensure that contact needs were being appropriately assessed and viewed.</p> <p>Additional feedback was that training needed to be a priority for carers and the application of policy in practice needs to be consistent.</p> <p>There were concerns raised on pressures on management time through the chairing of regular reviews.</p>			
Type	Foster Carers	Date	20/10/2016
Audience	60 Foster Carers		
Protected characteristics	This group was a cross section of the foster carers recruited to meet the age, cultural, ethnic, disability, age, gender and other needs of Looked after Children and Young People in Walsall		
Feedback			
<p>They support the proposal and generally positive, carers did share that they would</p>			

need training and clear risk assessments and be involved in assessments as they know what works best for them and their children.

Type	New Belongings Group	Date	07/12/2016
Audience	2 children & young people (care leavers)		
Protected characteristics	Attendees were care leavers		
Feedback	<p>They support the proposal The message from them is that “it all sounds really great as long as the proposal takes place and we would like to hear in a few months’ time whether the looked after children have found a difference with this new way of doing things”</p>		

4.2 Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)

Based on feedback gathered from 96 people including social workers, managers, foster carers and 2 care leavers. In summary, the overall response has been positive regarding the review and reduction of the Children’s Social Care Contact Service.

Generally the feedback supported the development and the implementation of a policy that encouraged the robust assessment and review of contact arrangements for Looked After Children was a good development as was the move towards enabling carers to feel able and skilled to undertake contact arrangements.

Social workers and managers are particularly in support of carers undertaking a more active role in facilitating transport of contact for the children they cared for and the implementation of contact set up meetings along with regular monitoring of contact to ensure contact needs were being appropriately assessed.

Managers were particularly positive about having a robust policy which gave clarity about roles, planning and provided consistency for children. They were generally in favour of a mixed economy of contact providers as long as there was a clear service specification. However, they raised concerns that chairing of regular reviews would add pressures on management time

Foster carers are in support of the proposal and echoed the views of social workers and managers about needing training along with being involved in assessments and having clear risk assessments as they are more aware of works best for them and their children.

Although, there was a limited response from care leavers, the 2 who provided feedback for were positive and the message from them is “it all sounds really great as long as the proposal takes place and we would like to hear in a few months’ time whether the looked after children have found a difference with this new way of doing things”

	<p>The feedback highlighted that some challenges exist and these can be addressed by prioritising training for carers undertaking contact to ensure consistency in application of the policy and the quality of training for internal and external providers should be the same. Contact arrangements should feature clearly as part of the child's review and social workers supervision. Whilst a mix economy of care was generally felt to be useful, this would require a clear service specification.</p>			
5	How may the proposal affect each protected characteristic or group? The effect may be positive, negative or neutral.			
	Characteristic	Effect	Reason	Action needed Y or N
	Age	NEU	This is no foreseen impact	N
	Disability	NEU	This is no foreseen impact	N
	Gender reassignment	NEU	This is no foreseen impact	N
	Marriage and civil partnership	NEU	This is no foreseen impact	N
	Pregnancy and maternity	NEU	This is no foreseen impact	N
	Race	NEU	This is no foreseen impact	N
	Religion or belief	NEU	This is no foreseen impact	N
	Sex	NEU	This is no foreseen impact	N
	Sexual orientation	NEU	This is no foreseen impact	N
	Other (give detail)			
	Further information			
6	Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details below.			(Delete one) No
7	Which justifiable action does the evidence, engagement and consultation suggest you take? (Bold which one applies)			
	A	No major change required		
	B	Adjustments needed to remove barriers or to better promote equality		
	C	Continue despite possible adverse impact		
	D	Stop and rethink your proposal		

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
December 2016	Development Foster Carer contact training'	Lisa Preston and Elaine Baggott	End Feb 17	
December 2016	Delivery of 1 st wave of Foster Carer contact training including inclusion in new foster carer induction programme	Lisa Preston and Elaine Baggott	June 2017	
December 2017	Evaluate impact of contact procedure	TBC	December 2017	
March 2017	Commence rollout of proposal if approved by Cabinet on 23 rd February 2017.	Alison Glover	June 2017	

Update to EqlA	
Date	Detail

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Ref No 14 Aim to identify alternative funding to support School Improvement Service – or alternatively cease.		
Directorate	Children's Services		
Service	School Improvement		
Responsible Officer	Jane Bonner		
EqIA Author	Jane Bonner		
Proposal planning start	October 2016	Proposal start date (due or actual)	1 st April 2017

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy	Yes	New
	Procedure		
	Internal service		
	External Service		
	Other - give details		
2	What are the intended outcomes, reasons for change? (The business case)		
	To identify alternative funding to support School Improvement Services.		
	Implement revised model of delivery in future years based on a locality School Improvement model, with Teaching Schools taking the lead on sector-led developments to secure high quality teaching, learning and leadership.		
	To move to a self-sustaining and high quality model of School Improvement by 2020, when funding for non-statutory School Improvement services is likely to cease, it is necessary to reduce centrally delivered services and develop a mechanism for sector-led delivery.		
	Consultation will start on the setting up of a School Improvement Commissioning Group (or similar) to plan and evaluate the impact of sector-led support to schools in most need.		
	The year 1 saving will be made through a combination of voluntary reduction in staffing and an increase in traded income.		
	It is recognised that the implementation date may not be 1 April 2017, due to statutory consultation arrangements and agreed redundancy dates, etc.		
	Current DfE legislation requires local authorities to perform a number of statutory functions		

	<p>related to School Improvement. Pending any changes to DfE guidance, it is envisaged that the statutory functions would be performed by a centrally retained School Improvement team, whilst the non-statutory function would be carried out as agreed by the School Improvement Commissioning Group.</p> <p>This proposal potentially may affect Primary schools rather than Secondary Schools as most are maintained and not academies. The Local Authority does not have control over which schools convert to academies, so an action plan with mitigating actions is not appropriate.</p>														
3	Who is the proposal potential likely to affect?														
	People in Walsall	Yes / No	Detail												
	All														
	Specific group/s	Yes	Head teachers who receive support from School Improvement Service to fulfil statutory obligations related to SEN and governance, raise educational standards and challenge underperformance.												
	Council employees	Yes	Further opportunities for VR will be considered. 1 has already been agreed.												
	Other														
4	Evidence, engagement and consultation (including from area partnerships, where relevant)														
4.1	<p>School Improvement service supports 119 Schools across Walsall and 28,826 primary schools age and 19,738 secondary age children. Of these schools 22 are judged by Ofsted to require improvement.</p> <p>Initial engagement took place at a Director of Children's Services Head teacher Briefing last academic year. Head teachers (particularly primaries) expressed a wish to retain a core service for School Improvement, as part of the development of a school to school support model.</p> <p>Consultation activity is mainly targeted to Head teachers and School Governors as follows:</p> <table border="1"> <tr> <td>Type</td><td>Letter and proposals attachment</td><td>Date</td><td>02/11/16</td></tr> <tr> <td>Audience</td><td colspan="3">Head teachers and Chair of Governors (all 119 Schools)</td></tr> <tr> <td>Protected characteristics</td><td colspan="3"> <p><u>240 head teachers/assistant head/deputy head/lead practitioners</u> of mainstream nursery, special, primary and secondary Schools of which 190 (79%) are female and 50 (21%) male.</p> <p>3 (1,2%) considered themselves as disabled</p> <p>209 (87%) White British</p> <p>9(3.7%) Indian</p> <p>3 (1.2%) Black Caribbean</p> <p>3 (1.2%) Irish</p> </td></tr> </table>			Type	Letter and proposals attachment	Date	02/11/16	Audience	Head teachers and Chair of Governors (all 119 Schools)			Protected characteristics	<p><u>240 head teachers/assistant head/deputy head/lead practitioners</u> of mainstream nursery, special, primary and secondary Schools of which 190 (79%) are female and 50 (21%) male.</p> <p>3 (1,2%) considered themselves as disabled</p> <p>209 (87%) White British</p> <p>9(3.7%) Indian</p> <p>3 (1.2%) Black Caribbean</p> <p>3 (1.2%) Irish</p>		
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	<p>2 (0.8%) White & Black Age = 13 (5.4%) between 27 - 30 65 (27%) between 30 – 40 91(38%) between 40 – 50 64 (27%) between 50 – 60 7 (3%) are 60+</p> <p>1274 Governors of which 8.18 (64%) are female and 456 (36%) male. Of the 407 (32%) declared their ethnicity as follows: 362 (28%) British 12 (0.9%) Pakistani 9 (0.7%) Indian 7 (0.5%) Black Caribbean 6 (0.4%) other white 4 (0.3%) Irish 2 (0.1%) Bangladeshi 1 Black African 1 other Asian 1 other ethnic group 1 other mixed 1 white & Asian</p>		
Feedback			
No specific feedback from governors. Verbal comments from a few Headteachers – worried about their own decreasing budgets – that this is a result of national policy in moving towards a fully academised system and not necessarily what will drive up standards in schools.			

Type	Face to face meeting	Date	17/11/16
Audience	New Headteachers and their allocated ‘Links’ (approx.12)		
Protected characteristics	This group was a mixture of age, cultural, ethnic, disability, age and gender.		
Feedback			
Questions regarding the future of statutory services (especially assessment) and who will challenge underperforming schools if the central school improvement function is withdrawn. A strong view that Teaching Schools do not have the capacity to support all schools in Walsall and there is a need for central co-ordination of brokering of support. Comments about the government’s policy of full academisation and the lack of funding for school improvement services being a vehicle to force unsuccessful schools to become academies.			

Type	Face to face meetings	Date	29/11/16 – 09/12/16
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Audience	School Improvement Partners (5)
Protected characteristics	Female = 4 Male = 1 Age range = 40 +
Feedback	
<p>Comments on the potential risks of not providing a central school improvement service</p> <ul style="list-style-type: none"> • Risk that quality school improvement support will not be universally available to schools and this could result in more schools dipping to Requiring Improvement or worse. • Pressure on school budgets means that vulnerable schools may not prioritise school improvement support from a totally traded offer, so some additional funding is vital. • The total demise of the school improvement team is opposed to the principle that the LA has a duty to ensure good standards of education for all pupils and intervene where necessary. • The LA retains duties around 'schools causing concern' and there is clear evidence of the impact of this work from recent inspections. This improvement could be lost. • Recent inspection outcomes for maintained schools have been positive this academic year. There is a risk that this trajectory would not be maintained. <p>Comments on the proposal to secure additional funding, e.g. from the Dedicated Schools Grant to retain a central school improvement team to deliver statutory services</p> <ul style="list-style-type: none"> • A very good plan. • Essential – especially to deliver statutory duties. • Statutory services should be funded centrally, as these are not optional. • The school improvement team is working hard to expand its traded services, but needs staff to deliver in order to bring in income. It is unlikely that sufficient income will be generated from traded work alone. <p>Comments on the proposed setting up of a Headteacher / LA school improvement board to oversee and co-ordinate support for schools causing concern</p> <ul style="list-style-type: none"> • Good way forward to develop further the sector-led model which includes Teaching Schools and others where there is good practice. • Since September 2016, there has been good partnership working between the central team, Teaching Schools and clusters. It is vital for this to be centrally co-ordinated for maximum impact on outcomes. 	

- A good way to involve schools in the quality assurance and co-ordination of brokering support to schools in most need.
- A board would be helpful to strengthen the accountability that must come with providing support to schools.

Suggestions for delivering statutory services if alternative funding cannot be found

- Difficult to see how this could work.
- Request central funding for all statutory functions across the Council.

Comments on the capacity of Teaching Schools to deliver all school improvement functions to drive up standards in Walsall

- Teaching schools do not have the capacity to do this alone.
- Teaching Schools can provide valuable support to schools on specific issues, but do not provide a full range of services or challenge underperformance.
- They do not yet have a track record of moving schools to 'good' or beyond for overall effectiveness.
- There is a question about quality assurance of work done by Teaching Schools and who holds them to account. Some feedback suggests that quality is variable.
- The charge for Teaching School support is a barrier for some schools that would like to access their support.

Comments on the withdrawal of the Education Services Grant by August 2017, even though there will still be a number of maintained schools that would have benefitted from this funding.

- The change to the White Paper means that this now needs to be reconsidered at a national level, but there is no clarity about this as yet.
- The decision to withdraw the ESG was linked to the now softened approach to full academisation, yet the LA still retains its duties to support maintained schools. A national solution is needed.

Further comments

- The school improvement team is a strong and crucial resource, as evidenced by improving Ofsted outcomes.

Type	Face to face	Date	02/12/16
Audience	Meeting with Chair of Schools Forum		
Protected characteristics	1 Female		

Feedback

- Overwhelmingly supportive of the proposal, given the financial constraints, and totally against the cessation of a central school improvement service, which has clear impact in itself and also in brokering support for schools that need it.
- View that Teaching Schools do not have the capacity to deliver all services – especially the challenge role, which would be difficult for them.
- Important to involve Headteachers (and not just those from good or outstanding schools) on the proposed board. Would help with transparency and acknowledgement that schools sometimes need to be challenged (speaking from direct experience).
- The withdrawal of the ESG seen as a tool to force schools to become academies, which many primaries in Walsall do not want.

Type	Face to face meeting (1)	Date	12/12/16
Audience	Governors – open invitation (a.m. meeting)		
Protected characteristics	N/A - 8 governors attended – 3 male; 5 female; 3 British and 5 unknown		
Feedback			
<p>In summary, governors were unhappy with national policy that has led to such hard decisions having to be made, at a time when their own school budgets are being cut. They acknowledged and hoped for continued strong leadership in addressing the need for standards to rise in schools across Walsall, whatever solution is found. They saw the value of seeking ways to make the best use of limited resources and were generally in agreement with the proposal, given that they saw this national situation as ‘academisation by the back door’.</p> <ul style="list-style-type: none">• The need for providing a universal service for the most deprived communities in Walsall was expressed. It was unlikely that this could come from the voluntary sector or existing Teaching Schools alone.• Concern that schools with a Requires Improvement judgement would ‘sink’ without support and challenge from a central service as at present.• The ‘huge impact’ of the existing school improvement team was cited and improvement reversed if the team is cut.• Concern that without support, we could lose good staff and have a recruitment crisis.• Maintained primary schools are likely to be the most adversely affected.• Links to other proposed savings were discussed, with reference especially to			

SEN transport and short breaks, which in special schools is a big concern.

- One governor (also a proactive NUT member) strongly criticised government policy and will be making a safeguarding referral on the basis of options being put forward as part of the consultation.
- Examples of underperforming academies were raised and a fear for the future if more schools are forced to accept sponsors without a proven track record. It was considered vital that academies should pay for any school to school support as part of the proposed plan to establish a board.
- Concern expressed about the extra pressure there will be on Headteachers sitting on the board.
- A perception that Teaching Schools do not have the capacity to deliver all services, but the importance of the clusters acknowledged to add capacity.
- A strong view was expressed that statutory services should be funded centrally, so that they are available for all.
- "Failure to provide a school improvement service guarantees harm to social cohesion in Walsall."
- Political view expressed about the impact of elected Members.

Type	Face to face meeting (2)	Date	12/12/16
Audience	Governors – open invitation (p.m. meeting)		
Protected characteristics	N/A – 7 governors attended – 4 male; 3 female; 6 British and 1 unknown		
Feedback			
<p>The points were generally as for the a.m. meeting. In addition:</p> <ul style="list-style-type: none">• Concern expressed about the cumulative effect of the proposed cuts on school budgets– e.g. Forest Arts and the youth service.• Risk that further academisation would lead to more pressure on the Council's budget and the associated reduction in service.• One governor (an elected Member) spoke of this being just a way to shift costs from the LA to schools, at a time when many could not afford to pay. In this context the school improvement team would be expendable.			

Type	Drop-in face to face meeting (1)	Date	7/12/16
Audience	Headteachers – venue St John's CE Primary School		

	Protected characteristics	N/A – 6 Headteachers attended. - This group was a mixture of age, cultural, ethnic, disability, age and gender.		
	Feedback			
	<p>In summary, Headteachers saw the challenge of providing effective support and challenge to schools with no additional funding. They agreed with the proposal to set up a board and work together for the benefit of all schools in Walsall. The following points were made:</p> <ul style="list-style-type: none">• The risk of losing expert School Improvement colleagues is a concern.• The need for central co-ordination of support best done by the LA.• Agreement that Teaching Schools did not have the capacity to provide a full service, and that the challenging of underperformance is key to raising standards. The LA has a crucial role in this.• Teaching schools are seen to be expensive for schools with limited budgets.• Clear protocols would be needed for the board's role and remit – with engagement of Headteachers vital. Quality assurance a key concern if school to school support widens.• View that good schools should also be supported through the board to retain that judgement.• Whilst academies should be included on the proposed board, there was a strong view that they should pay for services received.• Heads felt that this national funding crisis is a way of allowing more schools to fail and be forced to become academies.			
	Type	Drop-in face to face meeting (2)	Date	13/12/16
	Audience	Headteachers – venue West Walsall E-Act Academy		
4.2	Protected characteristics	N/A – 4 Headteachers attended. This group was a mixture of age, cultural, ethnic, disability, age and gender.		
	Feedback			
	Similar points to the meeting above. Heads appreciated the difficult choices that we are having to make and supported our efforts to find an effective solution.			
4.2	Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)			
	<p>As above, consultation included opportunities for Headteachers and governors to engage at different times and in different venues. Few took up the option.</p> <p>The overall outcome is that Heads and governors acknowledge that we have to find a way forward that will continue to raise standards by working together, using expertise from the central team, clusters and Teaching Schools. Particular strengths of the central team were</p>			

	<p>cited as the ability to provide bespoke support or broker it from elsewhere, quality assurance and challenge to underperformance.</p> <p>They see the risk associated with not attracting the alternative funding as proposed and would be against cessation of the service.</p> <p>Key points emerging from the consultation:</p> <ul style="list-style-type: none"> • No evidence indicating potential impact for people with protected characteristics. • The LA is best placed to carry out statutory functions and challenge underperformance and needs to have funds to do so. • Teaching schools do not have the capacity to support all schools. • Maintained primary schools are the most likely to be affected if school improvement services are drastically reduced or ended. • No alternative solutions were received to meet the current budget savings. 																																																		
5	<p>How may the proposal affect each protected characteristic or group? The effect may be positive, negative or neutral.</p> <table> <tr> <th>Characteristic</th><th>Effect</th><th>Reason</th><th>Action needed Y or N</th></tr> <tr> <td>Age</td><td>Neutral</td><td>No perceived impact to children & young people as proposal will be mitigated through sourcing of alternative funding</td><td>No</td></tr> <tr> <td>Disability</td><td>Neutral</td><td>No perceived impact to children & young people as proposal will be mitigated through sourcing of alternative funding</td><td>No</td></tr> <tr> <td>Gender reassignment</td><td>Neutral</td><td>No perceived impact</td><td>No</td></tr> <tr> <td>Marriage and civil partnership</td><td>Neutral</td><td>No perceived impact</td><td>No</td></tr> <tr> <td>Pregnancy and maternity</td><td>Neutral</td><td>No perceived impact</td><td>No</td></tr> <tr> <td>Race</td><td>Neutral</td><td>No perceived impact to children & young people as proposal will be mitigated through sourcing of alternative funding</td><td>No</td></tr> <tr> <td>Religion or belief</td><td>Neutral</td><td>No perceived impact</td><td>No</td></tr> <tr> <td>Sex</td><td>Neutral</td><td>No perceived impact</td><td>No</td></tr> <tr> <td>Sexual orientation</td><td>Neutral</td><td>No perceived impact</td><td>No</td></tr> <tr> <td>Other (give detail)</td><td colspan="2">N/A</td><td></td></tr> <tr> <td>Further</td><td colspan="3"></td></tr> </table>			Characteristic	Effect	Reason	Action needed Y or N	Age	Neutral	No perceived impact to children & young people as proposal will be mitigated through sourcing of alternative funding	No	Disability	Neutral	No perceived impact to children & young people as proposal will be mitigated through sourcing of alternative funding	No	Gender reassignment	Neutral	No perceived impact	No	Marriage and civil partnership	Neutral	No perceived impact	No	Pregnancy and maternity	Neutral	No perceived impact	No	Race	Neutral	No perceived impact to children & young people as proposal will be mitigated through sourcing of alternative funding	No	Religion or belief	Neutral	No perceived impact	No	Sex	Neutral	No perceived impact	No	Sexual orientation	Neutral	No perceived impact	No	Other (give detail)	N/A			Further			
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	information	
6	Does your proposal link with other proposals to have a cumulative affect on particular equality groups? If yes, give details below.	
	(Delete one) No	
	Reference was made to the SEN proposals (Ref: 5, 6 and 7) in the consultation meetings in terms of the cumulative impact of the transport and short breaks savings but no negative impact upon equality groups.	
7	Which justifiable action does the evidence, engagement and consultation suggest you take? (Bold which one applies)	
	A	No major change required
	B	Adjustments needed to remove barriers or to better promote equality
	C	Continue despite possible adverse impact
	D	Stop and rethink your proposal

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
Dec 2016	Identify and confirm alternative funding streams	Jane Bonner/Finance	Jan 2017	£146k identified from the share of the national £50m grant for LA's for school improvement services for Sep to Mar 2017/18. It is proposed this funding will replace mainstream budget reduced as a result of saving proposals. It is expected but as yet not confirmed that this funding will be provided on an ongoing basis and potentially increase to circa £250k. Should this not materialise an exit strategy will need to be developed longer term.
March 2017	Review traded services income with a view to increasing income	Jane Bonner	April 2017	
March 2017	Amend budget lines to remove revenue funding to achieve savings and replace by alternative funding streams – Recent changes to schools funding formula guidance has confirmed school improvement services can now be included as a de-delegated item and as such Local Authorities can	Jane Bonner/Finance	April 2017	

	seek funding via Schools Forum to fund this service. This is subject to School Forum approval with a report anticipated during Spring 2017.			
July 2017	Implement further savings achieved via additional VR's or reduction in temporary / seconded staff – to align with end of academic year.	Jane Bonner	End of July 2017	
April 2017	Review progress of this proposal	Jane Bonner	September 2017	

Update to EqIA	
Date	Detail

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Ref No 21 Cessation of Bowling Green and Cricket Wicket Provision		
Directorate	Economy and Environment		
Service	Clean and Green		
Responsible Officer	Mark Holden		
EqIA Author	Mark Holden		
Proposal planning start	October 2016	Proposal start date (due or actual)	April 2017

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy	Y	New
	Procedure		
	Internal service		
	External Service	Y	
	Other - give details		
2	What are the intended outcomes, reasons for change? (The business case)		
	Cessation of provision of bowling greens and cricket wickets across the borough outside of the Arboretum. The council has bowling green provision at: Anchor Meadow, Walsall Arboretum, Leamore Park, Oak Park, Palfrey Park, Pelsall, Pleck Park, and Rushall.		
3	Who is the proposal potential likely to affect?		
	People in Walsall	Yes / No	Detail
	All	Y	<p>Grounds maintenance is not a statutory service as detailed above. There is likely to be a negative impact from customers who currently use either bowling green's or cricket pitches. Alternative maintenance arrangements may be possible via sports clubs but experience suggests that this is unlikely in the short term and will need licences to be prepared and appropriate public liability insurances to be in place.</p> <p>Consultation feedback suggests that this has a disproportionate impact on the elderly who currently use the bowling greens.</p>
	Specific group/s	Y	<p>Cricket teams.</p> <p>Bowling clubs – current consultation has identified that users of this service are</p>

			generally elderly.
	Council employees	Y	2 council employees
	Other		
4	Evidence, engagement and consultation (including from area partnerships, where relevant)		
	Type	General Survey consultation processes	Date 2th Oct 16 To 9th Dec 16
	Audience	All service users	
	Protected characteristics	Elderly and Disabled	
	Feedback		
	10 responses were received 2 fully supported the proposal and 8 did not support the proposal.		
	Type	Letter to Bowling clubs inviting them to have their say.	Date 27 th October 16
	Audience	Bowling clubs	
	Protected characteristics	Elderly and Disabled	
	Feedback		
	Of the 12 responses received 6 were against the proposal and 6 were keen to work with the council to establish a way forward, discuss alternative options such as club maintenance of greens, increased fees etc. To do this they requested more time.		
4.2	Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)		
	A summary of the evidence and engagement consultation is available.		
	Bowling is seen as a useful activity for older people and those with a range of disabilities, and as this group has limited choice of other sports they can participate in, it is seen that there is a disproportionate impact upon the elderly and disabled. This option could result in limiting the chance for healthy physical activity with groups of people with similar situations, and this is likely to have wider impacts as it limits their social network and all the other psychological benefits from taking part in a competitive team activity. In addition one petition has been received from Walsall Community Bowls League in reference to the cessation of bowling green and cricket wicket provision. The petition contains 1700 names of people who are concerned about the proposal.		
5	How may the proposal affect each protected characteristic or group?		

	The effect may be positive, negative or neutral.			
	Characteristic	Effect	Reason	Action needed Y or N
	Age	Yes	Bowling is primarily a sport conducted by elderly / retired people	Y
	Disability	Yes	This is seen as a useful activity for those with a range of disabilities	Y
	Gender reassignment	No		
	Marriage and civil partnership	No		
	Pregnancy and maternity	No		
	Race	No		
	Religion or belief	No		
	Sex	No		
	Sexual orientation	No		
	Other (give detail)	-		
Further information				
6	Does your proposal link with other proposals to have a cumulative affect on particular equality groups? If yes, give details below.			(Delete one) No
Not as far as we are aware.				
7	Which justifiable action does the evidence, engagement and consultation suggest you take? (Bold which one applies)			
A	No major change required			
B	Adjustments needed to remove barriers or to better promote equality			
C	Continue despite possible adverse impact			
D	Stop and rethink your proposal			

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
15/12/16	Continue to work with service users to consider / develop options for mitigation	Clean & Green	October 2017	

Update to EqlA	
Date	Detail

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Ref No 29 Cease funding to Relate Walsall and First Base Walsall		
Directorate	Change and Governance		
Service	Partnerships		
Responsible Officer	Paul Gordon		
EqIA Author	Paul Gordon		
Proposal planning start	27/10/16	Proposal start date (due or actual)	01/04/17

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy		
	Procedure		
	Internal service		
	External Service	√	√
	Other - give details		
2	What are the intended outcomes, reasons for change? (The business case)		
	<p>Relate Relate Birmingham is a local, independent charity working to help couples, individuals, and families build better relationships and limit the damage caused by relationship breakdown, especially to children, through the provision of counselling services and education and training.</p> <p>They believe their services should be available to all, regardless of ability to pay. They ask for a minimum contribution of £10 for relationship and family counselling, but many of their clients find it difficult to contribute at all and so they fundraise for a full bursary. Last year the cost of a counselling hour was £45 but their average client contribution was £27. The funding they receive from Walsall Council is vital to help them bridge this gap, which is particularly important as work and the economic climate continues to cause increased strain on families and relationships and those that need them the most may be unable to afford our counselling services.</p> <p>Relate Birmingham delivers and manages services in Walsall and they offer relationship counselling, family counselling and psychosexual therapy services. In March 2016 they moved to new premises at the Hub in Walsall College. They provide professional relationship support to any resident of the Walsall borough who is experiencing distress or anxiety in their marriage, relationships or family situation.</p>		

They provide appointments at a range of times - Tuesday daytime and evening and Wednesday evening in Walsall – and can also offer telephone counselling if clients have mobility issues or caring responsibilities. They have flexibility to offer clients a choice of appointment times or locations including Birmingham, Wolverhampton, Cannock and Sutton Coldfield.

Clients who have used Relate services report improvements in relationships, growth in confidence and self-esteem, improved parenting skills, reduced conflict and children who are happier, have fewer behavioural problems and are doing better at school. They also report positive results in dealing with difficulties caused by issues such as employment, health and housing. Clients report reduced levels of alcohol and prescribed medication and reduced absenteeism. They feel better able to concentrate and manage conflict at work.

First Base Walsall

First Base Walsall is a local charity established in 1997 to support vulnerable young people and the economically disadvantaged community of Caldmore, Palfrey and Pleck accessing the services of The Small Street Centre.

The Small Street Centre provides employment support, education classes, and advice and guidance access to the charity's homeless services, health and wellbeing services including counselling and substance misuse recovery services.

Walsall Council funding enables the charity to provide free internet access, job searching and accredited qualifications in basic skills. This supports the local communities who are economically disadvantaged, providing access to public service information and education facilities. The organisation offers internet access three times a week to the local community, along with printing services. As they have seen an increase of computer users accessing the internet for job searching purposes, they also offer a service for computer support, as the majority of the clients who access the Centre need help in using the computers/internet. They also provide a 12 week education course for clients; this will be an accredited course to further their education. As they work with the CAB and the Black Country Food Bank they are able to sign post clients into internal agencies that work in partnership with the organisation these include, Rethink Mental Illness, J10 Counselling services, Remploy, Mencap, Changing Ur Heath 4 Life and the Talent Match Programme.

This proposal is to reduce funding by 25% in 2017/18 and allow the organisations time to seek alternative funding before removing funding completely in 2018/19.

Relate and First Base receive 15K funding per year. Reduce funding by 25% to Relate Walsall and First Base Walsall in 2017/18 and fully from 2018/19.

3	Who is the proposal potential likely to affect?		
	People in Walsall	Yes / No	Detail
	All	√	Vulnerable people benefiting from counselling are service users or potential users. Some of those users will be with different protected characteristics, such as pregnancy, maternity, mental health, age or others.
	Specific group/s		
	Council employees		
	Other		
4	Evidence, engagement and consultation (including from area partnerships, where relevant)		
4.1	<p>The sensitive nature of the services that are being impacted makes consultation with clients very difficult. It was therefore decided that consultation with service users should take place through the grant receiving organisations and the Councils on line consultation process. The outcome of the consultation is as follows:</p> <p>There were five respondents to the generic online questionnaire.</p> <p>Nobody fully supported the proposal, one person supported but with some concerns/amendments and four people did not support. The four that did not support only mentioned Relate in their response. The responses mainly focus on the potential risks of removing the funding and suggest;</p> <p><i>“At worst I would suggest moving the saving by 1 year, to provide the charity with enough time to replace the lost income”.</i></p> <p>In addition consultation feedback was received from Relate and their service users. In relation to Relate the organisation draws attention to the fact that it already operates a minimum contribution from its service users of £10.00. It believes that not many of its users could afford an increase in that contribution. It costs Relate £45 to provide each counselling hour. In 2015/16 there were 421 counselling hours delivered by Relate in Walsall. If the facility was not available in Walsall then the alternatives would be to:</p> <ul style="list-style-type: none"> • Travel to Relate in Birmingham • Travel to Relate in Wolverhampton • Private Counselling (cost approx £40per hour) • Seek a referral from their GP to NHS counselling <p>Relate point out that based on usage numbers between April and September 2016 when they worked on 192 cases, 55% have children under 16 and of these children on average 24% live in a household where no adults are working, 35% live in a lone parent or separated or divorced household and 24% are living in a household where there are issues of domestic violence or abuse.</p>		

4.2	Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)			
	Both organisations carry out a valuable role which would impact on mental health and wellbeing in general borough wide if the service was not delivered.			
5	How may the proposal affect each protected characteristic or group? The affect may be positive, negative or neutral.			
	Characteristic	Affect	Reason	Action needed Y or N
	Age	Negative	If the relate counselling was removed and people were forced to travel to Birmingham or Wolverhampton then people in this protected characteristic are less likely to take up the service. If First base service reduced then support for this characteristic would be negatively impacted	Y
	Disability	Negative	If the relate counselling was removed and people were forced to travel to Birmingham or Wolverhampton then people in this protected characteristic are less likely to take up the service. If First base service reduced then support for this characteristic would be negatively impacted	Y
	Gender reassignment	Neutral		N
	Marriage and civil partnership	Neutral		N
	Pregnancy and maternity	Negative	If the relate counselling was removed and people were forced to travel to Birmingham or Wolverhampton then people in this protected characteristic are less likely to take up the service. If First base service reduced then support for this	Y

			characteristic would be negatively impacted	
	Race	Neutral		N
	Religion or belief	Neutral		N
	Sex	Negative	Some families receiving therapy will have gender related characteristics	Y
	Sexual orientation	Potentially negative	Although pathways for monitoring this characteristic are not yet established, there's likely impact regarding therapies and counselling for these groups	Y
	Other (give detail)			
	Further information			
6	Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details below.			(Delete one) No
	Both the counselling service and homeless support play a role in supporting the role of vulnerable people who find themselves in a period of difficulty. Services that provide support during that crisis time support vulnerable people and allow for a more effective recovery from that crisis. There may be a cumulative impact from budget reductions in other areas, for example, Adult Social Care.			
7	Which justifiable action does the evidence, engagement and consultation suggest you take? (Bold which one applies)			
	A	No major change required		
	B	Adjustments needed to remove barriers or to better promote equality		
	C	Continue despite possible adverse impact		
	D	Stop and rethink your proposal		

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
01/04/17	Review with grant recipient's impact of initial reduction in finance.	Sarah Oakley	30/9/2017	

Update to EqlA	
Date	Detail
26/01/17	Policy option reviews on 17 January 2017, have removed this proposal from budget discussions.

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Ref No 30 Consider withdrawing funding to CAs		
Directorate	Change and Governance		
Service	Partnerships		
Responsible Officer	Paul Gordon		
EqIA Author	Paul Gordon		
Proposal planning start	01/10/16	Proposal start date (due or actual)	01/04/17

1	What is the purpose of the proposal?		Yes / No	New / revision
	Policy			
	Procedure			
	Internal service			
	External Service		√	√
	Other - give details			
2	What are the intended outcomes, reasons for change? (The business case)			
	<p>Some Community Associations within the borough receive grants from the Partnerships team. This proposal is to consider withdrawing funding of Community Associations fully in 2017/18. These Grants are:</p> <ul style="list-style-type: none"> • Community Development Sustainability Funding • Community Development New Initiatives/Schemes Funding • Building Management Funding • Luncheon/Breakfast Club Funding <p>This proposal seeks to consider the suitability and impact of removal of these grants on Community associations and the role they play within the community. This is a non statutory service.</p>			
3	Who is the proposal potential likely to affect?			
	People in Walsall	Yes / No	Detail	
	All	√	Existing or potential users	
	Specific group/s	√	May involve users with protected characteristics	
	Council employees			
	Other			

4	Evidence, engagement and consultation (including from area partnerships, where relevant)		
4.1	<p>There has been consultation with a wide range of voluntary sector organisations either directly or through umbrella organisations. In total over 500 Voluntary and Community sector organisations were contacted seeking feedback on the budget proposals. We also had a response from Walsall Voluntary Action. There was limited feedback from groups directly.</p> <p>The WVA feedback did not bring out a lot in terms of equality issues. An additional activity, contacting council funded community associations directly, did provide a little more data. Monthly footfall across the 13 Community Associations responding was 78,577. However equalities data is not always collected in any significant detail, usage and event figures do show a wide range of use by the young and old and, different races but is less clear when looking at gender re-assignment, religion and sexual orientation. Further work on equalities is required to fully understand the impact on all protected characteristics.</p>		
4.2	Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)		
	More work needs to be done to fully understand the equality implications of the removal of funding to Community Associations.		
5	How may the proposal affect each protected characteristic or group? The affect may be positive, negative or neutral.		
	Characteristic	Affect	Reason
			Action needed Y or N
	Age	Negative	Less availability of activities either specifically aimed to support this characteristic and general activities
	Disability	Negative	Less availability of activities either specifically aimed to support this characteristic and general activities
	Gender reassignment	Negative	Less availability of activities either specifically aimed to support this characteristic and general activities
	Marriage and civil partnership	Negative	Less availability of activities either specifically aimed to support this characteristic and general activities
	Pregnancy and maternity	Negative	Less availability of activities either specifically aimed to support this characteristic and general activities

	Race	Negative	Less availability of activities either specifically aimed to support this characteristic and general activities	Y
	Religion or belief	Negative	Less availability of activities either specifically aimed to support this characteristic and general activities	Y
	Sex	Negative	Less availability of activities either specifically aimed to support this characteristic and general activities	Y
	Sexual orientation	Negative	Less availability of activities either specifically aimed to support this characteristic and general activities	Y
	Other (give detail)			
	Further information			
6	Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details below.			(Delete one) Yes
Reducing grants to Community Associations impacts all areas of the corporate plan as often a Community Association will play a part in delivering priorities of: <ul style="list-style-type: none"> • Lifelong Health, Wealth and Happiness. • Sustainable change and Improvement for all • Safe, Resilient and Prospering Communities. <p>The impact of this proposal would negatively impact some of the most deprived areas in the borough. Other council services often operate activities either through or in Community Associations. This has reduced over time but still needs to be considered.</p>				
7	Which justifiable action does the evidence, engagement and consultation suggest you take? (Bold which one applies)			
A	No major change required			
B	Adjustments needed to remove barriers or to better promote equality			
C	Continue despite possible adverse impact			
D	Stop and rethink your proposal			

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
1/4/2017	Meeting with Community Associations to discuss requirements for more detailed data collection	Sarah Oakley/ Irena Hergottova	1/4/2017	Improved data collection
1/4/2017	Start collecting improved equalities data	Sarah Oakley	Ongoing	

Update to EqIA	
Date	Detail
6/1/2017	Review post consultation, recommend adjustments to proposal
17/01/2017	Cabinet decided to remove this proposal from the policy options

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Ref No 31 Remove Cohesion non staffing budget		
Directorate	Change and Governance		
Service	Partnerships		
Responsible Officer	Lynne Hughes		
EqIA Author	Paul Gordon		
Proposal planning start	1/4/2017	Proposal start date (due or actual)	1/4/2017

1	What is the purpose of the proposal?		Yes / No	New / revision
	Policy		Yes	
	Procedure		No	
	Internal service		No	
	External Service		Yes	
	Other - give details			
2	What are the intended outcomes, reasons for change? (The business case)			
	Reduced funding for Cohesion activities without impacting our duties under our Public Sector Equality duty.			
3	Who is the proposal potential likely to affect?			
	People in Walsall	Yes / No	Detail	
	All	No		
	Specific group/s	Yes	<p>Cohesion funding currently supports a wide cross section of the community through targeted work and events. Funding supports a wide range of organisations as follows:</p> <p>Walsall Asian Sports Association U Turn UK Caldmore Village Festival Group BMYG Regeneration – Town Centre Management Walsall Pride For All Walsall Bangladeshi Association Brownhills Library Beechdale Community Residents Association</p>	

			Afghan Association Slovak Club Birmingham CIC	
			The following events have been supported: Shaheedee Football / Hockey / Cricket weekend Street Associations Caldmore Village and Palfrey Festival Town Centre Events Walsall Pride Pride in Bangladeshi Event Places of Welcome Beechdale Away Together Event ESOL provision / advice drop in centre 5 evenings and weekends Building relationships with Slovak community / signposting to support	
	Council employees	No		
	Other			
4	Evidence, engagement and consultation (including from area partnerships, where relevant)			
4.2	Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)			
	As above - those organisations that have accessed funding to support events have been advised via the Cohesion Team that there is no guarantee funding will be available for them to apply for next year and support has been offered to capacity build or identify alternative sources. As we move towards the implementation of a more strategic approach to the delivery of cohesion objectives, any resources available will be targeted at delivering against the objectives outlined within the action plan, which has been developed following extensive consultation across communities.			
5	How may the proposal affect each protected characteristic or group? The affect may be positive, negative or neutral.			
	Characteristic	Affect	Reason	Action needed

				Y or N
	Age	N	Less opportunities to encourage cohesion.	Y
	Disability	N	Less opportunities to encourage cohesion.	Y
	Gender reassignment	N	Less opportunities to encourage cohesion.	Y
	Marriage and civil partnership	N	Less opportunities to encourage cohesion.	Y
	Pregnancy and maternity	N	Less opportunities to encourage cohesion.	Y
	Race	N	Less opportunities to encourage cohesion.	Y
	Religion or belief	N	Less opportunities to encourage cohesion.	Y
	Sex	N	Less opportunities to encourage cohesion.	Y
	Sexual orientation	N	Less opportunities to encourage cohesion.	Y
	Other (give detail)			
	Further information	<p>As this funding currently supports cohesion, there may be an impact across all groups with protected characteristics. Funding currently supports a number of groups and themes, which could theoretically include all of the above. Examples would be Beechdale Community Residents Association, which held an event to highlight and tackle social isolation amongst cross gender, older/younger age groups and those with disabilities. In addition, Walsall Pride has been supported as well as a number of diverse faith groups.</p>		
6	Does your proposal link with other proposals to have a cumulative affect on particular equality groups? If yes, give details below.			(Delete one) No
7	Which justifiable action does the evidence, engagement and consultation suggest you take? (Bold which one applies)			
	A	No major change required		
	B	Adjustments needed to remove barriers or to better promote equality		
	C	Continue despite possible adverse impact		
	D	Stop and rethink your proposal		

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
February/ March 2017	Engagement with funded organisations to signpost to other sources of finance or including volunteering and sponsorship	Lynne Hughes	1 st April 2017	

Update to EqlA	
Date	Detail
26/01/17	Policy option reviews on 17 January 2017, have removed this proposal from budget discussions.

REF 32, 32a, 32b, 32c, 33, 34

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Options for redesign of Library Service incorporating the Local History Centre and Leather Museum			
Directorate	Economy and Environment			
Service	Leisure, Culture Operations			
Responsible Officer	Chris Holliday			
EqIA Author	Chris Holliday			
Proposal planning start	September 2016	Proposal start date	February 2017	
		Completion (by)	October 2017	
1	What is the purpose of the proposal?		Yes / No	New / revision
	Policy		Y	New
	Procedure			
	Internal service			
	External Service		Y	
	Other - give details			
2	What are the intended outcomes, reasons for change? (The business case)			
	<ul style="list-style-type: none"> The council, as with all local authorities, is experiencing significant financial challenges. Since the emergency budget of 2011/12, the council has reduced its spending by £84m, and needed to save a further £86m in the Corporate Spending Review (CSR) period from 2016/17 to be able to balance its budget by 2019/20. There is a widening gap in the council's finances due to a combination of reducing funding and increasing costs. It is clear that funding for key priorities will be significantly diminished and that the council will not be able to sustain services at the current level. Funding for the development and continuity of services will need to be met from the redirection of existing resources and the identification of new or revised income sources. The council needs to reduce its expenditure by approximately £31m (2017/18), £31m (2018/19), £15m (2019/20) and £9m (2020/21). The profile for these savings may change however the overall savings equate to c. £86m. Various proposals have been considered in recent years with a view to reconfigure the borough's Library Service. Different schemes have been considered by Cabinet, Scrutiny and Council since 2010 however as yet no significant changes have been 			

implemented.

- To meet the year 1 (2017/18) budget pressures, savings were initially identified of:
£2.9m from Libraries,
£0.187m from the Local History Centre & Archive, and
£0.171m from the Leather Museum
- Following development work with Cabinet CMT and a Cabinet (Libraries) Working Group, three options were developed so that consultation could take place from Thursday 27 October 2016. Through previous library proposals; suggestions have been put forward for specific library closures, but under the current proposal feedback has been sought; more about libraries to be retained, thereby retaining a borough-wide provision and a *comprehensive* service.
- The underlying principle is to now have a service that operates at significantly less cost but meets both the statutory need for a library service and archive, and supports discretionary services like the Local History Centre and Leather Museum that residents and visitors value.
- Consultation commenced 27 October 2016 and concluded on 31 December 2016 and consisted of various methods of consultation as set out in section 4 and gave 3 options to consider;

Option 1: Reduce the total number of libraries from 16 to 1, keeping Walsall Central Library (Lichfield Street, Walsall), retaining one mobile library bus and the Home Delivery 'housebound' Service. The single library site would be redesigned and developed as a "Hub" in conjunction with an integrated Local History Centre & Archive and the Leather Museum. This would be for a budget of circa £1m. This was the Cabinet's preferred option.

Option 2: Close Walsall Central library and reduce the total number of libraries from 16 to no more than 5, keeping one mobile library bus and the Home Delivery 'housebound' Service. A minimal local history & archive service would operate from one of the retained libraries. There is a budget of approximately £1m for this option. Unless a suitable, alternative location is found for Walsall Leather Museum, it would close.

Option 3: Your alternative option, retaining any number and selection of libraries and/or the Local History Centre & Archive and Leather Museum, within a budget of approximately £1m per year.

Mobile libraries

Currently two mobile library buses operate in the borough. One runs Monday to Friday and stops at 40 locations in local communities throughout the borough.

The other mobile library runs Monday to Friday and stops at around 10 care homes and sheltered housing for older people.

3	Who is the proposal potential likely to affect?		
	People in Walsall	Yes / No	Detail
	All	Y	The current Library Services operates from 16 libraries

			throughout the borough																								
	Specific group/s	Y	<p>The proposal will affect all service users including those with protected characteristics.</p> <p>Potential impact on: Range of community groups LGBT Black History Month International Women's day Mother and Toddlers groups – Elderly</p>																								
	Council employees	Y	A reduction in service will result in redundancies																								
	Other		Anyone who, for some reason, finds it difficult to travel out of their locality to use a library.																								
4	Evidence, engagement and consultation (including from area partnerships, where relevant)																										
4.1	<p>The council's generic consultation ran from 27 October to 9 December 2016. Due to the complexity and scale of the outline proposals for the Library Service, consultation for libraries was run for a longer period; 27 October to 31 December 2016 to ensure that the Gunning principles were met.</p> <p>A range of consultation and engagement opportunities were undertaken. In addition to what has been received in writing and through email, there has been targeted consultation as follows:-</p> <table><tr><td>Type</td><td>Pick up information / hand-out at all libraries, Local History Centre and Leather Museum. Feedback encouraged.</td><td>Date</td><td>From 27 October 2016</td></tr><tr><td>Audience</td><td colspan="3">Service users<ul style="list-style-type: none">• Call for feedback is likely to have prompted engagement through a range of the opportunities made available.• As a result, we received 162 responses via email and letters.</td></tr><tr><td>Protected characteristics</td><td colspan="3">Disabled / Age - elderly and the young</td></tr><tr><td colspan="4">Feedback</td></tr><tr><td colspan="4">See section 4.2. Analysis of this feedback also available.</td></tr><tr><td>Type</td><td>Postal questionnaire to 11,600 households across the borough</td><td>Date</td><td>From 4 Nov. to</td></tr></table>			Type	Pick up information / hand-out at all libraries, Local History Centre and Leather Museum. Feedback encouraged.	Date	From 27 October 2016	Audience	Service users <ul style="list-style-type: none">• Call for feedback is likely to have prompted engagement through a range of the opportunities made available.• As a result, we received 162 responses via email and letters.			Protected characteristics	Disabled / Age - elderly and the young			Feedback				See section 4.2. Analysis of this feedback also available.				Type	Postal questionnaire to 11,600 households across the borough	Date	From 4 Nov. to
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Protected characteristics	Disabled / Age - elderly and the young																										
Feedback																											
See section 4.2. Analysis of this feedback also available.																											
Type	Postal questionnaire to 11,600 households across the borough	Date	From 4 Nov. to																								

	(random sample)		31 Dec. 2016
Audience	Residents of the borough - service and non service users <ul style="list-style-type: none">• Random sample survey of 11,600 households.• 1,212 completed questionnaires received (10.4% response rate). As a random sample survey the results may be generalised to the wider population. Results are accurate to within $\pm 2.8\%$ at the borough level.• To counter-act non response bias data has been weighted back to the known population profile; weights have been applied for age within gender bands and ethnicity.		
Protected characteristics	Older people, people with disabilities and families / children		
Feedback			
See section 4.2. Report of survey also available.			

Type	Face to Face at all libraries, Local History Centre and Leather Museum	Date	18 Nov. to 20 Dec. 2016
Audience	Service users <ul style="list-style-type: none">• On-site, unannounced, face to face interviews with library users were completed at each static library, the Leather Museum and Local History Centre & Archive.• 106 interviews were held.		
Protected characteristics	Older people, people with disabilities and families / children		
Feedback			
See section 4.2. Report of face to face feedback available.			

Type	Version of postal survey made available for those not within the random sample.	Date	From 4 Nov. 2016
Audience	Residents of the borough - service and non service users <p>Anyone could have their say via an open online survey; which was adapted for online format and hence a slight shorted version of postal survey. Information was made available online and also in print format in all libraries, with instructions for how to respond.</p>		

	<table border="1"> <tr> <td data-bbox="197 138 512 230">Protected characteristics</td><td data-bbox="512 138 1437 230">Older people, people with disabilities and families / children</td></tr> <tr> <td colspan="2" data-bbox="197 230 1437 293">Feedback</td></tr> <tr> <td colspan="2" data-bbox="197 293 1437 353">See section 4.2. Report of survey is available.</td></tr> </table>	Protected characteristics	Older people, people with disabilities and families / children	Feedback		See section 4.2. Report of survey is available.	
Protected characteristics	Older people, people with disabilities and families / children						
Feedback							
See section 4.2. Report of survey is available.							
4.2	<p>Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)</p> <p>The results of the postal survey provide the views of both library users and non users, therefore providing a broadly balanced picture of opinion. However, consideration should also be given to how the views of library users and non users are balanced against each other.</p> <p>To counter-act non response bias, data is weighted back to the known population profile of Walsall; weighting has therefore been applied for age within gender bands and ethnicity.</p> <p>56% of respondents were active library users, having used a Walsall library within the last 12 months. 41% were non library users.</p> <p>Although option 1 appears to be the preferred option across the board, option preferences for a redesigned library service vary amongst users and non users as well as where they live.</p> <p>Retaining an accessible local library service is important to library users, particularly those who do not / cannot / would not use Walsall Central library. People generally wanted to see their local library retained.</p> <p>Non library users however take a different view; most feel that a single Central library “Hub” offers a good solution with no / minimal impact on them.</p> <p>Results indicate people felt that option 1 (the central library “Hub”) may adversely impact older people, people with disabilities and families / children more than other groups, particularly in terms of ability to travel. As a result many say that if option 1 was approved they would stop using the library service altogether.</p> <p>The potential closure of local libraries (district and smaller libraries) would be viewed as a loss to communities. Libraries, and in particular the buildings that contain them, are valued assets, providing far more than just places to access and borrow books. The wider impact of their closure should be considered.</p> <p>Walsall’s heritage is valued and closing the Leather Museum is perceived to be a great detriment to the borough and the town’s historical heritage.</p> <p>A total of 56% of respondents were ‘active library users’ and 41% were non users. Active library users were most likely to say they visit the library about once a month (18%).</p> <p>Females (62%) are more likely to use libraries than males (48%). Usage is slightly</p>						

higher amongst BME communities (64%), compared to white groups (56%); with BME groups more likely to be use the library at least once a week (20%) than the average (15%).

Notably, BME communities are far more likely to say that Walsall central library is closest to where they live (32%) compared to borough average (20%). This is likely to broadly reflect the central borough geographical location of Walsall's BME population. Hence, as seen later on in this report, this is most likely to explain why Option 1, of all the options, best suits their needs for the future.

Most active library users travel to the library they use most often on foot (48%). A third travel by car (33%). 11% rely on public transport and 1% cycle. Compared to White groups, BME groups are more likely to travel to the library by car. Females are slightly less likely than males to travel to the library they use most often on foot.

BME library users are far more likely to prefer option 1 (51%), than those from white groups (33%). Probably, this is because this group are more likely to indicate that Walsall Central Library is closest to them. Hence, as a group they are less likely to prefer Option 2 (19%) than white groups (27%) as this option involves closure of the central library.

They are also less likely to prefer Option 3 (30%) compared to White groups (41%).

Non library users have a strong preference for option 1, with over two thirds (67%) of respondents preferring this option. This trend is mirrored across BME communities.

The online survey: also available in hard copy

The on-line questionnaire was a slightly shorter version of the postal questionnaire.

Being available online anyone could respond and there were no restrictions on the number of times an individual could respond. This was also made available in hard copy at libraries and upon request. The open nature of the questionnaire means that the results may not be generalised to the wider population and are simply the views of those who responded; which is not equal across all libraries / services.

A summary of the feedback showed:-

- 224 people responded, of which 89% were residents
- 91% were active library users
- Central, Aldridge, Streetly, Bloxwich and Pelsall were the most *used* libraries
- Preferred libraries to be retained generally reflected the libraries used by respondents
- Retaining a local library service is important to people
- People want to retain the library they use most often
- Option 1 was unpopular due to it excluding the option for local libraries to be retained
- The central library was seen as an inconvenient location for most, thus requiring the need to travel. The lack of plentiful free parking was also off putting
- Many say they would stop using the library if option 1 was approved
- 70% preferred option 3

- 21% preferred option 2

Option 3 – Preferred services to retain

Option 3 invited respondents to choose any mix of services to retain within a budget of approximately. £1m. Only two static libraries (*) feature and so this option plus the top four “libraries only” for £1m are also shown.

Preferred services to retain under option 3	
All services	Libraries only
Aldridge *	Aldridge
Home Delivery	Bloxwich
Leather Museum	Streetly
Bloxwich *	Pelsall
1 Mobile	-
Local History Centre	-
£1.024m	£1.008m

Option 2 – Preferred libraries to retain

This option automatically included the Home Delivery Service and one Mobile Library. Respondents were invited to select up to five static libraries they would want to see retained, again within a budget of approximately.£1m. Pleck and Willenhall were equal 5th and so both options are shown below to reflect the different overall costs.

Preferred libraries to retain under option 2	
a.	b.
Aldridge	Aldridge
Bloxwich	Bloxwich
Pelsall	Pelsall
Streetly	Streetly
Pleck	Willenhall
Home Delivery	Home Delivery
1 Mobile	1 Mobile
£1.239m	£1.480m

Summary

- Those who use libraries value them highly as local community assets that provide far more than just books
- Many feel that libraries to be retained should be those that are most used, reflecting the value the library holds in the local community
- People want to see the Local History Centre & Archive and Leather Museum retained.
- Results indicate a preference to keep the Leather Museum over the Local History Centre & Archive

- Many feel that the closure of the Leather Museum would be a detriment to the borough
- A mobile library that stops at a mix of locations is preferred

Face-to-face interviews

Between 18 November and 20 December 2016, unannounced face-to-face interviews were undertaken at each library, the Leather Museum and the Local History Centre & Archive. The interviews were undertaken by council staff, independent of the Library Service, who spent a minimum of two hours at each location. Officers followed a semi-structured questionnaire to guide the interview and record their comments. A total of 106 interviews were held.

A summary of the feedback showed:-

- Most (85%) expressed a preference for Option 2 and 3, with many reflecting the need to retain libraries within the community and keeping their local library (the one where the interview was being conducted).
- Half of those interviewed preferred Option 2.
- Having a local library best served their needs.
- Many are concerned about travelling to Walsall, and parking.
- Some worry about the impact on the elderly and the loss of access to computers.
- A third of people interviewed preferred Option 3. - many feel option 3 retains a local (district) library service.
- Some still wanted the Central / Museum / History Centre too.
- Museum / History Centre users keen to retain their locations.
- Generally people want to keep as many libraries open as possible.
- Many fear that the loss of libraries will affect “social care”.
- Many prefer this option because Central was perceived to be the best resourced and that it keeps the Leather Museum and History Centre too (although most would prefer the Leather Museum to stay in its current site).
- Several respondents felt that option 1 was “the best of a bad bunch” but saw the sense in retaining one central site.
- However, in a centralised scenario the loss of access to computers and wi-fi for children / homework was a concern for many.

Very few alternative suggestions were put forward, of those that did, suggestions included:-

- Less busy libraries should be closed.
- Keep those with the most services.
- Reduce opening times but keep all sites.
- Put libraries in leisure centres.
- Charge admission fees for the Leather Museum.
- Provide computers in areas of greatest need.

Usage, accessibility, meeting the needs of deprived communities and taking account of the community value/cumulative impact of library closure; were regularly stated as

the key considerations to be taken into account when making a decision on this proposal.

Other feedback

A further 162 items of correspondence were received from respondents by e-mail and post. A summary of the feedback showed:-

- Only 41 selected any option (1, 2 or 3).
- Most put forward to just “save my library”.
- Many stated the case for retaining libraries, including the social benefit.
- Many proposals suggested 7, 8 or even 11 sites; greatly in excess of the available £1m budget.
- Several were well thought through proposals.
- The top six sites these respondents wanted to see retained were; Streetly (16%), Bloxwich Library – especially the Theatre (14%), Aldridge (12%) and Central, Pelsall and Willenhall (all 9%).
- The Save Streetly Library campaign group submitted a separate paper outlining their own case for retaining the library albeit on a slightly reduced budget.

Few respondents put forward alternative suggestions for how the savings could be made. Of those that did, suggestions included;

- Generate more income / open a café.
- Charge a membership fee.
- Charge to borrow books (not permitted).
- Find a sponsor.
- Local History Centre and Leather Museum to merge.
- Move the Local History Centre and/or Leather Museum into New Art Gallery (NAG).
- Move the Central Library and Leather Museum into NAG.
- Close the NAG and use the funds to save local libraries.
- Establish a charitable trust.

Many respondents spoke of the proposals being ‘*unrealistic*’, ‘*regrettable*’, ‘*a backwards step*’, ‘*tragedy*’, ‘*wholly impractical*’, ‘*devastating*’, etc

Feedback gathered in relation to proposal 36 (New Art Gallery) and 32, 33 and 34 (Libraries, Leather Museum, Local History Centre & Archive) has shown that many people think the NAG could be a suitable alternative location for some of these services.

Local History Centre & Archive and Leather Museum

Respondents were asked to make suggestions for how the Local History Centre & Archive and Leather Museum could be delivered or where else they might be located.

Of the 162 comments made, many said do not move the Local History Centre & Archive and Leather Museum. Alternative suggestions included locating the Local History Centre & Archive within the Leather Museum and others suggested housing

both services in one of the remaining libraries or in the New Art Gallery.
Other general comments included:-

Local History Centre & Archive

- Noted that the archive is a statutory function.
- Deliver the service from the Central library.
- Generate income by charging.
- Source funding from educational budgets.
- Could be scaled down and make information available on the internet.
- Parking is not as good in the town centre.

Leather Museum

- A valued and well used asset for Walsall.
- Important that the Museum remains in the former leather factory.
- Would be very sad to lose the Museum.
- Charge an entry fee.
- A vital role in highlighting the town's history.
- Not very interesting for children.
- It's one of the best things that Walsall has.

Overall feedback was to retain town and district centre libraries, retain the Leather Museum in its current site and to develop a central hub (Town Centre library incorporating the Local History Centre and Archive).

The Council has listened to the feedback and amended the proposal to meet needs objectively i.e. Identified additional funding to enable the provision of a town and district centre model along with a community library at Streetly augmented with community volunteer support as well as keeping a mobile and housebound library service. It was also decided to retain the Leather Museum in its current location.

Taking into account all of the available feedback it is considered that no further consultation is required. Resources will be put into embedding the new approach and helping residents to successfully access the new library model.

Mitigation / Alternative Options

If libraries were to close in-line with the proposals in the consultation, there would still be a static library service point within 2 miles of every household in the Borough with the exception of a small area in the extreme west of Pheasey. Extending the radius to 2½ miles from the Central "Hub" and Streetly along with a reconfiguration of the mobile library service can ensure full borough-wide coverage. Pheasey residents also have access to Birmingham's Kingstanding library and it is understood that there are currently no plans to change the operating model or hours of opening at this site.

2 miles is considered to be a reasonable distance to expect people to travel as it is in line with the national Public Library Standards, published by the Department for Culture, Media and Sport (DCMS) and used to monitor Library Authorities' performance

up to 2009. Whilst these standards are no longer a statutory requirement, local authorities are encouraged to benchmark their activities using these standards as a test of reasonableness.

To mitigate for the closure of libraries in local areas, the council will approach community organisations to assess their interest in providing community “book exchanges”, either from the site of the old library or from their own buildings. These facilities would provide access to books for loan to local residents who would have difficulty accessing a library service point if their local library closes. Such a provision would be outside of the council’s strategic library service.

Some expressions of interest have been received from various communities for the provision of community based book exchanges and these will be investigated further once Cabinet agree the format for the strategic Library Service.

	Decision tree			
	<p>We consulted widely</p> <p>↓</p> <p>We've listened to all the feedback.</p> <p>↓</p> <hr/> <p>Understood rationale; i.e. individuals justification for the feedback; taken it all on board and looked at this objectively.</p> <p>↓</p> <hr/> <p>This has influenced our thinking</p> <p>↓</p> <p>Rationale has informed development of new operating model (Town & District and Hub approach) and possible options have been mapped including alternative options i.e. Marmot model.</p> <p>↓</p> <hr/> <p>Options have been fully evaluated against criteria for new operating model.</p> <p>↓</p> <p>Sought advice from Consultation Institute and taken that on board.</p> <p>↓</p> <hr/> <p>Spent a lot of time giving this conscientious consideration and taking on board advice and feedback, ratified our thinking.</p> <p>↓</p> <hr/> <p>All options seem to come back to one overall operating model: the town & district model. Districts are where people can access wider offer, good transport links and are well used libraries. Coverage of which deals with meeting both need and demand.</p> <p>↓</p> <hr/> <p>Therefore questioning the need to consult again, assuming we have the risk appetite to make this decision now, based on what we already know.</p> <p>↓</p> <p>Concentrate efforts on delivering the new Library Operating Model at the earliest opportunity</p>			
5	How may the proposal affect each protected characteristic or group? The effect may be positive, negative or neutral.			
	Characteristic	Effect	Reason	Action needed Y or N
	Age	Negative	Children, young people, older people because of their difficulties travelling to another service point - 32% of respondents say they would stop using libraries if their	Y

		<p>local one closed.</p> <p>Children and older people - Loss of the library as community hub would increase isolation; there is a strong sense of community instilled by libraries and they are seen as a place to meet and to integrate into the community.</p> <p>Children and young adults - computer facilities would decrease the work/study / homework opportunities and the availability to job search/applications</p> <p>Children, young people, older people – the loss of activities and informal learning opportunities for people of all ages e.g. Mother and Toddler groups, adult and teenage reading groups and 50+ clubs</p>	
Disability	Negative	Problems travelling to another service point Loss of the library as community hub offering a meeting place and activities.	Y
Gender reassignment	Neutral	Loss of materials will be reallocated to other libraries	N
Marriage and civil partnership	Neutral	N/A	N
Pregnancy and maternity	Negative	Problems travelling to another service point Loss of the library as community hub offering a meeting place e.g. Mother and Toddler groups	Y
Race	Neutral	When we look at this by ethnicity; active BME library users are far more likely to prefer option 1 (51%), than those from white groups (33%). Probably, this is because this group are more likely to indicate that Walsall Central Library is closest to them. Hence as a group they are less likely to prefer Option 2 (19%) than white groups (27%) as this option involves closure of the central library. They are also less likely to prefer Option 3 (30%) compared to White groups (41%).	Mobile library service could concentrate on those areas.
Religion or	Neutral	N/A	N

	belief			
	Sex	Neutral	No significant apparent adverse impact by gender, however, acknowledging that females (62%) are more likely to use libraries than men (48%)	N
	Sexual orientation	Neutral	Loss of relevant materials will be reallocated to other libraries.	N
	Other (give detail)	No		
	Further Information	Where libraries are part of centres which provide other community amenities, these may be negatively impacted by the withdrawal of the library and its customers. However, a full assessment of this risk will be undertaken as part of the operating model.		
6	Does your proposal link with other proposals to have a cumulative affect on particular equality groups? If yes, give details below.			(Delete one) No
7	Which justifiable action does the evidence, engagement and consultation suggest you take? (Bold which one applies)			
	A	No major change required		
	B	Adjustments needed to remove barriers or to better promote		
	C	Continue despite possible adverse impact		
	D	Stop and rethink your proposal		

As a result of the extensive consultation, the Cabinet's current proposal for a comprehensive borough-wide Library Service, Leather Museum and Local History Centre & Archive is to deliver a service that includes:-

- Walsall Town Centre "Hub" (including the Local History Centre & Archive)
- The Leather Museum will remain at the Wisemore factory
- Five District libraries (Aldridge, Bloxwich, Brownhills, Darlaston and Willenhall)
- A Community Library at Streetly, augmented with community volunteer support, and
- One Mobile Library and a Home Delivery Service, the mobile service route to be redesigned to meet Marmot objectives and greatest need

The libraries not included in the new borough model would be: Beechdale, Blakenall, New Invention, Pelsall, Pleck, Pheasey, Rushall, South Walsall and Walsall Wood.

An offer would be made to the community to take on these sites as local "book exchanges" or venues for community activities as required, run by volunteers. These sites will not form part of the council's statutory library service.

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
April 2017	As a minimum, ensure that Town Centre and District libraries will still be open.	Chris Holliday, Head of Leisure Culture and Operations		The District and Town Centre model will ensure borough-wide coverage together with the mobile and housebound library service.
April 2017	There will be a library service point within approximately 2 miles of every household in the Borough	Chris Holliday, Head of Leisure Culture and Operations		The new model ensures widespread geographical coverage of library services where this is not the case, the mobile library service together with neighbouring local authority library provision will be available
April 2017	Effective communication with residents and people with protected characteristics during the implementation of the new delivery model	Chris Holliday, Head of Leisure Culture and Operations		Communication with customers to ensure that they are able to fully engage in and access the new library provision
April 2017	Mobile Library Service has appropriate coverage to support the new delivery model	Chris Holliday, Head of Leisure Culture and Operations		The mobile library service will be reviewed to reflect the needs within the new delivery model
April 2017	Support those people who are housebound to receive a service from the Housebound Library Service.	Chris Holliday, Head of Leisure Culture and Operations		The housebound services will be reviewed to reflect the needs within the new delivery model
April 2017	Provide accessible information and signposting at the retained libraries for learning opportunities, meeting places and activities - particularly for people identified as negatively	Chris Holliday, Head of Leisure Culture and Operations		We will investigate the needs of any groups that currently meet within those libraries to close so that their activities may relocate elsewhere within the local community

	impacted			
April 2017	Ensure that library services are available online: including access to e-book downloads, reservation and renewal facilities, the catalogue of stock, library addresses and opening times; events and activities and the facility to make enquiries	Chris Holliday, Head of Leisure Culture and Operations		This service will continue to compliment the new delivery model
April 2017	Monitor the impact of reductions in the service and seek to implement appropriate mitigating actions. Investigate partnerships with local community organisations to provide local “book exchange” facilities based either in a community building or the old library and managed by the community.	Chris Holliday, Head of Leisure Culture and Operations		A rigorous review will be undertaken of those libraries to close in order to assess the gaps that this leaves and identify appropriate mitigating actions including the offer of support to community led options
April 2017	Library Services will work with schools and other organisations to give children access to books, encourage reading and improve literacy. In particular, working with communities in addressing homework help and mother’s and toddlers support, as identified in consultation.	Chris Holliday, Head of Leisure Culture and Operations		The new delivery model will still offer a borough wide library provision with good accessibility to town and district centres in which they are situated. This will be undertaken as part of the holistic review of impact in reductions in service
October 2017	The Local History Centre & Archive will have moved the majority of its service from Essex Street to the town centre “Hub”	Holly Holdsworth, Principal Registration Manager		The Local History Centre & Archive will operate from its new location

October 2017	The Leather Museum will refocus its attention on becoming more commercially minded along with the sale of more leather goods	Mike Glasson, Senior Museums Curator		Additional income will be generated and greater focus made on attracting more visitors to see new exhibits
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Update to EqIA	
Date	Detail
13 February 2017	An updated EqIA would be provided if the 8 February 2017 Cabinet decide on a different model for the Library Service

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Ref No 39 Change to the out of hours service for Community Protection		
Directorate	Economy and Environment		
Service	Public Health		
Responsible Officer	Dr Barbara Watt		
EqIA Author	Lorraine Boothman		
Proposal planning start	October 2016	Proposal start date (due or actual)	April 2017

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy	Y	R
	Procedure		
	Internal service		
	External Service	Y	
	Other - give details		
2	What are the intended outcomes, reasons for change? (The business case)		
	Change in the provision of the out of hours service (OOH) from on call rota 3 nights per week to a intelligence led approach to delivery to target identified hotspot or problem locations. The change is proposed to meet savings targets and to allow for a more flexible, targeted approach.		
3	Who is the proposal potential likely to affect?		
	People in Walsall	Yes / No	Detail
	All	Y	Everyone
	Specific group/s	Y	Specific groups use the service but not necessarily differently to the general population
	Council employees	Y	Employees would not be working the same level of OOH and would no longer be in receipt of the 5% unsocial hours uplift to their salary.
	Other	Y	Partners such as police and Registered Social Landlords (RSLs)
4	Evidence, engagement and consultation (including from area partnerships,		

where relevant)

- 4.1** This savings proposal was part of the corporate consultation feedback web form. No responses have been received from this source.

Proactively officers have individually contacted a number of partners, other council departments and service users.

Type	Meeting	Date	18/11/16
Audience	Police		
Protected characteristics	No		
Feedback			
See below			

Type	Meetings & Emails	Date	Various up to 9/12/16
Audience	RSLs		
Protected characteristics	Their clients have various, including age, gender, disability		
Feedback			
See below			

Type	Meeting	Date	Various up to 9/12/16
Audience	Adult social Care		
Protected characteristics	Their clients have various, including age, gender, disability		
Feedback			
See below			

Type	Phone calls	Date	Various up to 9/12/16
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	Audience	Members of the public
	Protected characteristics	Not recorded – clients are drawn from full range of population
	Feedback	
	See below	
4.2	Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)	
	<p>. These consultation responses can be summarised as:</p> <ul style="list-style-type: none"> • POLICE felt that there is a need to still provide some OOH provision, particularly where partnership working is required and that there is a need for calls to be taken within the council to mitigate against an increase in calls to the police on a matter they do not routinely deal with. They raised the fact that communication to the public of the change to the service would be essential. • RSLs overall were supportive of the proposal. WHG is moving to a similar approach and some of the smaller RSLs took the opportunity to seek more engagement and partnership working with the service. • ADULT SOCIAL CARE could not see a problem with the proposal as vulnerable adults would still be picked up and an appropriate plan put in place to deal with any problems they had. The removal of the on call service at weekends leaves the position the same as it is on other nights. • SERVICE USERS Officers attempted to telephone 27 people who had used any of the services of the Community Protection team over the last 2 months, not just those who had used the OOH service. Managed to speak to 8. Of these 2 were against the proposed changes (1 couldn't think there was any other way of delivering the service and one hadn't been prepared to help themselves to facilitate action by the service so) , 5 were in favour of the proposals and 1 person didn't see the need for OOH service at all. • There are mixed views amongst the STAFF. The matter has been raised at team meetings, by team members before it was formed into a savings proposal. Some officers felt that the service was inefficient and there wasn't the volume of work to justify continuing the OOH rota in its current form. They said this knowing that they would personally lose the 5% unsocial hours payment but felt that it would be better to target interventions where and when they are needed. On the other hand some officers are very passionate about the service, particularly those that have worked on the former team that delivered it. They believe that it is a distinct benefit to deliver a rota based service as currently provided. One officer submitted a proposal that fewer staff could be paid to deliver OOH and thereby still make a saving and release others from this rota for other work. They suggest that 3 or 4 officers could deliver the OOH on a similar basis to before the redesign. • ELECTED MEMBERS – in addition to the corporate paperwork an email was sent to all elected members summarising the proposals and attaching the report paper. One 	

	<p>member requested some clarification on the proposal but there were no other.</p> <p>There is no information on the demographics of service users. A limited look at the complaint records indicates that some service users identify themselves as vulnerable in some respect. Usually due to a disability, age or health issue.</p>			
5	How may the proposal affect each protected characteristic or group? The effect may be positive, negative or neutral.			
	Characteristic	Effect	Reason	Action needed Y or N
	Age	Positive	A targeted service will be more responsive to all callers needs	N
	Disability	Positive	A targeted service will be more responsive to all callers needs	N
	Gender reassignment	Positive	A targeted service will be more responsive to all callers needs	N
	Marriage and civil partnership	Positive	A targeted service will be more responsive to all callers needs	N
	Pregnancy and maternity	Positive	A targeted service will be more responsive to all callers needs	N
	Race	Positive	A targeted service will be more responsive to all callers needs	N
	Religion or belief	Positive	A targeted service will be more responsive to all callers needs	N
	Sex	Positive	A targeted service will be more responsive to all callers needs	N
	Sexual orientation	Positive	A targeted service will be more responsive to all callers needs	N
	Other (give detail)			
	Further information			
6	Does your proposal link with other proposals to have a cumulative affect on particular equality groups? If yes, give details below.			(Delete one) No
7	Which justifiable action does the evidence, engagement and consultation suggest you take? (Bold which one applies)			
	A	No major change required		
	B	Adjustments needed to remove barriers or to better promote equality		

	C	Continue despite possible adverse impact
	D	Stop and rethink your proposal

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
01-04-17	Improve data collection to monitor the targeted response on the protected groups to see if it has the intended positive impact.	Lorraine Boothman	01-04-17 and then quarterly	

Update to EqlA	
Date	Detail

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Ref No 40 Cease or charge for elements of pest control		
Directorate	Economy and Environment		
Service	Public Health		
Responsible Officer	Dr Barbara Watt		
EqIA Author	David Elrington/Paul Rooney		
Proposal planning start	October 2016	Proposal start date (due or actual)	April 2017

1	What is the purpose of the proposal?		Yes / No	New / revision
	Policy		Y	New
	Procedure			
	Internal service			
	External Service		Y	
	Other - give details			
2	What are the intended outcomes, reasons for change? (The business case)			
	The service is looking at the way in which it charges for elements of pest control including identifying other ways of generating income. The service is also seeking to review the way in which pest control services operate including targeted proactive visits to areas of high infestation based on intelligence from residents and partner agencies.			
3	Who is the proposal potential likely to affect?			
	People in Walsall	Yes / No	Detail	
	All	Y	Pest Control is a ubiquitous service used to varying degrees across the Borough. Analysis of data has previously shown the main areas of demand are in the central band of Walsall South, North Walsall and Bloxwich suggesting there will be a greater impact on those in deprived areas with low income or on benefits should a decision be made to increase income generation from all aspects of the service	
	Specific group/s			
	Council employees			
	Other			

4	Evidence, engagement and consultation (including from area partnerships, where relevant)
4.1	<p>Proposal to introduce a flat fee of £20 for the treatment rats, mice, bedbugs and cockroaches.</p> <p>Thirty three targeted service users were consulted by telephone. A large majority of 85% (28) agreed with the proposal. 15% (5) disagreed with it.</p> <p>Views expressed by those in agreement with the proposal included:</p> <ol style="list-style-type: none"> 1 The charge is fair 2 Pensioners and a single parent stated that they would be able to afford to pay for the service if they required it. 3 Surprise that the current service is provided free of charge. 4 The proposals would not have a negative impact on them. 5 The proposed charges are less than those charged by private companies and that it is not possible to “self-treat” an infestation yourself more cheaply. <p>Views expressed by those who disagreed with the proposal included:</p> <ol style="list-style-type: none"> 1 Those on low income should be entitled to a free service. 2 They cannot afford to pay £20 for the service. 3 Complaints about the Council including “I am already hit by Council cuts” and “low income families should not subsidise expensive consultants employed by the Council”. <p>Proposal to introduce a flat fee of £35 for the treatment of other pests including wasps, ants and fleas instead of the current charges of £27 for those on low income/benefits and £48 for everyone else</p> <p>Thirty three targeted service users were consulted by telephone. A large majority of 88% (29) agreed with the proposal, 9% (3) disagreed with and 3% (1) were unsure about the proposal</p> <p>Views expressed by those who agreed with the proposal included:</p> <ol style="list-style-type: none"> 1 The proposed charge would have no impact on them. 2 The proposed charge is still cheaper than charged by private contractors 3 If the infestation is sorted out there is no problem with paying this charge. 4 Compliments about the value of the service that has been delivered. <p>Views expressed by those who disagreed with the proposal included:</p> <ol style="list-style-type: none"> 1 The charge of £35 is too expensive. 2 Further costs would not be welcome because of health problems and the need to provide for their family. 3 Inflated salaries of higher Council management could be redirected to this service. <p>Proposal to provide a free service which involves working in a more targeted and joined up way with partners, in cases where there are infestations of mice, rats, bedbugs and cockroaches in multiple neighbouring properties/gardens</p>

Thirty three targeted service users were consulted by telephone. A large majority of 91% (30) agreed with the proposal, 6% (2) disagreed with and 3% (1) were unsure about the proposal

Views expressed by those who agreed with the proposal included:

- 1 It is a good approach because it reduces problems in neighbouring properties and prevents the recurrence of long-term problems.
- 2 The approach is a good way of resolving infestations which are due to somebody else who is not prepared to pay.
- 3 It is pointless treating an individual property when the whole block is affected.
- 4 Education should be incorporated into the proposal to prevent problems
- 5 It is more cost effective for the Council and saves money.

Views expressed by those who disagreed with the proposal included:

- 1 Adopting this approach could cause long waiting times for other pest control services.
- 2 Commercial premises should be entitled to a free service.
- 3 Areas outside of targets should also be “blanket” treated and appropriate charges made.

Four major Registered Social Landlords were consulted in writing about the above proposals. Only one response has been received from them which expressed concerns that the introduction of flat rate charges for those on benefits would have an impact on their tenants, particularly around rats and mice, as their tenants live in a deprived area. However, the responding RSL also welcomed the opportunity to work in conjunction with the Council on such issues.

Type	Telephone Consultation	Date	Dec 2016
Audience	Previous users of the pest control service		
Protected characteristics	Not identified or targeted specifically		
Feedback			
As above in 4.1			

Type	Written Consultation	Date	Dec 16
Audience	Registered Social Landlords		
Protected characteristics	None		
Feedback			
Four major Registered Social Landlords were consulted in writing about the above proposals. Only one response has been received from them which expressed			

	<p>concerns that the introduction of flat rate charges for those on benefits would have an impact on their tenants, particularly around rats and mice, as their tenants live in a deprived area. However, the responding RSL also welcomed the opportunity to work in conjunction with the Council on such issues.</p>		
4.2	Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)		
	<p>Thirty three targeted service users were questioned by telephone about proposed changes to the Pest Control service including:</p> <ol style="list-style-type: none"> 1 The introduction of a flat fee of £20 for the treatment rats, mice, bedbugs and cockroaches. 2 The introduction of flat fee of £35 for the treatment of other pests including wasps, ants and fleas instead of the current charges of £27 for those on low income/benefits and £48 for everyone else 3 The provision of a free service which involves working in a more targeted and joined up way with partners, in cases where there are infestations of mice, rats, bedbugs and cockroaches in multiple neighbouring properties/gardens. <p>The questions were aimed at establishing agreement/disagreement with the proposals and the potential impact of their implementation. In all cases there was a large majority of service users who agreed with the proposals outlined in 1-3 above. 85%, 88% and 91% of service users stated that they agreed with proposals 1, 2 and 3 respectively. Comments made by the service users in response to the questionnaire were analysed and also demonstrated widespread agreement with the proposals and a low level of concern about the implementation of the proposals.</p> <p>Four Registered Social Landlords were also consulted in writing about the above proposals. Only one response was received from a RSL which expressed a concern that the introduction of flat rate charges could have an impact on their tenants who are on benefits particularly in relation to rats and mice.</p>		
5	How may the proposal affect each protected characteristic or group? The effect may be positive, negative or neutral.		
	Characteristic	Effect	Reason
	Age	Negative	The change to the charging regime will affect all residents however those on low income and elderly could be more adversely affected.
	Disability	Negative	The change to the charging regime will affect all residents however those on low income and with a disability could be more adversely affected.
	Gender reassignment	Neutral	The service is a universal offer with no unforeseen adverse impact.
	Marriage and civil partnership	Neutral	The service is a universal offer with no unforeseen adverse impact.

	Pregnancy and maternity	Neutral	The service is a universal offer with no unforeseen adverse impact.	N
	Race	Negative	The change to the charging regime will affect all residents however those on low income and living in deprived areas where ethnic minorities can be concentrated could be more adversely affected	Y
	Religion or belief	Neutral	The service is a universal offer with no unforeseen adverse impact.	N
	Sex	Neutral	The service is a universal offer with no unforeseen adverse impact.	N
	Sexual orientation	Neutral	The service is a universal offer with no unforeseen adverse impact.	N
	Other (give detail)	The proposed changes could have an adverse impact on people on low income. However, mitigation is built into the proposals in that Managers would retain the discretion to authorise the free treatment of pests where financial hardship, which would prevent the resolution of a matter of Public Health concern, has been demonstrated. Additionally, the proposals include the provision of a free targeted service where there are infestations of rats, mice, bedbugs and cockroaches in multiple neighbouring properties/gardens which offers mitigation in that the service is likely to be mainly directed at deprived areas.		Y
	Further information			
6	Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details below.			(Delete one) Yes
	This proposal by Adult Social Care to reduce investment in preventative or universal services (Saving Reference 77) could cumulatively affect vulnerable adults who are supported by Social Services and would require financial and social care assistance to resolve problems associated with infestations.			
7	Which justifiable action does the evidence, engagement and consultation suggest you take? (Bold which one applies)			
	A	No major change required		
	B	Adjustments needed to remove barriers or to better promote equality		
	C	Continue despite possible adverse impact		
	D	Stop and rethink your proposal		

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
1/4/17	Regularly monitor the impact of charges on service users including appeals for or grants of managers discretion in relation to hardship and health related concerns.	David Elrington/Paul Rooney	31/3/18	Monthly review initially to check impacts and amount of managerial discretion being allowed and reasons for this discretion.
1/4/2017	Consider publishing criteria on which discretionary decisions will be made.	David Elrington/Paul Rooney	31/3/18	Monthly review initially to check impacts and amount of managerial discretion being allowed and reasons for this discretion.

Update to EqlA	
Date	Detail

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Ref No 41 Reduce Drugs and Alcohol Services		
Directorate	Economy and Environment		
Service	Public Health		
Responsible Officer	Dr Barbara Watt		
EqIA Author	Adrian Roche		
Proposal planning start	26-10-2016	Proposal start date (due or actual)	01-04-2017

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy	yes	new
	Procedure		
	Internal service		
	External Service	yes	revision
	Other - give details		
2	What are the intended outcomes, reasons for change? (The business case)		
	<p>Public Health commissioners re-tendered the drug and alcohol treatment services in 2015 to implement an integrated service from a single lead provider agency. This was achieved whilst realising a £460,000 saving from the previous programme budget. To achieve the Council £86 million savings over the next 4 years (2016/17- 2019/20) Public Health is proposing that the drug and alcohol services contribute £893,000 to these savings.</p> <p>The business case for this proposed saving cannot be seen in isolation of all the other council saving proposals. The Council is being forced to make savings and the proposals are based on risk assessments. The proposal is that the drug and alcohol programme can achieve the savings whilst mitigating against the individual and cumulative risks to themselves and other Walsall residents.</p>		
3	Who is the proposal potential likely to affect?		
	People in Walsall	Yes / No	Detail
	All	Y	This is a universal service available to all Walsall residents.
	Specific group/s	Y	It is likely that groups with protected characteristics will be affected by the proposal. In particular service users with a diagnosed mental health problem (33%).

	Council employees		The services are available to all employees.																																	
	Other																																			
4	Evidence, engagement and consultation (including from area partnerships, where relevant)																																			
4.1	<p>The proposal has been extensively shared with existing providers of services, NHS services (CCG, GPs, Pharmacists, Mental Health and Hospital services) and with other stakeholders, police, probation, housing agencies and other departments within the local authority upon whom this proposal may impact.</p> <p>The recent procurement designed a shift in the emphasis of the service from a dominant clinical model, prescribing substitute medication, to a system more focused on psycho-social interventions seeking to support abstinence based recovery.</p> <p>The reduced funding for the service will reverse the balance of the service design to the core medical offer with fewer opportunities to offer non-medical recovery elements, unless they are supported by peer support and mutual aid elements.</p> <p>We are consulting with the service provider management, staff and service users. They are being asked to respond to the proposed savings by informing us what elements of the existing service they most value. It will be these elements that the commissioners will attempt to protect in designing the alternative service with the reduced budget.</p> <table><tr><td>Type</td><td>Face to Face with service users</td><td>Date</td><td>6/12/16, 7/12/16 and 8/12/16</td></tr><tr><td>Audience</td><td colspan="3">Random selection of Service Users as they attended the service</td></tr><tr><td>Protected characteristics</td><td colspan="3">Not specifically targeted but included men and women, ages ranging from 25-50 including white, Asian, black and mixed heritage ethnicities.</td></tr><tr><td colspan="4">Feedback</td></tr><tr><td colspan="4">Included in 4.2 below</td></tr></table> <table><tr><td>Type</td><td>Written consultation</td><td>Date</td><td>Month of November 2016</td></tr><tr><td>Audience</td><td colspan="3">A wide range of partner agencies as stakeholders or providers of health, housing, social care and criminal justice services.</td></tr><tr><td>Protected characteristics</td><td colspan="3">Consultation comments were from organisations so none of the equality legislation protected characteristics were identified</td></tr></table>				Type	Face to Face with service users	Date	6/12/16, 7/12/16 and 8/12/16	Audience	Random selection of Service Users as they attended the service			Protected characteristics	Not specifically targeted but included men and women, ages ranging from 25-50 including white, Asian, black and mixed heritage ethnicities.			Feedback				Included in 4.2 below				Type	Written consultation	Date	Month of November 2016	Audience	A wide range of partner agencies as stakeholders or providers of health, housing, social care and criminal justice services.			Protected characteristics	Consultation comments were from organisations so none of the equality legislation protected characteristics were identified		
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	specifically.										
	Feedback										
	Included in 4.2 below.										
4.2	Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)										
	<p>Partner agency responses;</p> <ol style="list-style-type: none"> 1. Walsall Council Health Scrutiny Panel has expressed concerns that drug and alcohol treatment services should remain a priority for the Council in recognition of the impact addiction can have on individuals, families and communities. 2. Walsall CCG Governing Body (Board) has raised concerns about the potential additional demand on primary care and hospital services. 3. CRC (probation Service) have expressed concern that the range of services available to offenders on court mandated treatment orders will be reduced and will create a demand on related support services in mental health and housing. 4. West Midlands Police has expressed concerns how the reduced drug and alcohol support services will impact upon access to services, coordination at the critical stages in the criminal justice system of arrest, court and prison potentially increasing antisocial behaviour and crime in Walsall. <p>Service User's Demographics(n= 44)</p> <p>Gender; Male 45% Female 55%</p> <p>Ethnicity; 64% White, 18% Asian, 12% Dual Heritage and 5% Black</p> <p>Religion; 46% Christian, 7% Muslim, 7% Sikh and 4% Buddhist and 40% no religion</p> <p>Age ranges; 24% under 30, 52% between 30-50 and 24% over 50</p> <p>Service User's comments are captured under the following categories;</p> <ol style="list-style-type: none"> 1. The prescribing of medication and support from key workers were the most valued services. 2. Easy access with no waiting times 3. Suggestions of additional help were in areas of mental health counselling, benefits and housing advice. <p>The consequences of a reduced access to service (or a service that had a waiting time) was frequently associated with an increased risk of offending and crime.</p>										
5	<p>How may the proposal affect each protected characteristic or group? The effect may be positive, negative or neutral.</p> <table> <tr> <th>Characteristic</th><th>Effect</th><th>Reason</th><th>Action needed Y or N</th></tr> <tr> <td>Age</td><td>Negative</td><td>The service will continue to offer a range of age appropriate services across the young people and adult range but any reduction</td><td>Y</td></tr> </table>			Characteristic	Effect	Reason	Action needed Y or N	Age	Negative	The service will continue to offer a range of age appropriate services across the young people and adult range but any reduction	Y
Characteristic	Effect	Reason	Action needed Y or N								
Age	Negative	The service will continue to offer a range of age appropriate services across the young people and adult range but any reduction	Y								

			in the budget will impact upon young people due to the immediate demand and complex needs from adult service users.	
	Disability	Negative	The service is a universal offer but there are 33% of the service users have a mental health diagnosis and 10% are registered disabled.	Y
	Gender reassignment	Neutral	The service is a universal offer with no unforeseen adverse impact.	N
	Marriage and civil partnership	Neutral	The service is a universal offer with no unforeseen adverse impact.	N
	Pregnancy and maternity	Negative	Substance misuse has significant impact on pregnancy and the unborn child. The treatment service specifies a referral pathway with hospital midwifery services and has a dedicated role to coordinate this service. 27% of the service users are female with 13% being pregnant.	Y
	Race	Neutral	The service is a universal offer with no unforeseen adverse impact. Although with 12% of service users from BME communities it is important to monitor service access.	Y
	Religion or belief	Neutral	The service is a universal offer with no unforeseen adverse impact.	N
	Sex	Negative	Male steroid using clients accessing existing needle exchange programme will be screened and where appropriate referred into treatment.	Y
	Sexual orientation	Neutral	Impact of emerging stimulant and psycho-active substances will be monitored under the remit of the new service.	Y
	Other (give detail)	There is emerging evidence of Eastern European street drinking in some communities, which is		

		being seen as anti-social behaviour, which would benefit from a targeted response.	
	Further information		
6	Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details below.		Yes
	The service users are a particular vulnerable group who present with multiple problems. The cumulative impact upon those with mental health problems and pregnant service users will require regular monitoring and vigilance.		
7	Which justifiable action does the evidence, engagement and consultation suggest you take? (Bold which one applies)		
	A	No major change required	
	B	Adjustments needed to remove barriers or to better promote equality	
	C	Continue despite possible adverse impact with adjustments implement year 1 and 2 proposals, rethink year 3 proposal	
	D	Stop and rethink your proposal	

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
01-04-17	Monitor the impact of any service remodelling and prioritise prevention services for vulnerable young people.	Adrian Roche	01-04017 Monitor Quarterly	
01-04-17	Monitor the impact of any service remodelling on service users with a dual diagnosis and forge partnerships with mental health specialist services.	Adrian Roche	Monitor Quarterly	
01-04-17	Retain the specialist maternity service for pregnant women in any service redesign.	Adrian Roche	Monitor Quarterly	
01-04-17	Monitor any change in the access to service from BME communities to make sure any service remodelling doesn't disproportionately impact upon these groups.	Adrian Roche	Monitor Quarterly	
01-04-17	Monitor any change in access to service from steroid users to make sure any service remodelling doesn't	Adrian Roche	Monitor Quarterly	

	disproportionately impact upon this group.			
01-04-17	Work with Area managers and locality teams, where resources allow, supporting targeted work with Eastern European street drinkers.	Adrian Roche	Monitor Quarterly	
01-04-17	Encourage the specialist drug and alcohol service to utilise, where appropriate, local voluntary sector agencies to deliver elements of the service.	Adrian Roche	Monitor Quarterly	

Update to EqIA	
Date	Detail

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Ref No 46 Cease adult weight management services		
Directorate	Economy and Environment		
Service	Public Health		
Responsible Officer	Dr Barbara Watt		
EqIA Author	Susie Gill/Dr Paulette Myers		
Proposal planning start	October 2016	Proposal start date (due or actual)	April 2017

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy	Y	New
	Procedure		
	Internal service		
	External Service	Y	
	Other - give details		
2	What are the intended outcomes, reasons for change? (The business case)		
	<p>To achieve the Council £86 million savings over the next 4 years (2016/17- 2019/20) Public Health are proposing cease all adult weight management services from April 2017.</p> <p>If the proposal is approved, no commissioned services will be available for the population. To mitigate the impact of this, we will promote healthy lifestyle messages and self help tools in relation to diet and physical activity through our current lifestyle service "One You Walsall". This will assist residents to lose and maintain their weight independently, sign post them to other organisations that can help with weight management and direct them to the range of physical activity provision across the borough.</p>		
3	Who is the proposal potential likely to affect?		
	People in Walsall	Yes / No	Detail
	All	No	
	Specific group/s	Y	<p>Adults over 16 years accessing any of the Walsall Weight Management Programmes with a BMI ≥ 30 (≥ 27.5 South Asian patients). People at the greatest risk include:</p> <ul style="list-style-type: none"> • The most economically deprived • Black and African Caribbean communities

			<ul style="list-style-type: none"> • South Asian Communities • Older people • People with disabilities
	Council employees	Y	Services are currently provided for overweight clients who live or work in Walsall.
	Other		
4	Evidence, engagement and consultation (including from area partnerships, where relevant)		
4.1	<p>Obesity remains a challenge in Walsall, in line with national trends; Walsall's population continues to become increasingly overweight and obese. With almost 70% of the adult population classed as overweight or obese (2015). Obesity is associated with many chronic diseases including diabetes, coronary heart disease and some cancers. Obesity threatens the health and well-being of individuals and places a burden on public resources in terms of health costs, on employers through lost productivity and on families because of the increasing burden of long-term chronic disability. Estimated annual Social Care costs of obesity to the Council are £1,702,620.</p> <p>Obesity does not affect all groups equally and is more common in people in deprived areas, older people, some black and minority ethnic groups and people with disabilities.</p> <p>In adults the association is stronger in women than men. Nationally the prevalence of obesity in women falls from 31% in the lowest income quintile to 19% in the highest income quintile.¹</p> <p>Nationally the prevalence of obesity is higher among women of Black Caribbean (25.5%), Black African (31.6%), and Pakistani ethnicities (26.2%), compared to the other ethnic groups with Bangladeshi men having the lowest prevalence(11.5%).</p> <p>Data from the Health Survey for England (HSE) show that obesity rates among adults with a long-term limiting illness or disability (LLTI) are 57% higher than adults without a LLTI.² Over 80% of people with a serious mental illness are overweight or obese³ and according to a study conducted by Luppino, (2010), depressed persons had a 58% increased risk of becoming obese.⁴</p> <p>A full consultation has been undertaken through face to face and online methods with existing providers, Walsall Healthcare Trust and Heartcare and with key stakeholders including the Clinical Commissioning Group, Walsall Disability Forum and GPs, service users and the public. We received a total of 345 responses.</p>		

¹ Healthy Survey for England 2012

² Gattineau, M, Hancock C, Dent, M. Adult disability and obesity. Oxford: National Obesity Observatory, 2013.

³ National Institute of Mental Health (2013) NIH Study Shows People with Serious Mental Illnesses Can Lose Weight, March 21, 2013

⁴ Luppino, F. et al (2010) Overweight, obesity, and depression: a systematic review and meta-analysis of longitudinal studies. Archives of General Psychiatry 2010;67(3):220-9.

	Type	Group consultation	Date	8/11/16
	Audience	Walsall Disability Forum		
	Protected characteristics	Residents with disabilities		
	Feedback			
	18 Responses stated they did not agree with the proposal. Comments: “they are important people need to look after themselves – to save people’s lives”			
	Type	Face to face questionnaire	Date	
	Audience	Service users and targeted members of the public		
	Protected characteristics	<ul style="list-style-type: none">• Age: 122 (41%) Over 55• Female: 178 (59%) female• Disabilities: 34 (11%)		
	Feedback			
	At least 57% of respondents over the age of 55 years of age stated the proposal would have a big or some impact on them. At least 63% of respondents across the longstanding illness or disability categories either stated the proposal would have some or a big impact on them. Over 89 % of respondents with a mental health illness said it would have a big or some impact on them. At least 80% of female respondents stated the proposal would have a big or some impact on them.			
4.2	Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)			
	Consultation with existing providers, service users, targeted members of the public and key stakeholders collated 317 responses of which: <ul style="list-style-type: none">• 63 (20%) were service users• 5 (2%) represented existing providers• 2 (1%) represented key stakeholders• 247 (78%) were from the public			

302 respondents stated their demographics:

Gender

- 178 (59%) female
- 124 (41%) male

Ethnicity

- 224 (74%) White
- 54 (18%) Asian
- 24 (8%) any other background

Age

- 179 (59%) Under 55
- 122 (41%) Over 55

Longstanding illness or disability

- 134 (44%) Yes
- 166 (55%) No

302 Respondents were asked a number of questions face to face of which:

- 25 (8%) respondents strongly or somewhat agreed with the proposal.
- 44 (15%) neither agreed nor disagreed.
- 248 (78%) somewhat or strongly disagreed with the proposal.

Respondents were also asked to what extent would the removal of weight management service impact on them:

- 186 (62%) stated it would have a big or some impact.
- 21 (7%) little impact.
- 95 (32%) no impact.

At least 63% of respondents across the longstanding illness or disability categories either stated the proposal would have some or a big impact on them. Over 89 % of respondents with a mental health illness said it would have a big or some impact on them.

At least 80% of female respondents stated the proposal would have a big or some impact on them.

Respondents also stated how they would get support to lose weight if this service was unavailable:

- 51 (17%) I don't want/need to lose weight
- 59 (20%) Talk to GP
- 17 (6%) Talk to Nurse
- 9 (3%) Talk to Health visitor
- 27 (9%) Join exercise / walking groups

- 34 (11%) Join diet group (slimming world, weight watchers)
- 47 (16%) Join a gym or leisure centre
- 15 (5%) Do nothing
- 31 (10%) Don't know
- 88 (29%) Other

Lastly they were asked is there anything that keeps you from accessing other services, such as talking to a health professional or joining a group (more than one category was chosen by some respondents).

- 24 (10%) Not enough time
- 59 (24%) Cost/Money
- 5 (2%) no childcare
- 66 (26%) Not interested
- 127 (51%) other

Additionally through the Councils corporate consultation process 9 responses were collated of which 8 stated they did not agree with the proposal and 1 agreed with some concerns. A further 18 respondents collated via the Walsall Disability Forum stated they did not agree with the proposal.

Service users' comments include:

"I was at this time a blue badge holder. After I ended the course I was able to walk greater distances without getting out of breath (the furthest being 7 miles!) and I consequently do not need the blue badge any more. My whole diet has changed and I eat more healthily than ever."

"I have not only worked for over 25 years in the NHS but now find myself a patient with the Manor Hospital Weight Management clinic. I have now lost over 2.5 stones with this clinic. Making full use of the expert advice and the excellent exercise and support on offer has made all the difference in my battle"

Key stakeholders' responses included from a GP and the Clinical Commissioning Group:

"This has been an excellent service that we have used as a practice to great effect. The cessation of this service will mean the remaining option for a lot of these patients in the future will be bypass surgery. This is indeed a much more expensive prospect."

"Tier 1 and 2 adult weight management programmes are an important component of the NICE recommended pathway for overweight and obese patients. Removing these services would potentially result in an increase in demand for more specialist and costly hospital services, including bariatric surgery."

Existing provider's response:

- 50% of patients referred to the programme have originally been referred to the cardiac rehabilitation programme

	<ul style="list-style-type: none"> ➤ Average weight loss is 6.4 kg ➤ Our performance indicators for 2016/17 show that we have exceeded or were near all of the targets set, with the majority of patients having improved physical activity and dietary patterns with some showing improvements in secondary health outcomes such as blood pressure and cholesterol and psychosocial health. This can only reduce the impact on the NHS. <p>Overall, of the 345 responses received through all channels, 25 respondents agreed with the proposal.</p>		
5	How may the proposal affect each protected characteristic or group? The effect may be positive, negative or neutral.		
	Characteristic	Effect	Reason
			Action needed Y or N
	Age	Negative	Obesity does not affect all groups equally and is more common in older people. This service is accessed predominantly by residents over 50 years of age.
	Disability	Negative	Obesity does not affect all groups equally and is more common in people with disabilities
	Gender reassignment	Neutral	The service is a universal offer with no unforeseen adverse impact.
	Marriage and civil partnership	Neutral	The service is a universal offer with no unforeseen adverse impact.
	Pregnancy and maternity	Neutral	The service is a universal offer with no unforeseen adverse impact.
	Race	Negative	Obesity does not affect all groups equally and is more common in some BME groups. Nationally the prevalence of obesity is higher among women of Black Caribbean (25.5%), Black African (31.6%), and Pakistani ethnicities (26.2%), compared to the other ethnic groups with Bangladeshi men having the

			lowest prevalence(11.5%).	
	Religion or belief	Neutral	The service is a universal offer with no unforeseen adverse impact.	N
	Sex	Negative	Obesity does not affect all groups equally and is more common in women in deprived areas. The service is predominantly (75%) accessed by women.	Y
	Sexual orientation	Neutral	The service is a universal offer with no unforeseen adverse impact.	N
	Other (give detail)			
	Further information			
6	Does your proposal link with other proposals to have a cumulative affect on particular equality groups? If yes, give details below.			(Delete one) Yes
	The residents accessing this service present with a number of issues related to health and the wider determinants of health e.g. long term illnesses, mental health, disability and economic deprivation.			
7	Which justifiable action does the evidence, engagement and consultation suggest you take? (Bold which one applies)			
	A	No major change required		
	B	Adjustments needed to remove barriers or to better promote equality		
	C	Continue despite possible adverse impact		
	D	Stop and rethink your proposal		

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
01-04-16	Monitor any negative impact on the protected groups as a result of stopping the service.	Susie Gill/Dr Paulette Myers	.	
01-04-16	Annual monitoring of changes in the health trends of the protected groups through the Joint Strategic Needs Assessment.	Susie Gill/Dr Paulette Myers		
01-04-16	Promote healthy lifestyle messages and self help tools in relation to diet and physical activity through our current lifestyle service "One You Walsall".	Susie Gill/Dr Paulette Myers		
01-04-16	Assist residents to lose and maintain their weight independently, sign post them to other organisations that can help with weight management and direct them to the range of physical activity provision across the borough.	Susie Gill/Dr Paulette Myers		

Update to EqIA	
Date	Detail

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Ref No 47 Reduction of Public Health Stop Smoking Services		
Directorate	Economy and Environment		
Service	Public Health		
Responsible Officer	Dr Barbara Watt		
EqIA Author	Dr Paulette Myers		
Proposal planning start	October 2016	Proposal start date (due or actual)	April 2017

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy	Y	New
	Procedure		
	Internal service		
	External Service	Y	
	Other - give details		
2	What are the intended outcomes, reasons for change? (The business case)		
	To achieve the Council £86 million savings over the next 4 years (2016/17- 2019/20) this proposal is to reduce smoking cessation services (except for support to pregnant women) by 2019.		
	<p>2.1 Walsall Stop Smoking Services are commissioned by Public Health. These services help to reduce the number of smokers by providing evidence-based treatment and behavioural support to smokers making quit attempts. With this specialised support, people initially successfully quit smoking for up to 12 weeks with the anticipation that many of these service users will permanently stop smoking. As a result, they will have reduced levels of smoking-related illness, disability, premature death, health inequality and will protect their families from the effects of second-hand smoke. This proposal is to reduce the Stop Smoking Support available.</p> <p>2.2 The proposed savings of £200,000 in 2017/18, followed by a further saving of £200,000 in 2018/2019 will be achieved by reducing the stop smoking support available. This equates to a 50% reduction in spend. A reduced service will require a re-configuration which may be achieved by negotiating reduced provision of service via contractual extension with current providers or may require a re-tendering. If re-tendering is required this will result in the stop smoking services ceasing until this re-procurement is completed.</p>		

3	Who is the proposal potential likely to affect?		
	People in Walsall	Yes / No	Detail
	All	Y	This is a universal service for all eligible residents across the borough.
	Specific group/s	Y	Smoking does not affect all groups equally. It is likely that those from lower social economic groups; men; children; BME Communities; people with long term conditions, those with mental health conditions, and people with a disability would be more affected.
	Council employees	Y	Services are currently provided for those who live or work in Walsall.
	Other		
4	Evidence, engagement and consultation (including from area partnerships, where relevant)		
4.1	<p>The prevalence of smoking in Walsall is higher than the West Midlands and England.</p> <p>Smoking is the single greatest cause of illness and premature death in Walsall. It is the single biggest modifiable risk factor for cancer and heart disease and a major causative factor for lung cancer, cardiovascular disease and respiratory diseases, such as Chronic Obstructive Pulmonary Disease (COPD). The harm from smoking is multiplied in people with long term illnesses e.g. diabetes.</p> <p>Children are at particular risk from second-hand smoke from adults' smoking. Adverse health effects include pneumonia and bronchitis, aggravation of asthma, ear infections and low birth weight. At age 15 years, in the Black Country, 10% of children are regular smokers.</p> <p>The prevalence in those with severe mental illness is much higher than in the general population of smokers and this contributes to a 15 year shorter life expectancy. Smoking rates in Eastern European populations are noted to be significantly higher than in other UK populations.</p> <p>You are 4 times more likely to quit smoking by using a stop smoking service. With a reduction in service there will be reduced support to local residents wishing to use evidence based stop smoking services.</p> <p>Stop Smoking services are fundamental to supporting the most vulnerable to improve their health and to reducing health inequalities. The cost of tobacco represents a higher proportion of household income amongst poorer smokers, meaning that their tobacco use not only damages people's health but also contributes to trapping people in poverty. (NCSCT, Stop Smoking Services and Health Inequalities)</p> <p>Each year in Walsall it is estimated that smoking costs approx £70.6m, £1,798 per smoker per year. Of this £70.6m,</p>		

- Early deaths due to smoking result in 1,061 years of lost productivity, this costs the economy approx £18m
- Smoking breaks in Walsall cost an estimated £28.7m
- Local businesses lose approx. 53, 941 days of productivity each year due to smoking related sick days. This costs about £5m
- Total costs to the NHS are about £11.6m
- Local Authority costs about £3.4m as a result of additional social care required later in life due to smoking related illnesses
- There are approximately 17 smoking related fires at a cost of approximately £2m
- There are 27 tonnes of waste annually from 159m filtered cigarettes smoked. Of this, more than 6 tonnes is discarded as street litter and must be collected by LA street cleaning services.

The impact would likely be greatest on:

- Those with long term conditions, children of people that smoke, those from BME communities and those with mental health conditions.
- The wider public and business community that benefit from the positive outcomes of a reduction in those smoking

Type	Written consultation with partner agencies, stakeholders and provider agencies.	Date	Month of November 2016
Audience	Partner agencies and stakeholders		
Protected characteristics	None noted.		
Feedback			
Included in 4.2 below			

Type	Face to Face	Date	16/12/16
Audience	6 service provider agencies		
Protected characteristics	None noted		
Feedback			
Included in 4.2 below			

	Type	Group consultation with 33 people.	Date	8 & 23/11/16
	Audience	Walsall Disability Forum		
	Protected characteristics	Residents with disabilities		
	Feedback			
	Raised concerns about how to access information in the future about how to quit smoking.			
4.2	Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)			
	<p>Consultation has been undertaken through the Council’s corporate consultation, as well as through individual discussions with the smoking cessation service providers. In addition, stakeholder organisations across Walsall have been invited to participate in the LA consultation process. There has been a total of 12 responses. The main comments are listed below. All respondents disagreed with the proposal.</p> <p>They considered that it was short sighted to save money now in this service as there would be long term costs to the NHS and Social Care. Respondents suggested that it was important to retain a quality service which delivers the outcomes required for Walsall. Other comments were that reducing these services would have a hugely negative impact on the health of Walsall residents.</p> <p>Mitigations</p> <p>Some practical ideas were offered, for example, introducing online support for those wishing to quit smoking, reducing the tariff paid for achieving quits.</p> <p>Although group sessions have been mentioned, these are not popular with people in Walsall.</p> <p>Suggestion to find external sources of funding in order to keep the stop smoking services. This included asking primary care organisations to pay for nicotine replacement therapy and other costs. Suggesting finding other organisations to pay for stop smoking services.</p>			
5	How may the proposal affect each protected characteristic or group? The effect may be positive, negative or neutral.			
	Characteristic	Effect	Reason	Action needed Y or N
	Age	Negative	Children are at particular risk from adults’ smoking.	Y
	Disability	Negative	People with existing long term conditions e.g. diabetes, mental illness have a higher risk of harm from smoking.	Y

	Gender reassignment	Neutral	The service is a universal offer with no unforeseen adverse impact.	N
	Marriage and civil partnership	Neutral	The service is a universal offer with no unforeseen adverse impact.	N
	Pregnancy and maternity	Positive	The re-modelled service will retain a targeted service for pregnant women.	N
	Race	Negative	There is a higher prevalence of smoking in certain BME communities and this results in higher levels of heart and lung disease and other disorders.	Y
	Religion or belief	Neutral	The service is a universal offer with no unforeseen adverse impact.	N
	Sex	Negative	There is a higher prevalence of smoking in men and this results in higher levels of heart and lung disease and other disorders.	Y
	Sexual orientation	Neutral	The service is a universal offer with no unforeseen adverse impact.	N
	Other (give detail)			
	Further information			
6	Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details below.			(Delete one) Yes
	The residents accessing this service present with a number of issues related to health and the wider determinants of health e.g. long term illnesses, mental health, disability and economic deprivation.			
7	Which justifiable action does the evidence, engagement and consultation suggest you take? (Bold which one applies)			
	A	No major change required		
	B	Adjustments needed to remove barriers or to better promote equality		
	C	Continue despite possible adverse impact		
	D	Stop and rethink your proposal		

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
01-04-16	Monitor any negative impacts upon targeted groups; young people, people with long term conditions, BME groups and men as a result of this reduced investment and reduction in the range and scope of the services.	Dr. Paulette Myers	.	
01-04-16	Annual reviews of national smoking trend data to be included in the annual refresh of the Joint Strategic Needs Assessment	Dr. Paulette Myers		

Update to EqIA	
Date	Detail

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Ref No 50 Reduce scope of infection control service		
Directorate	Public Health		
Service	Infection prevention and Control Service		
Responsible Officer	Dr Barbara Watt		
EqIA Author	Mandy Beaumont		
Proposal planning start	October 2016	Proposal start date (due or actual)	April 2018

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy	Y	New
	Procedure		
	Internal service		
	External Service	Y	
	Other - give details		
2	What are the intended outcomes, reasons for change? (The business case) Potential savings would be achieved by reducing the scope of the service. Walsall council commissioned two elements of an infection prevention service – community and acute. As part of an effort to achieve a £133,000 savings in 2014. Walsall Healthcare Trust was requested to pick up the funding of the acute service as part of their responsibilities under the Health and Social Care Act 2008.		
3	Who is the proposal potential likely to affect?		
	People in Walsall	Yes / No	Detail
	All	Y	This is a universal service available to all Walsall residents.
	Specific group/s	Y	It is likely that groups with protected characteristics will be affected by the proposal.
	Council employees	Y	The services are available to all employees.
	Other		

4	Evidence, engagement and consultation (including from area partnerships, where relevant)				
4.1	The reduced funding for this service will mean that key elements of this service (e.g. audit, advice, policy, outbreak support, education and training) can no longer be offered free of charge to all Dentists and GPs across the Borough. The proposal has been shared with existing providers of the service, GPs and Dentists in receipt of the service and other stakeholders upon whom this proposal may impact. Consultees have been asked to respond to the proposed savings by informing us of what element of the service they most value and whether they would be willing to contribute financially to continue to receive these elements of infection prevention support. The design of the alternative service will be informed by this consultation				
	Type	Targeted questionnaire	Date	5-13 th December 2016	
	Audience	Recipients of the present service; Dental Surgeries and GP Surgeries.			
	Protected characteristics	Representatives gave organisational responses with no references to protected characteristics.			
	Feedback				
	Included in 4.2				
	Type	Telephone discussion	Date	5-13 th December 2016	
	Audience	Stakeholders; Care Quality Commission, Walsall Clinical Commissioning Group, Walsall Healthcare Trust			
	Protected characteristics	Representatives gave organisational responses with no references to protected characteristics			
	Feedback				
	Included in 4.2				
	4.2	Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)			
		Partner agency responses: General practitioners While the service is highly valued by general practices, challenging financial pressures within primary care has meant that general practices are unwilling to contribute financially to receive this service. Walsall Clinical Commissioning Group The findings of the audits are provided for the Primary care commissioning Board at the CCG and included in the individual GP dashboards. They provide an overview of the			

quality of infection prevention within GP surgeries in Walsall. The CCG have concerns about changes to this service and the assurance process it provides.

CQC

The annual audit results are always very useful to look at prior to their visits to general practices. As far as they are aware this service is provided free to GPs in other areas in the West Midlands.

Dentists

Dental practices find this service very helpful but there is a reluctance to pay for the service.

Walsall Healthcare Trust

As the provider of the service they have expressed concerns about being able to deliver a service of equivalent quality with less money.

The comments are captured under the following categories:

1. The infection prevention and control service is valued
2. There is a reluctance to pay for the service due to other recent financial demands on providers
3. The health economy overview of infection prevention standards within Walsall may be lost if the service becomes fragmented and providers seek infection prevention input from a range of provider agencies.

5	How may the proposal affect each protected characteristic or group? The effect may be positive, negative or neutral.			
	Characteristic	Effect	Reason	Action needed Y or N
	Age	Neutral	The impact of a decreased service will be felt proportionally across all populations groups.	N
	Disability	Neutral	The impact of a decreased service will be felt proportionally across all populations groups.	N
	Gender reassignment	Neutral	The impact of a decreased service will be felt proportionally across all populations groups.	N
	Marriage and civil partnership	Neutral	The impact of a decreased service will be felt proportionally across all populations groups.	N
	Pregnancy and maternity	Neutral	The impact of a decreased service will be felt proportionally across all populations groups.	N
	Race	Neutral	The impact of a decreased service will be felt proportionally across all populations groups.	N

	Religion or belief	Neutral	The impact of a decreased service will be felt proportionally across all populations groups.	N
	Sex	Neutral	The impact of a decreased service will be felt proportionally across all populations groups.	N
	Sexual orientation	Neutral	The impact of a decreased service will be felt proportionally across all populations groups.	N
	Other (give detail)			
	Further information	The commissioned infection prevention service is directed at supporting providers of primary care and dentists. The funding does not pay for direct patient care. The impact of a decreased service will be felt proportionally across all populations groups.		
6	Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details below.			(Delete one) No
7	Which justifiable action does the evidence, engagement and consultation suggest you take? (Bold which one applies)			
	A	No major change required		
	B	Adjustments needed to remove barriers or to better promote equality		
	C	Continue despite possible adverse impact		
	D	Stop and rethink your proposal		

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
1 st April 2017	Monitor the impact of the reduction in service on: Infection rates attributed to General Practice and Dental Practice <ul style="list-style-type: none"> CQC inspection results 	Dr Uma Viswanathan/Mandy Beaumont	Monitor quarterly	

Update to EqlA	
Date	Detail

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Ref No 51 Reduction in the Public Health Transformation Fund Investment in Domestic Abuse (DA)Services		
Directorate	Economy and Environment		
Service	Public Health		
Responsible Officer	Dr Barbara Watt		
EqIA Author	Claire Hammonds/Adrian Roche		
Proposal planning start	1 st April 2016	Proposal start date (due or actual)	April 2017

1	What is the purpose of the proposal?		Yes / No	New / revision
	Policy		Y	New
	Procedure			
	Internal service			
	External Service		Y	
	Other - give details			
2	What are the intended outcomes, reasons for change? (The business case)			
	<p>Accord Housing Association has stated that they can only deliver an emergency accommodation service for the reduced contract value £188,886 per annum. This will result in the loss of the floating support worker and children & young person worker. Children's Services Commissioned an Independent Domestic Violence Advocate (IDVA) service in April 2016, this should be used to support service users with Domestic Abuse (DA) risks that require support when moving on from the refuge/safe houses once the Floating Support service with Accord ends on 31.3.17. This will promote closer working arrangements between the two DA providers in Walsall streamline the DA pathway. Emergency accommodation staff will continue to support service users and their children, but there will not be a dedicated children and young person worker. However, the Council have submitted a cross authority bid to the Department of Communities and Local Government to secure 12 months funding for 2017/18 to give the current provider time to identify and secure long term funding. The Council will be notified of the outcome of this bid by March 2017.</p>			
3	Who is the proposal potential likely to affect?			
	People in Walsall	Yes / No	Detail	
	All	Y	This is a universal service available to all Walsall residents.	
	Specific group/s	Y	It is likely that groups with protected	

			characteristics will be affected by the proposal.																				
	Council employees	Y	The services are available to all employees.																				
	Other																						
4	Evidence, engagement and consultation (including from area partnerships, where relevant)																						
4.1	<table><tr><td>Type</td><td>Contract negotiations</td><td>Date</td><td>29.11.16 & 6.12.16</td></tr><tr><td>Audience</td><td colspan="3">Accord Housing Association – current provider</td></tr><tr><td>Protected characteristics</td><td colspan="3">All</td></tr><tr><td colspan="4">Feedback</td></tr><tr><td colspan="4"><p>Consultation as part of contract negotiations and future retender has taken place with Accord Housing Association (Accord HA). This contracted service ends on 31st March 2017 and will be retender during 2017/18. Due to the timescales involved and work pressures it is likely that the Council will issue a 6 month transitional contract for the period 1.4.17 to 30.9.17 on the reduced contract value £188,886 per annum. Accord HA has stated that they can only deliver an emergency accommodation service for this value if they removed the floating support service and remove the Children & Young Person’s worker. Accord HA will continue to deliver the emergency accommodation service during the transitional contract period but, have stated that they will only bid for the service if they feel that they can deliver a ‘safe’ service which will realistically mean reducing the number of units currently provided and that the tender is completed within the 6 month time frame. Accord HA like neighbouring domestic abuse refuge providers are taking more referrals that are presenting with complex needs (mental health and substance misuse issues which account for 51% of referrals). Walsall removed sleeping night staff in April 2014 which released a £50k saving but with the complexity of referrals increasing it presents the provider with management issues resulting in some referrals being refused if referrals cannot be managed safely. During 2015/16 140 victims were placed in the Walsall refuge/safe house, 52 (37% were in borough referrals) 88 (63% out of borough referrals). The newly commissioned service will require the provider to prioritise accepting referrals from Walsall referrers then our Black Country Councils to improve access to refuge placements across the Black Country. However, dedicated support to children and young people may be lost. Children’s Services Commissioned an Independent Domestic Abuse Advocacy service in April 2016, this should be used to support move on from the refuge/safe houses once the Floating Support service with Accord ends on 31.3.17. This will promote closer working arrangements between the two domestic abuse providers in Walsall streamline the DA pathway.</p></td></tr></table>			Type	Contract negotiations	Date	29.11.16 & 6.12.16	Audience	Accord Housing Association – current provider			Protected characteristics	All			Feedback				<p>Consultation as part of contract negotiations and future retender has taken place with Accord Housing Association (Accord HA). This contracted service ends on 31st March 2017 and will be retender during 2017/18. Due to the timescales involved and work pressures it is likely that the Council will issue a 6 month transitional contract for the period 1.4.17 to 30.9.17 on the reduced contract value £188,886 per annum. Accord HA has stated that they can only deliver an emergency accommodation service for this value if they removed the floating support service and remove the Children & Young Person’s worker. Accord HA will continue to deliver the emergency accommodation service during the transitional contract period but, have stated that they will only bid for the service if they feel that they can deliver a ‘safe’ service which will realistically mean reducing the number of units currently provided and that the tender is completed within the 6 month time frame. Accord HA like neighbouring domestic abuse refuge providers are taking more referrals that are presenting with complex needs (mental health and substance misuse issues which account for 51% of referrals). Walsall removed sleeping night staff in April 2014 which released a £50k saving but with the complexity of referrals increasing it presents the provider with management issues resulting in some referrals being refused if referrals cannot be managed safely. During 2015/16 140 victims were placed in the Walsall refuge/safe house, 52 (37% were in borough referrals) 88 (63% out of borough referrals). The newly commissioned service will require the provider to prioritise accepting referrals from Walsall referrers then our Black Country Councils to improve access to refuge placements across the Black Country. However, dedicated support to children and young people may be lost. Children’s Services Commissioned an Independent Domestic Abuse Advocacy service in April 2016, this should be used to support move on from the refuge/safe houses once the Floating Support service with Accord ends on 31.3.17. This will promote closer working arrangements between the two domestic abuse providers in Walsall streamline the DA pathway.</p>			
Type	Contract negotiations	Date	29.11.16 & 6.12.16																				
Audience	Accord Housing Association – current provider																						
Protected characteristics	All																						
Feedback																							
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Type	Public Consultation	Date	24.11.16
Audience	General Public- self advocacy meeting at Goscote Greenacres		
Protected characteristics	All		
Feedback			
Direct service user consultation was not conducted but the provider was encouraged to use the corporate consultation link and encourage service users to express their view on the proposed change.			
However, from a self advocacy meeting conducted on 24.11.16 at Goscote Greenacres, a member of Walsall Disability Forum stated they would not be in favour of the proposal they knew someone that had worked in a DA women's refuge and were aware of the effect DA has on children and future generations. Stating the council, 'won't know the effect on them for year yet'.			

Type	Feedback from West Midlands Police	Date	12.12.16
Audience	Walsall Neighbourhood Policing Unit Commander		
Protected characteristics	All		
Feedback			
Walsall Police state that they were concerned that a reduction in funding will result in a reduction in provision, thus increasing the risk to victims of domestic abuse and their families. Domestic abuse is an ACE factor and if not appropriately addressed, reduces the life chances of families and increases demand on public services.			

Type	Information sharing session	Date	9.11.16
Audience	Children Services senior Managers & Toxic trio group members		
Protected characteristics	All		
Feedback			
In early November 2016 discussions took place with Children Services senior managers and the Toxic Trio Strategic Group with regards the interim plans and to inform the future service model.			

	Type	Group consultation with 4 people		Date	8/11/16
	Audience	Walsall Disability Forum			
	Protected characteristics	Residents with disabilities			
	Feedback				
	One respondent raised the impact that domestic abuse has upon children.				
4.2	Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)				
	Savings can be made but it will result in the lost of the dedicated children's & Young Persons support worker who supports parents and their children affected by DA to help prevent the cycle of DA. Both the police and public weren't in favour of any reductions that may affect DA victims.				
5	How may the proposal affect each protected characteristic or group? The effect may be positive, negative or neutral.				
	Characteristic	Effect	Reason	Action needed Y or N	
	Age	Negative	The dedicated Children's & Young Persons worker will be lost due to the proposed savings proposal and could impact upon children and young people.	Y	
	Disability	Neutral		N	
	Gender reassignment	Neutral		N	
	Marriage and civil partnership	Neutral		N	
	Pregnancy and maternity	Neutral		N	
	Race	Neutral		N	
	Religion or belief	Neutral		N	
	Sex	Neutral		N	
	Sexual orientation	Neutral		N	
	Other (give detail)				
	Further information				

6	Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details below.		(Delete one) No
7	Which justifiable action does the evidence, engagement and consultation suggest you take? (Bold which one applies)		
	A	No major change required	
	B	Adjustments needed to remove barriers or to better promote equality	
	C	Continue despite possible adverse impact	
	D	Stop and rethink your proposal	

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
January – March 2017	Support the refuge provider to identify alternative sources of external funding to fund a Children's & Young Persons Worker to align with the contract extension from April 2017.	Commissioner	April 2017	Dedicated Children's & Young Persons Support retained.
January 2017	Monitor the Children's Services commissioned C&YP IDVA worker's service to families residing at Accord Housing Refuge.	Commissioner	October 2017	Children's support offered by C&YP IDVA.

Update to EqIA	
Date	Detail

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Ref No 52 Cessation of Retirement Awards		
Directorate	Change & Governance		
Service	Human Resources		
Responsible Officer	Mike Smith		
EqIA Author	Mike Smith		
Proposal planning start	17/10/16	Proposal start date (due or actual)	1/4/17

1	What is the purpose of the proposal?		Yes / No	New / revision
	Policy		Yes	New
	Procedure			
	Internal service			
	External Service			
	Other - give details			
	To cease an exit payment made upon retirement to those with at least 10 years aggregated Walsall Council Service			
2	What are the intended outcomes, reasons for change? (The business case)			
	<ul style="list-style-type: none">Budget saving proposal <p>As such an award only applies to a relatively small number of staff each year (less than a hundred in 2015/2016) who by being eligible to receive such an award will already be in receipt of monies linked to their retirement, such an additional award is viewed as non-essential particularly recognising the difficult financial climate the Council faces.</p>			
3	Who is the proposal potential likely to affect?			
	People in Walsall	Yes / No	Detail	
	All			
	Specific group/s			
	Council employees	Yes	Those that retire with at least 10 years aggregated Walsall Council Service	
	Other			
4	Evidence, engagement and consultation (including from area partnerships, where relevant)			

Cabinet approved proposed budget savings to go out to consultation.

Raised at Change & Governance JNCC dated – 9/12/16

Feedback – Unite – *this is a poor thing to be doing, seems to be a petty and for the amount of savings it will actually deliver can it be put back to years 2 or 3 savings. It would seem that anything positive that recognizes employee's service is being removed.* **Unison** – *Agreed that this is petty*

Raised at Schools Forum dated – 6/12/16

Feedback – *They accepted the proposal. They also commented that although the saving was not a very large amount, it could potentially equate to the saving of a post.*

Raised at Children's DMT

Feedback – *Ok with its removal.*

Raised at Adults DMT dated – 7/12/16

Feedback – *Unilaterally, the entire EDMT team feel that the retirement award scheme should be ceased with immediacy. In other words, the paper setting out the proposal is supported in its entirety.*

To be discussed at Economy & Environment DMT 13/1/17

Type	Date
Audience	
Protected characteristics	
Feedback	

Type	Date
Audience	
Protected characteristics	
Feedback	

4.2	Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)		
	See 4.1 above		
5	How may the proposal affect each protected characteristic or group? The effect may be positive, negative or neutral.		
	Characteristic	Effect	Action needed Y or N
	Age	Negative	As this award is only paid on retirement after a min of 10 years aggregated Walsall service.
	Disability	Neutral	
	Gender reassignment	Neutral	
	Marriage and civil partnership	Neutral	
	Pregnancy and maternity	Neutral	
	Race	Neutral	
	Religion or belief	Neutral	
	Sex	Neutral	
	Sexual orientation	Neutral	
	Other (give detail)		
	Further information		
6	Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details below.		(Delete one) No
7	Which justifiable action does the evidence, engagement and consultation suggest you take? (Bold which one applies)		
	A	No major change required	
	B	Adjustments needed to remove barriers or to better promote equality	
	C	Continue despite possible adverse impact	
	D	Stop and rethink your proposal	

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome

Update to EqlA	
Date	Detail
11/01/17	Updated following completion of consultation on proposal.

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Ref No 53 Consider alternative funding for category 2 school crossing patrol wardens		
Directorate	Change and Governance		
Service	Facilities Management		
Responsible Officer	Paul Gordon		
EqIA Author	Paul Gordon		
Proposal planning start	01/10/16	Proposal start date (due or actual)	01/04/17

1	What is the purpose of the proposal?		Yes / No	New / revision
	Policy		√	√
	Procedure			
	Internal service			
	External Service		√	
	Other - give details			
2	What are the intended outcomes, reasons for change? (The business case)			
	Review category 2 school crossing patrol wardens with the view to schools funding the costs. If funding not found then service will be removed as this is not a statutory requirement.			
3	Who is the proposal potential likely to affect?			
	People in Walsall	Yes / No	Detail	
	All			
	Specific group/s	Yes	Children and families using roads' crossing patrols around school times	
	Council employees	No	If only vacant crossings are impacted there will be no impact on existing staff	
	Other			
4	Evidence, engagement and consultation (including from area partnerships, where relevant)			
4.1	The council has undergone a public consultation on the proposal to consider alternative funding for Category 2 school crossing patrol wardens. The council has received six replies. In addition, there have been two petitions received. The first is the on-line petition:			

“Walsall Council must not remove the School Crossing Patrol Service from Category 2 Crossings. Whilst we understand the increasingly difficult decisions the council are faced with to save £86million in the next 3 years. Compare the cost of one accident against the cost of one SCP warden (£4,709.02 p.a.) Ambulance, police, hospital admissions, ongoing care, rehabilitation, loss of earnings, legal prosecution costs, defence costs and courts costs. These far outweigh the cost of one SCP wage”.

The government’s own national statistics show a dramatic fall in the number of casualties and deaths at crossings with human control (see Department for Transport statistics at <https://www.gov.uk/government/publications/reported-road-casualties-great-britain-annual-report-2015>)

This essential service saves lives, saves injury, saves families and saves money. The second is a petition from Blue Coat schools. It contains over three hundred signatures and states that the petitioners believe that the Springhill Road crossing patrols:

- Provide a vital service which keeps safe thousands of users of Walsall’s transport infrastructure (pedestrians, motorists, children travelling to many different schools in the area)
- Must be coordinated and maintained by the local authority to ensure the safe movement of the population around an extremely busy area.

Feedback from the generic consultation, six responses, were all negative. Comments included:

- *“I regard the crossing warden as essential to support families when they cross the road but also to support individual pupils who are often not accompanied by their parents and carers”.*
- *“It is our strong view that a Council co-ordinated and funded approach to ensuring that all elements of the community (pedestrians and motorists) can move around safely and efficiently has to be maintained”.*

Corporate and Public Services Overview and Scrutiny discussed the petition and the following resolution was passed

Resolved:

That:

- 1. Cabinet considers maintaining funding for category 2 school crossing patrol posts that are currently occupied;**
- 2. Cabinet undertakes immediate discussions with schools on alternative sources of funding for category 2 school crossing patrols;**
- 3. Cabinet undertakes a review of all school crossing patrols on trunk roads.**

Council officers have since the Scrutiny panel contacted schools to see what opportunities there were for the school to fund School Crossing Patrols. Generally, the feedback was

	<p>negative with 15 schools did not want to provide part funding for the School Crossing Patrol attached to their school. 4 schools did suggest they may be prepared to pay a contribution if there was a consistent approach by the Council. Comments from schools included:</p> <ul style="list-style-type: none"> • <i>"Finances would not allow, we have no money".</i> • <i>"No, asked governors last time it was proposed. Budgets are tighter now than last time".</i> • <i>We would if we had to. Really busy road".</i> • <i>"No money".</i> <p>Council officers are also seeking sponsorship opportunities for school crossing patrols.</p>		
4.2	Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)		
	Respondents are generally against this proposition.		
5	How may the proposal affect each protected characteristic or group? The affect may be positive, negative or neutral.		
	Characteristic	Affect	Action needed Y or N
	Age	No	Only vacant sites impacted
	Disability	No	Only vacant sites impacted
	Gender reassignment	No	Only vacant sites impacted
	Marriage and civil partnership	No	Only vacant sites impacted
	Pregnancy and maternity	No	Only vacant sites impacted
	Race	No	Only vacant sites impacted
	Religion or belief	No	Only vacant sites impacted
	Sex	No	Only vacant sites impacted
	Sexual orientation	No	Only vacant sites impacted
	Other (give detail)		
	Further information		
6	Does your proposal link with other proposals to have a cumulative affect on particular equality groups? If yes, give details below.		(Delete one) No
7	Which justifiable action does the evidence, engagement and consultation		

	suggest you take? (Bold which one applies)	
	A	No major change required
	B	Adjustments needed to remove barriers or to better promote equality
	C	Continue despite possible adverse impact
	D	Stop and rethink your proposal

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
30/6/2017	Review after further consultation with schools	David Lockwood	30/6/2017	

Update to EqlA	
Date	Detail

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Ref No 75 Closure of Banking Hall function		
Directorate	Change and Governance		
Service	Money, Home, Job		
Responsible Officer	Paul Gordon		
EqIA Author	Patrick Morrison		
Proposal planning start	12/10/16	Proposal start date (due or actual)	01/04/17

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy		
	Procedure		
	Internal service		
	External Service	√	√
	Other - give details		
2	What are the intended outcomes, reasons for change? (The business case)		
	<p>This proposal is to consider closure of the banking hall in the civic centre, which is a non-statutory service. This would be delivered by the giving of notice to all internal and external stakeholders who currently use the facilities to make payments or collect cash. Public / partner consultation will be required.</p> <p>A minimum of six months notice for third party contractual purposes will be needed. Internal stakeholders using the service will need to promote alternative arrangements for collecting funds from customers (such as direct debits, bank transfers, card payments via telephones, Paypoint or Payzone in shops).</p> <p>Public / partner consultation could have an impact on the closure date if ceasing the service was the intended outcome. Due to third party contractual arrangements a minimum six months notice period to be given before ceasing the service. It is therefore anticipated that if the proposal is approved, the Banking Hall would close in October 2017 (although a phased approach could be taken where the number of staff or opening times are reduced). It may be possible to reduce this timescale subject to negotiation with WATMOS. Proposal to undertake range of low cost marketing approaches to advise residents of the shift in terms of payment.</p>		
3	Who is the proposal potential likely to affect?		
	People in Walsall	Yes /No	Detail

	All	Yes	All public using the Banking Hall – existing and potential
	Specific group/s	Yes	Tenants of WATMOS Housing Association who are able to pay rent at the Banking Hall Customers of South Staffs Water who pay their water rates at the Banking Hall
	Council employees	No	Not specifically, unless they fall into one of the above groups
	Other		
	40+ vulnerable clients (Client welfare Services)	Yes	These are vulnerable customers who are unable to manage their money due to disability or addiction. The Local Authority therefore acts as their appointee.
	Approx 28 clients (Safeguarding and Vulnerable Children's Services)	Yes	Money is distributed by the Banking Hall to children who have no means of income
	150 Clients (The Leaving Care Team)	Yes	The Banking Hall cashes cheques for these clients who are in transition from being in care to looking after themselves and becoming independent.
4	Evidence, engagement and consultation (including from area partnerships, where relevant)		
4.1	The proposal was shared via the generic consultation process of which 0 responses were received. Approx 50 questionnaires were given out to service users in the Banking Hall (with a self addressed envelope) 21 of these were returned (this is a 42% response to the questionnaire). Views were also sought from partner agencies WATMOS and South Staffs Water plc		
	Type	Consultation Questionnaire	Date 29/11/16
	Audience	Service users of the Banking Hall	
	Protected characteristics	12 out of 21 respondents were female, 9 were male 16 respondents were White British 4 respondents were Black, African, Caribbean, or Black British 1 respondent was Asian or British Asian. 4 out of 21 respondents classed themselves as disabled	
	Feedback		

Of the 21 respondents to the questionnaire the average age was 58, with the oldest being 86 and youngest being 26

19 out of 21 respondents came in to pay their council tax

If the Banking Hall were to close 9 respondents said they would pay via either Paypoint /Payzone or Post office.

5 respondents didn't know how they would pay and some made the following comments

"I wouldn't know how to pay my council tax"

"Well, I wouldn't know where to pay council tax if it was shut down"

"I can't use computers, don't trust banks and don't have a phone. Without it I wouldn't be able to pay bills"

"I wouldn't be able to pay my bills, I don't trust banks and don't have a phone"

Respondents made the following comments about alternative proposals

"Combine Banking Hall services with the First Stop Shop"

"I would rather pay more council tax than lose my job"

"Get rid of 3 top jobs"

The following general comments were made

"I like going to the banking Hall, very friendly people and very helpful"

"Won't be as quick and convenient to make payments"

"I pay council tax when I go shopping in Walsall, so it would mean an extra journey".

"My carer pays cash every month for me at the banking hall for my council tax as I'm a disabled person".

Type	Direct Engagement	Date	Nov 2016
Audience	WATMOS		
Protected characteristics	Organisational		
Feedback			
WATMOS said they do not envisage any issues with the council ceasing operations of the banking hall as they have less than 20 customers that use this service. They			

	<p>will communicate to each of these customers individually highlighting to them other methods of payment including via their own offices”.</p> <p>No response has been received from South Staffordshire Water.</p> <p>Internal departments such as Children’s Services and Adult Social Care highlighted that a number of their vulnerable customers currently manage their money via the Banking Hall which they find to be convenient. Withdrawing the service without enough time to put suitable alternative options in place could place customers at risk of financial deprivation or financial abuse.</p> <p>A number of other internal stakeholders identified the need for more time to make alternative payment arrangements for vulnerable clients if the Banking Hall closed.</p> <p>Colleagues in finance and staff from the banking hall have highlighted that cash income from payments via the banking hall is currently used to fund cash payments to service users (such as looked after children) and also issued to other departments that have need of petty cash. They highlighted that they could incur additional costs as a result of having to order ‘cash’ from the bank. The banking hall team also highlighted that they undertake a number of reconciliation functions for corporate finance which is work that would need to continue even if the banking hall closed.</p>
4.2	<p>Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)</p> <ul style="list-style-type: none"> • Consultation with customers that pay through the Banking Hall highlighted that most use it as a preference to the other payment methods available (rather than a necessity). • Some customers were unsure of the other payment options available (which suggests that the Council would need to take action to promote the alternatives if the Banking Hall Closed). • A small number of ‘vulnerable customers’ use the service who will need alternative specialist banking facilities such as ‘managed accounts’ put in place to help mitigate the likelihood of increased financial deprivation or financial abuse if the Banking Hall closes. • Some corporate finance reconciliation duties are currently undertaken by the Banking Hall team (these functions would need to be retained even if the Banking Hall front counter closed). • Internal stakeholders who currently use the Banking Hall to take payments or manage money for their services felt they needed more time to put alternatives in place and could not do this by 1st April 2017. • Social Care highlighted that some vulnerable customers would need significant support to transition to an alternative banking arrangement.
5	How may the proposal affect each protected characteristic or group?

	The affect may be positive, negative or neutral.			
	Characteristic	Affect	Reason	Action needed Y or N
	Age	<p>Neutral to most customers.</p> <p>Possibly negative on some vulnerable adults / young people / financially excluded families with children</p>	<p>Consultation revealed that most customers use of the banking hall as a preference rather than a necessity and would move to alternative payment options if it closed. It does not appear that there would be an adverse impact to most through closing the banking hall although it appears that older respondents prefer to pay in cash and not use more modern methods of payment. The Post Office is in very close proximity to the Civic Centre and will take cash payments if required.</p> <p>A relatively small group of young adults and families will require additional support if the banking hall were to close and they had to move over to alternative banking options (as mentioned in section 3 above).</p>	Y
	Disability	<p>Neural to most.</p> <p>Possibly negative for some disabled adults with learning disabilities.</p>	<p>The service is offered universally with no unforeseen adverse impact on the disabled population as a whole. The Post Office is in very close proximity, which caters for people with disabilities in the same way as the Banking Hall.</p> <p>There are some vulnerable adults who due to their learning disability / addiction will require support if the banking hall were to close and they needed to move to alternative facilities.</p>	Y

	Gender reassignment	Neutral	The service is offered universally with no adverse impact identified.	N
	Marriage and civil partnership	Neutral	The service is offered universally with no adverse impact identified.	N
	Pregnancy and maternity	Neutral	The service is offered universally with no adverse impact identified.	N
	Race	Neutral	The service is offered universally with no adverse impact identified.	N
	Religion or belief	Neutral	The service is offered universally with no adverse impact identified.	N
	Sex	Neutral	The service is offered universally with no adverse impact identified.	N
	Sexual orientation	Neutral	The service is offered universally with no adverse impact identified.	N
	Other (give detail)	<p>There is a potential for vulnerable customers using the face to face service to become more marginalised and or fall into debt if alternative payment options are not put into place.</p> <p>Some customers may not have bank accounts and so may not be able to use online/telephone banking facilities.</p>		Y
	Further information	<p>Action needed; It is important that if the proposal is approved, that stakeholders and service users are given adequate notice of the closure. Promotional material will need to be made available, explaining the different methods of payment in order to reduce any impact on customers and ensure that they understand all the different payment choices available to them. Tailored individual support will need to help move the vulnerable customers on to alternative managed accounts / payment options.</p>		
6	Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details below.			(Delete one) No
	None identified			
7	Which justifiable action does the evidence, engagement and consultation suggest you take? (Bold which one applies)			
	A	No major change required		
	B	Adjustments needed to remove barriers or to better promote equality		
	C	Continue despite possible adverse impact		
	D	Stop and rethink your proposal		

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
01/04/17	Promotional literature/ advertising of the different payment methods would be necessary if the proposal is approved. Consideration needs to be given to alternative formats to aid understanding. E.g. Easy Read for customers with learning difficulties and translations for those with little English	Money Home Job	01/09/17	Mitigate the impact of the Closure
01/04/17	There is a potential risk to the Council through loss of income if some customers are confused about payment methods if the Banking Hall Closes. Impact on all customers would need to be monitored and action taken to support clients to move to alternative payment options. Notifying people of any change in March 2017 whilst retaining some banking hall facilities until October 2017 would provide the staff and time	Money Home Job	01/09/17	Mitigate the impact of the Closure

	needed to support customers to transition successfully on to other payment methods.			
01/04/17	There is a risk that vulnerable clients (as a result of disability or age) could fall into debt if they become confused about alternative payments methods. We would need to specifically measure the impact of the closure on protected groups.	Money Home Job, Adult Social Care, Children's Services.	01/09/17	Mitigate the impact of the Closure
01/04/17	Intensive support would need to be put in place to help vulnerable adults and / or young people to move to alternative bank accounts / payment options. Options such as 'managed accounts' via Walsave or other providers would need to be put in place. If some staff resource within the Banking Hall is retained beyond the end of March 2017 until October 2017, those individuals can help support colleagues in social care to support customers to transition to alternative options.	Adult Social Care, Children's Services, Money Home Job	01/04/2017	Mitigate the impact of the Closure
01/04/17	All services affected will have to conduct their own options appraisals / risk assessments to determine the best course of action for their individual clients. Services will need to promote alternative payment	All internal and external stakeholders / services that use the banking hall. For vulnerable customers: Adult Social Care, Children's Services,	01/03/2017	Mitigate the impact of the Closure

	options within their own staff teams and provide training to avoid there being a loss of income to the Council.	Money Home Job		
01/04/17	Currently the Banking Hall uses cash received in payments to issue cash out to some client groups and to provide petty cash for internal departments. The Council will need to put in place alternative solutions to access and issue cash to meet individual departmental needs in a cost effective way.	All internal and external stakeholders / services that use the banking hall. Money Home Job	31/10/15	Mitigate the impact of the Closure

Update to EqIA	
Date	Detail
26/01/2016	Updated to take account of additional action / mitigation needed to support vulnerable / protected groups potentially at risk due to change which were identified during consultation.

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Ref No 76. Reduction in grant to the Walsall Citizens Advice Bureau for welfare advice		
Directorate	Change and Governance		
Service	Money Home Job		
Responsible Officer	Paul Gordon		
EqIA Author	Patrick Morrison		
Proposal planning start	01/10/16	Proposal start date (due or actual)	01/04/17

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy		
	Procedure		
	Internal service		
	External Service	✓	✓
	Other - give details		
2	What are the intended outcomes, reasons for change? (The business case)		
	<p>The proposal is to reduce the funding to the Citizens Advice Bureau (CAB). The CAB provides a valuable service to support the population of Walsall delivering a variety of services ranging from welfare advice to employment law advice. This proposal reduces the contribution from the council in 2016/17 (by £75,000 from Public Heath and by £57,458 from Money, Home, Job). From 2018/19 the service will be commissioned rather than grant funded and an efficiency saving will be built into the contract of any future supplier, of £45,966 in 2018/19 and £66,191 in 2019/20. The focus on any re-design will be on providing help and advice on-line and building more resilient residents and communities.</p> <p>There are no property, capital or revenue investments required in the short term although it should be noted that CAB benefit from property support from the council. This service is non-statutory.</p>		
3	Who is the proposal potential likely to affect?		
	People in Walsall	Yes / No	Detail
	All	Yes	Potential customers and existing customers of CAB provision
	Specific group/s	Yes	Vulnerable people, people affected by debt, disabled, people with different immigration status, families

	Council employees	No	Not specifically, unless they fall into one of the groups above																																				
	Other																																						
4	Evidence, engagement and consultation (including from area partnerships, where relevant)																																						
4.1	<p>There were</p> <ul style="list-style-type: none">• 4 respondents to the generic online consultation questionnaire.• 32 respondents to Face to face consultation conducted with visitors to the First Stop Shop who were visiting Money Home Job.• Face to face consultation was conducted with the CAB• An email was also sent to other organisation delivering the same type of welfare debt and advice service <table><tr><td>Type</td><td>Generic Online Consultation (4 responses)</td><td>Date</td><td>Dec 16</td></tr><tr><td>Audience</td><td colspan="3">General public</td></tr><tr><td>Protected characteristics</td><td colspan="3">4 White British 3 non disabled, 1 preferred not to say 3 Female, 1 male 3 Heterosexual/straight, 1 Bi –sexual</td></tr><tr><td colspan="4">Feedback</td></tr><tr><td colspan="4"><p><i>“This proposal will negatively affect all residents of Walsall, Citizens Advice is a key service especially in deprived boroughs. Given that Walsall is one of the most deprived boroughs in the country cutting the essential support of Citizens Advice will only make this worse”.</i></p><p><i>“I understand you need to make cuts but look at in house cuts, which I believe there is a away specially in Councillors, do we need so many”?</i></p><p><i>“This service is greatly needed, what happened to vote for labour and there will not be any funding cuts to cab”.</i></p></td></tr><tr><td>Type</td><td>Face to face in First Stop Shop</td><td>Date</td><td colspan="2"></td></tr><tr><td>Audience</td><td colspan="4">Service Users at First Stop Shop with Money home Job (32 respondents based on info supplied))</td></tr><tr><td>Protected characteristics</td><td colspan="4">22 (73%) of respondents were female, 8 (27%) male 27 (93%) did not consider themselves as disabled 2 (7%) did class themselves as disabled 23 (77%) of respondents were White British, 5 (17%) Asian or Asian British</td></tr></table>				Type	Generic Online Consultation (4 responses)	Date	Dec 16	Audience	General public			Protected characteristics	4 White British 3 non disabled, 1 preferred not to say 3 Female, 1 male 3 Heterosexual/straight, 1 Bi –sexual			Feedback				<p><i>“This proposal will negatively affect all residents of Walsall, Citizens Advice is a key service especially in deprived boroughs. Given that Walsall is one of the most deprived boroughs in the country cutting the essential support of Citizens Advice will only make this worse”.</i></p> <p><i>“I understand you need to make cuts but look at in house cuts, which I believe there is a away specially in Councillors, do we need so many”?</i></p> <p><i>“This service is greatly needed, what happened to vote for labour and there will not be any funding cuts to cab”.</i></p>				Type	Face to face in First Stop Shop	Date			Audience	Service Users at First Stop Shop with Money home Job (32 respondents based on info supplied))				Protected characteristics	22 (73%) of respondents were female, 8 (27%) male 27 (93%) did not consider themselves as disabled 2 (7%) did class themselves as disabled 23 (77%) of respondents were White British, 5 (17%) Asian or Asian British			
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1 (3%) Black, African, Caribbean or Black British
1 (3%) Other ethnic group, please state below

Feedback

We received 32 responses to the questionnaire. Nearly half 47% (15) of respondents had used the CAB in the past.

The top reasons for contacting were as follows

67% (10) Debt /money advice
33% (5) Welfare and benefit advice
27% (4) Housing advice
20% (3) Other
13% (2) Law and Rights
7% (1) Employment

Do you support the proposal?

17 (52%) Do not support the proposal to cease funding and some of the comments were

"We need the CAB, without it people can't find out important things such as benefits etc"

"people need this service"

"It's needed a lot"

"the CAB help a lot of people and need funding to do this"

Do you support the proposal?

10 (30%) Yes fully support the proposal to cease funding, some comments were as follows

"Money can be better spent elsewhere. Although some people need help and advice, a lot of people need to learn to help themselves".

EWA CIC and Nash DOM "agrees with the proposal to consider reducing grant to CAB. Whilst CAB offers a universal advice relating to benefits and rights of UK citizens, its name and branding is not always understood by people with different immigration status"

"It would be a much more effective use of public money if there was better partnership with voluntary sector that understand these clients " They could thus help with cross-border and transnational issues, communication with embassies and other complex issues which are currently not fulfilled by CAB".

"it will help save money so may protect other services that I use"

Do you support the proposal?

6 (18%) Support but with concerns / amendments some comments were as follows

	<p><i>"CAB is a useful service but some people need to help themselves"</i></p> <p><i>Slovak and Czech Club feel that "CAB services are suitable for people who speak good English but support for people with little English is poor. Our contacts found that there are no volunteers/staff speaking European languages and advice is not taking into account transnational connections and EU law".</i></p> <p>How might this proposal impact on you, some respondents said</p> <p><i>"It won't as I will not need to use this service"</i></p> <p><i>"I may need help in the future and if the cab isn't there to help. What will happen to us?"</i></p> <p>How else could the savings be made some respondents said</p> <p><i>"This is the only way, not to do any cuts to this funding, a lot people would be affected"</i></p> <p><i>"The high rates of pay of senior WBC employees and the index linked pensions and to be efficient, the council is very lack and slow"</i></p> <p><i>"cut amount of councillors"</i></p>		
4.2	Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant) <p>Respondents are generally against this proposal and feel that the service is needed for vulnerable people or for future help and advice. There are other agencies and on-line help that could provide solutions to some of the issues faced by current or potential service users. Further work may be required to ensure people are aware of all the help streams that are currently available.</p> <p>The 2 top demands for the CAB are for debt and welfare advice, therefore, with on-going Government welfare reforms; there could be increase in demand for such help and advice.</p>		
5	How may the proposal affect each protected characteristic or group? The affect may be positive, negative or neutral.		
	Characteristic	Affect	Action needed Y or N
	Age	negative	Y
			The under 35 age group are particularly hit by welfare reform, there is therefore a higher risk of this group falling into debt and may therefore need the help of the CAB or other similar agencies

	Disability	negative	A reduction in funding could affect the current provision, however, the focus on any re-design will help to mitigate this by on-line and building more resilient residents	Y
	Gender reassignment	negative	A reduction in funding could affect the current provision, however, the focus on any re-design will help to mitigate this by on-line and building more resilient residents	Y
	Marriage and civil partnership	negative	A reduction in funding could affect the current provision, however, the focus on any re-design will help to mitigate this by on-line and building more resilient residents	Y
	Pregnancy and maternity	negative	A reduction in funding could affect the current provision, however, the focus on any re-design will help to mitigate this by on-line and building more resilient residents	Y
	Race	negative	A reduction in funding could affect the current provision, however, the focus on any re-design will help to mitigate this by on-line and building more resilient residents	Y
	Religion or belief	negative	A reduction in funding could affect the current provision, however, the focus on any re-design will help to mitigate this by on-line and building more resilient residents	Y
	Sex	negative	A reduction in funding could affect the current provision, however, the focus on any re-design will help to mitigate this by on-line and building more resilient residents	Y
	Sexual orientation	negative	A reduction in funding could affect the current provision, however, the focus on any re-design will help to mitigate this by on-line and building more resilient residents	Y
	Other (give detail)			
	Further information			

6	Does your proposal link with other proposals to have a cumulative affect on particular equality groups? If yes, give details below.		(Delete one) Yes
	The under 35's are a group identified in the review of the council tax reduction scheme that could be considered for protection from any increase in amount of council tax they need to pay.		
7	Which justifiable action does the evidence, engagement and consultation suggest you take? (Bold which one applies)		
	A	No major change required	
	B	Adjustments needed to remove barriers or to better promote equality	
	C	Continue despite possible adverse impact	
	D	Stop and rethink your proposal	

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
TBC	Promotion of self help tools Publicity on all available agencies that provide the same or similar advice and support	Elise Hopkins		
TBC	Discussions with CAB on alternative savings proposals leading to a full action plan	Elise Hopkins		

Update to EqIA	
Date	Detail

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Ref No 77 Cessation of Adult Social Care Universal Services		
Directorate	Adult Social Care		
Service	Provider		
Responsible Officer	Paula Furnival		
EqIA Author	Paula Furnival		
Proposal planning start	1/10/16	Proposal start date (due or actual)	1 st April 2017

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy	Y	New
	Procedure	Y	New
	Internal service	Y	New
	External Service	Y	New
	Other - give details		
2	What are the intended outcomes, reasons for change? (The business case)		
	<p>2.1 This proposal seeks to reduce investment in preventative or universal services let via Service Level Agreements (SLA) in the voluntary sector or managed within the council. An overview of the services is provided below. Further detail can be found in the transformation delivery plan.</p> <ul style="list-style-type: none"> Community Alarms (Reduction in posts and re-tender) This service provides a 24 hour a day, 7 days a week quick response from council staff. A range of equipment and sensors are also provided. The intended outcome is to review and tender this service as part of the Assistive Technology programme. Early Access Team (reduction of 1 team manager and 1 social worker) The service provides welfare advice to mental health service users and carers. The intended outcome is to delete the posts as this service is provided by the existing welfare rights team in conjunction with social care staff. Broadway North Recovery College Service (service cessation) The service provides support for people accessing secondary mental health services / carer/ supported via substance misuse services. The service offers educational, recreational, recovery focused and wellbeing courses, activities and opportunities. The intended outcome is to cease this non statutory service. Mental Health Employment Support (reduction of a management post linked to the line above) 		

- Neighbourhood Community Officers (reduction in posts)
The team provides: Benefit maximisation, Low level assessing for aids/ equipment assisting with re-housing, assisting with setting up small packages of care. The intended outcome is to reduce the number of posts within the team and include remaining posts within the Integrated Health and Care locality based teams (Walsall Together)
- Independent Living Service (Cessation of service)
The Independent Living Centre provides information, advice and training for disabled people, carers and people the over the age of 50. Walsall's Shop mobility and short term wheelchair hire service is also based in our centre. The intended outcome is to cease this non statutory service.
- Sensory Social Work Team (Reducing cohort but retaining 2 staff for statutory purposes)
The Team provides a service for adults and children in Walsall who are; Visually Impaired, Deaf, hard of hearing or Deaf blind. The intended outcome is to reduce the team, while the remaining staff will undertake the council's statutory duties.
- Older People Universal Service Level Agreements with Voluntary Organisations
 - Sons and Daughter of Rest - Adult Social Care currently pay a subsidy to the ongoing costs of this organisation. The intended purpose is to cease paying this contribution.
 - Bereavement Support – Adult Social Care contributes towards the costs of this service. The intended outcome is to cease paying this contribution.
 - Luncheon Club Support – Adult Social Care make a contribution to this service via the area partnership. The intended outcome is to cease this contribution.
- Complex Needs Universal Service Level Agreements with Voluntary Organisations
 - Empowerment engagement and decision making – Adult social care currently fund three separate contracts for this service: 1. Learning disabilities, 2. Autism 3. Physical and sensory impairments. The intended outcome is to amalgamate this service resulting in a single contract.
 - Short Term & Crisis Advocacy – Adult social care currently fund two separate contracts 1. Learning disabilities 2. Physical and sensory impairment. The intended outcome is to amalgamate this service resulting in a single contract.
 - Midland Mencap – the group meet on a weekly basis and provide evening based social and recreational support to people with a learning disability. The intended outcome is to cease funding this SLA.
 - Mary Elliot social club - Meet on a weekly basis and provide evening based social and recreational support to people with a learning disability. The intended outcome is to cease funding for this SLA.
 - Older Peoples project - supports older people with a learning disability who due to institutionalised experiences cannot access mainstream older peoples services. The intended outcome is to cease funding this SLA.
 - Gateway South East - Meet on a weekly basis and provide evening based social and recreational support to people with a learning disability. The intended

	<p>outcome is to cease funding this SLA.</p> <ul style="list-style-type: none">○ Gateway North West - Meet on a weekly basis and provide evening based social and recreational support to people with a learning disability. The intended outcome is to cease funding this SLA.○ Autism befriending service - Currently supports 30 adults with Autism Spectrum Disorder (ASD). The intended outcome is to cease funding for this SLA.○ Autism Pilot community outreach breakthrough service – Enables individuals with ASD to breakthrough and access mainstream services. The intended outcome is to not go ahead with the tender and retender of this service. The service would cease.○ Eye Clinic and Liaison Officer (ECLAC) and Registration Information Liaison Service (RILS) - ECLAC provides people with support at point of diagnosis. The RILS is maintained by Walsall Society for the Blind (WSB). The intended outcome is to deliver RILS in house with the remaining sensory support posts and signpost to alternative services at the point of diagnosis.○ Physical and Sensory impairment Befriending service – The service is not as popular as the Autism service. The intended outcome is to cease funding for this SLA.○ Concessionary Bus Passes – Pre 9.30am Subsidy passes for those with sensory disabilities. The intended outcome is to cease funding for this SLA.○ Supporting employment (cross disability) – Adult Social Care contribute towards this service which is currently been matched by European funding. The intended outcome is to cease the funding for this service.○ Disability hub (cross disability) – the intended outcome is to cease funding for this SLA.○ Summer scheme – Commissioned social enterprise during 4 weeks of college holidays targeted primarily at those not in receipt of social care providing essential respite for families. The intended outcome is to cease funding for this SLA.○ Parent’s project – The intended outcome is to cease funding for this SLA.○ Walsall Society for the Blind Lease Agreement – To cease the funding for this agreement.○ Seed money – This provides one off payments for community groups to support clients with learning disabilities. The intended outcome is to cease funding this SLA.○ Housing Support – Provides a flexible floating support service. The intended outcome is to cease funding this SLA.		
2.2	<p>The list below identifies statutory requirements:</p> <ul style="list-style-type: none">• Local Authority must maintain a registered list of the partial sighted• Ensuring there is an Advocacy, Befriending, Empowerment and Engagement service for users and carers; as per the Care Act.		
3	Who is the proposal potential likely to affect?		
	People in Walsall	Yes / No	Detail
	All		

	Specific group/s	Y	All vulnerable adults, specifically including older people, people with mental health needs, physically disabled, people with learning disabilities, sensory needs, mobility needs, single adults and families affected by alcohol and drug dependencies, people affected by bereavement and in need of counselling, carers and other specific conditions including autism spectrum.																
	Council employees		There is the potential for approximately 30 job losses.																
	Other	Y	Local organisations delivering services to disabled people																
4	Evidence, engagement and consultation (including from area partnerships, where relevant)																		
4.1	<p>Type of Service: Broadway North Recovery College, Welfare Benefits and Employment</p> <p>Consultation methods: Group meeting with people accessing services x2 (facilitated by ASC officers), Council online questionnaire and email, focus groups facilitated by advocacy and empowerment services x 4.</p> <p>Number of people consulted at group meetings approx 35 Number of people that attended focus groups 133 facilitated by advocacy and empowerment services</p> <p>Number of people responded via emails, letters online survey 6</p> <table border="1"> <thead> <tr> <th>Type</th><th></th><th>Date</th><th></th></tr> </thead> <tbody> <tr> <td></td><td>Council online questionnaire and email,</td><td></td><td>27th October Online – 23rd December</td></tr> <tr> <td></td><td>Group meeting with people accessing services</td><td></td><td>22nd November 2016</td></tr> <tr> <td></td><td>Focus groups facilitated by advocacy and empowerment services</td><td></td><td>27th October, 8th November 29th November 2016</td></tr> </tbody> </table>			Type		Date			Council online questionnaire and email,		27 th October Online – 23 rd December		Group meeting with people accessing services		22nd November 2016		Focus groups facilitated by advocacy and empowerment services		27 th October, 8 th November 29 th November 2016
Type		Date																	
	Council online questionnaire and email,		27 th October Online – 23 rd December																
	Group meeting with people accessing services		22nd November 2016																
	Focus groups facilitated by advocacy and empowerment services		27 th October, 8 th November 29 th November 2016																

Audience	Public, People with Mental Health Issues, Learning Disabilities, Sensory Loss, External Service Providers		
Protected characteristics	Age and Disability		
Feedback			
Summary of feedback Unanimously no one supports this proposal. Respondents state it's a safe environment for people that find it difficult to socialise. Provides a step up and step down support services for people with mental health issues.			
Key quotes <i>"I have only been going to Broadway for 5mths and have had got more help and support than I have had in 6 years of being in Mental Health services" (Service User)</i> <i>"My husband was a virtual recluse before being introduced to BNRC; he has made many friends there and attended the art and computer courses there. This has led to forming a peer led art group and they have small exhibitions"(Carer)</i> <i>"These proposals regarding mental health are of significant concern. Articulated previously, mental health is an ACE factor. If citizens are not supported through treatment, this ultimately results in reduced life chances for them and their families. It also increases demand across all public services" (West Midlands Police)</i>			
Type of Service: Sensory Support Service			
Consultation methods: Individual letters to people currently been supported by the Council sensory support team. Sensory Support Team indentified individuals that as a result of their disability/disabilities or communication methods would not have been able to complete feedback, home visits were arranged and individuals supported to complete feedback.			
Council online questionnaire and email, focus groups facilitated by advocacy and empowerment services x 4.			
Number of people consulted via letter 67 response 15 Number of people that attended focus groups 133			
Number of people responded via email, letter and online questionnaire 2			
Type	Council online questionnaire and email,	Date	27 th October Online – 23 rd December

	Letter to all people currently receiving a service through Sensory Support Service		6 th December 2016
Audience	Public, People with Sensory or dual Sensory Loss		
Protected characteristics	Age and Disability		
Feedback			
Summary of feedback The majority of people that responded to the letter expressed concern about the potential closure of the ILC due to a drop in service that is provided at the centre for people with sensory loss. The concerns were about the lack of provision for this service in the borough which includes letter translation, support with telephone calls and access to officers that are BSL trained.			
Key quotes “ Can sensory services in whole West Midlands pool their money to ensure we keep essential services in each borough”(Focus Group) “The service we have received over the last few years has been extremely valuable and has helped a lot in making life as easy as possible for my mom who lives alone” (Carer) “ The impact that this can have should not be underestimated, RNIB hears from people who report feeling of social isolation, frustration, depression and fear over the future” (RNIB) ‘Not fair for hearing people, feel discriminate me get out of Deaf community. Council have no deaf awareness’ (Service Users)			
Type of Service: Neighbourhood Community Officers			
Consultation methods: Individual letters to people currently accessing the service, Council online questionnaire, email and phone calls			
198 – Letters Response 8 10 – Phone calls Response 6			
Council online questionnaire and email 0 Response			
Type	Council online questionnaire and email,	Date	27 th October Online – 23 rd December

	Letter to all people currently receiving a service through Sensory Support Service		6 th December 2016
Audience	Public, People with various disabilities, drug and alcohol dependencies		
Protected characteristics	Age and Disability		
Feedback			
Summary of feedback General feedback from people who had responded to the letters said that they found this service valuable in supporting them to stay within their own homes, and supporting them in returning home from hospital. There is a view that by withdrawing this service would impact on the overall cost to the Council and would put pressure on hospital admissions.			
Key quotes “The service I received off these people have helped me keep my husband at home” (Carer) “If this service was to finish I am sure that it would cost the Council more money”(Service User) “It is important to keep as many people in their own homes as possible” (Service Users) “The equipment they provided me with was very useful and in fact I could have been marooned in my own house if I did not have these items to support me” (Service User) “Should this service be reduced it would affect me a lot, as I feel better and can relay information and support on a one to one basis in my own home” (Service User) “Computer users are everywhere these days and perhaps the right information from this might take its place” (Service User)			
Type of Service: Community Alarm Response Service			
Consultation methods: Individual letters to people currently accessing the Community Alarm Service (CAS), Council online questionnaire and email			
Number of people consulted via letter : 6647 via letters Response 731			
Type	Council online questionnaire and email,	Date	27 th October Online – 23 rd

	Letter to all people currently receiving a service through Sensory Support Service	December 8 th December 2016
Audience	Public, People with various disabilities	
Protected characteristics	Age and Disability	
Feedback		
<p>Summary of feedback</p> <p>The majority of responses assumed that this proposal was to cease the whole of the community alarm service, not just the Council response. In reflection of this there is general feeling that people would be willing to pay a small nominal fee for this service to continue.</p> <p>The people that responded to the budget proposal about the cessation of the Council Response element of the community alarm service was that as long as some reassurance is given that a speedy response in times of an emergency can be continued who provides it is irrelevant. There are a high number of responses that have expressed concerns that the withdrawal of the response service would put additional pressure on other statutory services.</p> <p>Key quotes</p> <p><i>"None of my family live close to me anymore on the borders of Wales" (Service User)</i></p> <p><i>"Willing to pay a reasonable fee in the future" (Service User)</i></p> <p><i>" Dropping the funding for this service would be devastating if this is dropped I would have to go alone at night, as I do not have a car" (Relative)</i></p> <p><i>"How about funding this partly with the numeration from your consultants, why do you employee interim specialists?"(Service User)</i></p> <p><i>" I had 2 falls one morning an pressed the red button, but as I had been able to get up from the floor I was told to ring 111 I was badly shaken, but the alarms service was not interested" (Service User)</i></p> <p><i>" If the service changed it would mean possible delays in getting help" (Service User)</i></p> <p><i>" It give me piece of mind" Helps me to live independently" (Service User)</i></p> <p><i>" Makes me feel safe at home" (Service User)</i></p> <p><i>" It would leave my parents in a more vulnerable position" (Service User)</i></p> <p><i>"Walsall needs more money not less. All you can do is fight for more money from central government, which might include putting up local taxes (Council Tax and Business Rates) as well as arguing for hypothetical of taxes of taxes in Banks' profits" (Service User)</i></p>		

Type of Service: Complex Needs Service Level Agreement's

Consultation methods: Group meeting with people accessing services (facilitated by ASC directorate reps), individual letters to people accessing services, Council online questionnaire and email, focus groups facilitated by advocacy and empowerment services.

Number of people consulted:

Social Groups Face to Face meeting **x4**

Number of people that attended focus groups- **133**

Concessionary Bus Passes Letters- **36**

Number of people responded

Social Groups Face to Face – **approx 60**

Empowerment & Engagement Face to Face - **133**

Concessionary Bus Passes Letters – **7**

Type	Date
Council online questionnaire and email,	27 th October
Group meeting with people accessing services (facilitated by ASC directorate reps), individual letters to people accessing services, Council online questionnaire and email, focus groups facilitated by advocacy and empowerment services.	Online – 23 rd December
Letter re: Concessionary Bus Pass	6 th December
Focus groups facilitated by advocacy and empowerment services	27 th October, 8 th November 29 th November 2016
Learning Disability Partnership Board	15 th November
Mary Elliot Social Group	21 st November 2016
St Martin's Older Peoples Group	23 rd

	Gateway South Social Group	November 2016
		23 rd November 2016
	Making Our Choice	24 th November 2016
Audience	Public, People with Learning Disabilities, Autism, Aspersers, Physical disability, Sensory and dual Sensory Loss	
Protected characteristics	Age and Disability	
Feedback		
LD Social Groups: Mary Elliot, St Martin’s Older Peoples Project, Midland Mencap, Gateway South		
Summary of feedback		
Unanimously no one supports this proposal.		
The overall feeling is that this provides people with a learning disability the opportunity to meet friends and relatives in a safe and supportive environment.		
Assisting them to participate in a range of social and recreational activities.		
Key Quotes		
<i>“Lots of places are closing like Service user Empowerment (SUE)” (Focus Group)</i>		
<i>“Closing groups along with other don’t have anywhere to go” (Focus Group)</i>		
<i>“Feel upset, there is no links to work and fallings heath is supposed to be closing. I won’t see anybody that I know, I will miss them” (Service User)</i>		
<i>“It’s hard to meet up without a club” (Service User)</i>		
<i>“It’s safe here I get here on the ring and ride” (Service User)</i>		
<i>“It gives my mom a break” (Service User)</i>		
<i>“We want to stay open, can we have some help” (Service User)</i>		
<i>“Will not see friends or staff “(Service User)</i>		
<i>“I’ve learnt I’m good at something” (Service User)</i>		
<i>“We have freedom and choice about what we do” (Service User)</i>		
<i>“I’ve learnt how to quilt and do first aid” (Service User)</i>		
LD Empowerment & Engagement :		
Summary of feedback		
Unanimously no one supports this proposal.		
Overall people feel that this service gives people with a learning disability the opportunity to speak up for themselves and have a voice. That it has helped them build confidence to make decisions and influence other organisations about supporting the needs of people with a learning disability. Without this they feel that		

people with a learning disability would not be heard and decisions would be made without their representation.

Key Quotes

"Get rid of the mayors car, that would save money" (Service User)

"If this group didn't exist people with learning disabilities would be second rate citizens again" (Service User)

"Without this group people with learning disabilities would not be involved in decision making" (Service User)

"In your own words, "Walsall Council exists to serve the people... and protect those who experience discrimination or exclusion..." This statement is completely ignored when I see that your proposals include ceasing or drastically cutting back the very same services which work to eradicate discrimination and exclusion" (Treck UK)

"There are more people with a learning disability than ever living in the community with no support at all. Without self advocacy groups are more at risk of abuse and have nowhere to turn for help. Lots of people don't trust paid staff or the police because they have had bad experience in the past. We have seen what can happen to people with no self advocacy support at Winterbourne View and Southern Healthcare" (West Midlands Regional Forum for people with Learning Disabilities)

Autism:

Summary of feedback

Unanimously no one supports this proposal.

Especially as there are so few services for people with Autism in Walsall and that this could have a direct impact on services and other partner organisations.

Key Quotes

"His confidence has grown significantly over the last six months and he has recently secured a volunteer placement at a local newspaper. This has been an enormous step for this young man and he now feels ready to access the job market" (Autism West Midlands – Case study)

*"The cessation of prevention services for Autism gives us cause for concern and the potential impact on mental health and primary care as well as social care packages, as individuals 'well being is **impacted**. This has a direct impact on the CCGs diagnostic pathway"(CCCG)*

Befriending:

Summary of feedback

Unanimously no one supports this proposal

Especially as there are so few services for people with Autism in Walsall. This group provides a social element to adults with Autism whom are often very socially isolated.

Key Quotes

"I have found the advice befriending group a great use, it has been the only group to have been available to adults on the autism spectrum in the Walsall area ever to date it has been a great help for me" (Service User)

"Befriending / Advice services provided by Autism West Midlands I feel it is

important to say that users of these services are a group of some of the most vulnerable, isolated and generally forgotten adults in the borough for whom very little is specifically provided in terms of social care, facilities or in fact any opportunities in life”(Autism West Midlands)

**Physical & Sensory:
Summary of feedback**

Befriending – No response to feedback

We are unable to summarise the overall opinion /impact as we have not received any general feed back to this proposal

**Concessionary Bus Passes:
Summary of feedback**

The majority of people use their pre 9.30am top up pass to access health appointments (x4 responses) and work (x2 responses). With x2 responses saying that as an impact this may force them to give up work. Others saying that they would be happy to contribute towards the cost.

Key Quotes

“Personally I do not really use bus pass before 9.30am, so I go without that benefit” (Service User)

“It would mean that I would have to pay on the buses and ring and ride” (Service User)

“I would have to pay myself or walk there” (Service User)

“I may have to give up work, because start time is before 9.30am” (Service User)

Type of Service: Independent Living Centre

Consultation methods: Individual consultation with people accessing the Independent Living Centre (ILC) (facilitated by ASC budget reps), individual letters to people accessing short term wheel chair loans and shop mobility, Council online questionnaire and email.

Number of people consulted

Face to Face (Facilitated by ASC budget reps)– **16**

Focus Groups- **133**

Letters – **20**

Number of people responded

Council online questionnaire, email and letters – **0**

Type		Date	
	Council online questionnaire and email,		27 th October Online – 23 rd December

	Face Consultation at ILC (facilitated by Adult Social Care directorate rep)		6 th & 7 th December 2016
	Letter were give out to people accessing short term wheel chair loan and shop mobility		6 th and 7 th December 2016
Audience	Public, People with various disabilities		
Protected characteristics	Age and Disability		
Feedback			
Summary of feedback The general feedback was that the ILC offers a good service in regards to Blue Badge, Short Term Wheelchair Loan, and Shop Mobility & Equipment. People are concerned that they do not know what alternatives there are for Short Wheelchair Loan & Shop Mobility this would make them feel isolated and forced to stay at home.			
Key quotes <i>"Councillors should take a pay cut" (Service User)</i> <i>"Stop wasting money on revamping leisure centres and making statues in the middle of islands, reduce Councillor's why do we have so many" (Service User)</i> <i>"I don't want this to close I want it to stay open" (Service User)</i> <i>"Could the ILC be turned into a community enterprise?" (Service User)</i> <i>" Could the ILC be set up so that other organisations could rent space from them to provide services and one stop shop the same as in Sandwell" (Service User)</i>			
Type of Service: Older People Service Level Agreement's			
Consultation methods: Group meeting with people accessing Beswick house (facilitated by Council officers), Council online questionnaire and email.			
Number of people consulted Focus Group at Beswick House 13 responded, which included core and cluster projects Individual letters for Bereavement Service 96 sent and 24 responded			
Number of people responded Individual letters, online questionnaire 5			
Type	Council online questionnaire and email,	Date	27 th October Online – 23 rd

	Face Consultation at Wilbraham Court (facilitated by Adult Social Care directorate rep) Letter sent to every currently accessing support through Walsall Bereavement Service	December 22 nd November 2016 6 th December 2016
Audience	Public, People with various disabilities, drug and alcohol dependencies	
Protected characteristics	Age and Disability	
Feedback		
Beswick House: Summary of feedback Unanimously no one from both the core and cluster projects supports this proposal. People who access this service feel that there are limited services for people suffering from substance misuse, mental health and consistent offenders and that without this service they would suffer a relapse into previous patterns of behaviours. It builds life skills, reintegrates people into the community, reduces self neglect with health issues and builds independence. Very few people who access this service have close family connections or a positive social influence. Key quotes “We will return to prison and a life of drugs and alcohol” (Service User) “Ex service users return here for advice and guidance this helps them to remain living independently with the community and sustain their tenancies” (Service User) “I have got no help elsewhere and will be homeless and rough/sofa surfing “(Service User) “ There will be no support in Walsall for homeless people with substance misuse/mental health issues if this place closes” (Service User) “ I came here from Dorothy Pattison” (Service User) “I have previously been in and out of prison, but since coming here I have stayed away from trouble” “ I feel suicidal without this service” (Service User) “ I have been free from trouble since coming here (2years) others need this support to keep out of prison” (Service User) “ I will re-offend just to go back into prison, just so I have got a roof over my head” (Service User) “ We don’t want the libraries to close because we need access to look for job” (Service User)		

	<p>Bereavement Support: Summary of feedback All of the responders expressed concern about this service ending. The majority of which has found it of great comfort and support following a period of loss, helping them to regain confidence. The majority was concerned that this would put additional pressure on NHS services and delay people receiving support.</p> <p>Key quotes <i>'Without Bereavement counselling support Walsall City Council will see huge rises in mental/emotional health issues, sickness leave from employment and an increase in substance misuse especially alcohol' (Anonymous)</i> <i>'The proposed cuts to elderly support and bereavement counselling on the other hand send a chill down my spine. We will all be bereaved' (Walsall Resident)</i></p>														
4.2	<p>Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)</p> <p>As above, consultation included opportunities for people accessing services and their carers, providers of services and individuals supported by advocacy and empowerment groups the opportunity to engage at different times and in different venues. In response to these consultation events and opportunities we sent out 6,968 letters with an overall approximate response of 9%. Adult Social Care facilitated 10 face to face consultation events with approx 129 people attending these sessions with an overall response of 100%. External Advocacy, Engagement and Empowerment groups facilitated consultation on a range of budget proposals, which included proposal 77. This included 11 face to face consultation events with approx 133 people attending. Views were gathered from all events on proposal 77. The overall outcome is that people do not support this proposal and feel that this would have a direct impact on:</p> <ul style="list-style-type: none"> • Other statutory services • Overall cost to the Council • Lack of alternative community based provision 														
5	<p>How may the proposal affect each protected characteristic or group? The effect may be positive, negative or neutral.</p> <table> <tr> <th>Characteristic</th><th>Effect</th><th>Reason</th><th>Action needed Y or N</th></tr> <tr> <td>Age</td><td>Negative</td><td>Older people and carers of older people.</td><td>Y</td></tr> <tr> <td>Disability</td><td>Negative</td><td>Impact on specific groups of people with specific or complex disabilities benefiting from social care and various support services. More details of specific groups provided in Section 3. There may be an impact upon support for those deemed non</td><td>Y</td></tr> </table>			Characteristic	Effect	Reason	Action needed Y or N	Age	Negative	Older people and carers of older people.	Y	Disability	Negative	Impact on specific groups of people with specific or complex disabilities benefiting from social care and various support services. More details of specific groups provided in Section 3. There may be an impact upon support for those deemed non	Y
Characteristic	Effect	Reason	Action needed Y or N												
Age	Negative	Older people and carers of older people.	Y												
Disability	Negative	Impact on specific groups of people with specific or complex disabilities benefiting from social care and various support services. More details of specific groups provided in Section 3. There may be an impact upon support for those deemed non	Y												

			eligible for social care.	
	Gender reassignment	N	Pathways for data monitoring for this characteristics is not yet established	N
	Marriage and civil partnership	N	Pathways for data monitoring for this characteristics is not yet established.	N
	Pregnancy and maternity	Negative	There may be possible impact of some existing cases of vulnerable adults and families.	Y
	Race	N	There is not a service that supports a specific race affected by the proposals.	N
	Religion or belief	N	There is not a specific religious or belief group that is affected by the proposals	N
	Sex	N	Pathways for data monitoring for this characteristics is not yet established.	N
	Sexual orientation	N	Pathways for data monitoring for this characteristics is not yet established.	N
	Other (give detail)			N
	Further information	Family members, carers and volunteers in community services supporting the services users.		
6	Does your proposal link with other proposals to have a cumulative affect on particular equality groups? If yes, give details below.			Yes
	Yes proposal around management of demand may mean people with further needs may try to access community services as opposed to statutory. This would mean extra demand on voluntary sector providers coinciding with a reduction in funding.			
7	Which justifiable action does the evidence; engagement and consultation suggest you take? (Bold which one applies)			
	A	No major change required		
	B	Adjustments needed to remove barriers or to better promote equality		
	C	Continue despite possible adverse impact		
	D	Stop and rethink your proposal		
		See the table on the following page:		

		<p>Universal Services consists of a range of services, both internal and external, that are together combined. It was clear, following the consultation, that different parts of the Universal Services would have varied potential impact on groups with protected characteristics. The following judgement has been made on the specific parts in relation to the adverse impact and action plan is proposed to mitigate these adverse impacts accordingly:</p> <p>Review of Assistive Technology, (Telecare /Telehealth)CAS and Response - B Community Alarms Response Service – B Welfare Benefits and Employment Advice - B Broadway North Recovery College - C Neighbourhood Community Officers – B Independent Living Centre – B Sensory Support Team – B Sons and Daughters of Rest – C Wilbraham Court – D Bereavement Support – B Luncheon Club Support – A Empowerment, Engagement and Decision-making Learning Disabilities - B Empowerment, Engagement and Decision-making physical and sensory impairment – B Empowerment, Engagement and Decision-making autism – B Short-term and crisis advocacy learning disabilities – B Short-term crisis and advocacy, physical and sensory impairment service level agreements – B Midland Mencap SC – D Mary Elliot SC – D OP Project – D Gateway SC – D Gateway NW – D Befriending Service Autism – B Pilot Community Outreach – Breakthrough Service – D Eye Clinic and Liaison Officer & Registration Information Liaison Service – B Befriending Service – B Concessionary Travel – D Disability Hub – D Supporting Employment – D Summer Scheme – D Parents Project – D Lease Agreement Walsall Society for Blind – C Seed Money – B Housing Support - C</p>
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Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
Within savings timescale i.e. Year 1, Year 2	Evaluate information to ensure that there no adverse affects on people with protected characteristics	Transformation Delivery Plan Lead.		
Within savings timescale i.e. Year 1, Year 2	Monitor proposals and identify any adverse impacts that haven't been identified	Transformation Delivery Plan lead		
Within savings timescale i.e. Year 1, Year 2	There will be no loss of service for eligible service users who are in receipt of a statutory service, however the provider may change.	Transformation Delivery Plan lead		
By March 2017	The Blue badge service currently provided at the ILC can be offered from other parts of the council – specifically front of house.	Lead Commissioner Complex		
By March 2017	The Short term wheelchair loans and Shop mobility currently provided at the ILC are available in borough from other providers.	Lead Commissioner Complex		

By March 2018	In respect of Empowerment/Engagement/Advocacy and befriending services, commissioners are intended to amalgamate the current contracts. This will result in a single contract that provides a service to people with learning disabilities, physical and sensory impairments and people with Autism.	Lead Commissioner Complex		
October 2017	Further consultation could take place in order to ascertain which services could be retained through a contribution scheme and whether this would be at full or subsidised cost. For example the Community Alarm Service as part of the Assistive technology programmes.	Lead Commissioner Complex/Lead Group Manager		
March 2018	Further work will be undertaken to support the voluntary sector in meeting peoples universal needs through use of charitable income. This will include the ongoing offer of training and information sessions relating to disability equality and needs for Council staff, private, voluntary and independent organisations free of charge by the Councils workforce	Lead Commissioners		

	development.			
TBC	As part of the Walsall Together programme, the Access project will provide a single point of access for care coordination and navigation for all health, care and prevention services. This will be for all client groups including people with learning disabilities and physical and sensory impairments, and mental health issues.	Project Lead		
TBC	As part of the Walsall Together programme one of the aims for the Resilient Communities project is to provide early intervention and prevention to support people and communities to live independently and to have active, prosperous and healthy lives. This will be for all client groups including people with learning disabilities and physical and sensory impairments, and mental health issues.	Project Lead		
TBC	As part of the Walsall Together programme the Integrated health and care locality teams will provide is more coordinated across care settings and over time, particularly for patients with	Project Lead		

	<p>long-term chronic and medically complex conditions. For example people registered with GPs in Walsall will be supported by a team that is made up of GPs, community nursing, social care, mental health and the voluntary sector, providing accessible, high quality coordinated care in people's homes and communities. This will be for all client groups including people with learning disabilities and physical and sensory impairments, and mental health issues.</p>			
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Update to EqlA	
Date	Detail

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Ref No 78 Review and reprovision of Respite Services and Consolidation of Day Opportunities.		
Directorate	Adult Social Care		
Service	Special Education Needs and Disabilities		
Responsible Officer	Martin Thom		
EqIA Author	Gary Mack		
Proposal planning start	1/10/16	Proposal start date (due or actual)	1/4/2017

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy	Yes	New
	Procedure		
	Internal service		
	External Service		
	Other - give details		
2	What are the intended outcomes, reasons for change? (The business case)		
	2.1	It is proposed that Adult Social Care will amalgamate learning disability (LD) day opportunities across its current sites: Goscote or Fallings Heath House.	
	2.2	It is also proposed that respite provision at Fallings Heath should cease and be re-procured from the external market. Despite best efforts the occupancy remains at 39%, and reflects habitual use at weekends rather than any other time.	
	2.3	In addition, all service users (at both Goscote and Fallings) will be reviewed against Care Act criteria and those found non-eligible, for a care service, will be supported to leave the service and to access community activities. It is estimated that over a third of service users (55) are non-eligible or could benefit from an alternative placement.	
	2.4	The rehabilitation service operating at Goscote, for ongoing health need, would also need to cease, with long term rehabilitation need being addressed by the CCG. This service currently occupies a lot of space for a service that is appointment based and sporadic. Social Care should not be funding health services. The CCG have declined to invest in this service, although ASC will work in partnership to re-provide this service. The space this service occupies will be needed if Goscote continues as a day service location.	
	2.5	The suggested proposals will be implemented in full by 1/11/17, with full year	

	savings in-effect from 2018/9.		
2.6	There is a small amount of reinvestment £85,280 to fund the commissioning of demand from the external market.		
2.7	Whilst there is a statutory need to meet users assessed need there is evidence to suggest that some users at Fallings Heath and Goscote are either a) non-eligible or b) inappropriately placed. The exercise will not exclude those with an assessed need; rather it will identify the best way to support those eligible. These services no longer have young people referred to them and cater for people with disabilities in their middle and older age. As such, attendance is waning. In the recent exercise to close down Links to Work many service users felt they would rather access the community or exit services rather than go into day opportunities.		
3	Who is the proposal potential likely to affect?		
	People in Walsall	Yes / No	Detail
	All	No	
	Specific group/s	Yes	All vulnerable adults with a learning disability who use the day opportunities and respite services
	Council employees	Yes	Staff could be at risk as a result of the proposals.
	Other	Yes	External providers who may have to support users who do not have an eligible need.
4	Evidence, engagement and consultation (including from area partnerships, where relevant)		
4.1	Day Opportunities (Goscote and Fallings)		
	Consultation method: Individual letters to people accessing services, Council online questionnaire and email, focus groups facilitated by advocacy and empowerment services.		
	Number of people Consulted and Responses to Consultation		
	160 Individual letters sent for consultation 43 Responses, 133 People attended focus groups		
	Number of people responded: 31 Individual letters		
	Type of Service: Fallings Heath Respite		
	Consultation methods: Individual letters to people accessing this service, Council online questionnaire and email, focus groups facilitated by advocacy and empowerment services.		
	Number of people Consulted and Responses to Consultation		
	38 Individual letters sent out 15 Responses 1 Email response		
	133 attended focus groups		

Type	Council online questionnaire and email,	Date	27 th October Online – 23 rd December
	Focus groups facilitated by advocacy and empowerment services.		27 th October, 8 th November 29 th November 2016
	Individual letters to people accessing services,		16 th November 2016
Audience	People with Learning Disabilities, Families & Carers		
Protected characteristics	Age and Disability		
Feedback			
Key quotes <i>‘Because of my sisters complex needs I would have had to put her a permanent nursing home, if it had not have been for this service’ (Carer)</i> <i>‘I feel that I have already done above and beyond what would have been considered for most families I have saved the authority thousands of pounds by caring for my sister at home. As a result I will fight this proposal every step of the way’ (Carer)</i> “ Increase Council tax by 2%” (Carer) “ Without Goscote my son would have no Social Life” (Carer) “ Goscote Rehab provides an essential service for at least 60 people and was originally a Social Care initiative when it was based at the Pinfold Centre before it closed” (Service User) “ Using a standing frame once a week is the only time I get to stand and stretch to my full height, as I am confined to a wheelchair” (Service User) “ Goscote has helped us in a big way, as we are able to go to work without the worry where our son is knowing he is somewhere safe” (Carer) “ **** would be upset because he has worked at Link to Work for over 10 years and don’t know why you always make cuts for the disabled” (Carer) “ Find alternatives yourselves, Cut down on Council perks, sell the mayors car and buy a cheaper one” (Carer)			

<p>“ You have closed enough day centres – now pick on others” (Carer)</p> <p>“ It has enabled me to integrate into the community and socialise with friends” (Service User)</p>			
Type	<p>Council online questionnaire and email,</p> <p>Focus groups facilitated by advocacy and empowerment services.</p> <p>Individual letters to people accessing services,</p>	Date	<p>27th October Online – 23rd December</p> <p>27th October, 8th November 29th November 2016</p> <p>16th November 2016</p>
Audience	People with Learning Disabilities, Families & Carers		
Protected characteristics	Age and Disability		
Feedback			
Key quotes			
<p><i>“ Without this service as a carer for 2 disabled daughters I would not be able to cope” (Carer)</i></p> <p><i>“ It is an excellent service and our only service” (Carer)</i></p> <p><i>“ My daughter thrives on routine and are happy 100% when they she is at Fallings Heath” (Carer)</i></p> <p><i>“ This allows me as her primary carer much time to relax” (Carer)</i></p> <p><i>“ My son is 47 years old and has serve learning difficulty I look after him, but I need respite due to my age, otherwise I would have to consider him leaving home, institutionalised” (Carer)</i></p> <p><i>“ Comfortable home from home” (Carer)</i></p> <p><i>“ Fallings Heath is local” (Carer)</i></p>			
4.2	Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)		
Day Opportunities (Goscote and Fallings)			
Summary of feedback			
The majority of people that attend Fallings Heath and Goscote feel that they receive an excellent service. There have been a number of concerns expressed regarding the changes that has happened to day care provision over the years. The proposed option of			

closures of one centre's has raised numerous concerns about overcrowding at the one remaining centre. Concerns have been raised about the potential affects these changes may have to people's routine and how this will impact on people's ability to maintain friendships.

Type of Service: Fallings Heath Respite

Summary of feedback

Everyone believes that the service they receive at Fallings Heath Respite is excellent and if there was an alternative provision they would like the same standard replicated with other external providers.

5	How may the proposal affect each protected characteristic or group? The effect may be positive, negative or neutral.			
	Characteristic	Effect	Reason	Action needed Y or N
	Age	Negative	Whilst these services are predominantly for younger adults, we do not move people out of service as they grow older so this may impact on some older people with an LD as per below. It will also impact upon older carers whose replacement care and respite is reliant on these services.	Y
	Disability	Negative	Younger adults how may feel that these services have been eroded over time, due to other savings proposals in recent years, significantly in this service area. For example the re-design of Fallings Heath and the closure of the Satellite Day Centres	Y
	Gender reassignment	N	There are no reasons why these changes would impact upon other characteristics. These services are about people with an LD.	N
	Marriage and civil partnership	N	There are no reasons why these changes would impact upon other characteristics. These services are about people with an LD.	N
	Pregnancy and maternity	N	There are no reasons why these changes would impact upon	N

			other characteristics. These services are about people with an LD.	
	Race	N	There are no reasons why these changes would impact upon other characteristics. These services are about people with an LD.	N
	Religion or belief	N	There are no reasons why these changes would impact upon other characteristics. These services are about people with an LD.	N
	Sex	N	There are no reasons why these changes would impact upon other characteristics. These services are about people with an LD.	N
	Sexual orientation	N	There are no reasons why these changes would impact upon other characteristics. These services are about people with an LD.	N
	Other (give detail)			
	Further information			
6	Does your proposal link with other proposals to have a cumulative affect on particular equality groups? If yes, give details below.			Yes
	Directly affected by savings proposal 77 the reduction of Universal Services. Those who may be found to be un-eligible could also suffer from a reduction in preventative alternatives.			
7	Which justifiable action does the evidence; engagement and consultation suggest you take? (Bold which one applies)			
	A	No major change required		
	B	Adjustments needed to remove barriers or to better promote equality		
	C	Continue despite possible adverse impact		
	D	Stop and rethink your proposal		

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
October 2016	Ongoing Steering group to look at potential changes	Gary Mack		
Jan 17 – October 17	Each person that attends day Opportunities at Goscote and Falling Heath will have a social care assessment to ensure that they are eligible for social care services. For those people that do not meet the national eligibility criteria (Care Act 2014) work will be undertaken to identify services within their community that can be accessed independently of Adult Social Care.	Gary Mack		
Jan 17 – October 17	For those people that access Falling Heath Respite work will be undertaken to identify alternative respite options that are commissioned by Adult Social Care alternatively a direct payment can be utilised, if eligible, to access services of their choice.	Gary Mack		

Update to EqIA	
Date	Detail
13/1/17	Updated and put into new format.

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Ref No 79A and 79B Improving Demand Management		
Directorate	Adult Social Care		
Service	Integrated Commissioning		
Responsible Officer	Paula Furnival		
EqIA Author	Keith Nye		
Proposal planning start	1 st January 2017	Proposal start date (due or actual)	1 st April 2017
1	What is the purpose of the proposal?		Yes / No
	Policy		Yes
	Procedure		Yes
	Internal service		Yes
	External Service		Yes
	Other - give details. Not applicable.		
2	What are the intended outcomes, reasons for change? (The business case)		
	<p>Adult Social Care needs to save £10m by 31st March 2020. We will do this by ensuring all care package expenditure is scrutinised and authorised by the redesigned Resource Allocation Panel (RAP) in line with the RAP guidelines. We will review and change policies to support areas of change in:</p> <ul style="list-style-type: none"> • Ordinary Residence • Out of Borough placements • Legal Limits of Care • Holidays/Respite • Medical Appointment Chaperones <p>We will create the environment and culture in Social Work teams to support an improvement in support planning. We will reorganise Social Work Teams into Localities and introduce allocation of all cases and case holding.</p>		
3	Who is the proposal potentially likely to affect?		
	People in Walsall	Yes / No	Detail
	All	No	Not applicable
	Specific group/s	Yes	People with Complex Needs, People with Mental Health issues and Older People,
	Council employees	Yes	Potentially more activity in the community
	Other	Acute Sector	Potentially less activity in Hospitals
4	Summarise your evidence, engagement and consultation.		
	<p>4.1 Consultation method: Council online questionnaire, email and focus groups facilitated by advocacy and empowerment services.</p> <p>Number of people Consulted and Responses to Consultation 133 attended focus groups 3 Online responses</p> <p>Summary of feedback The general feedback that this would have a significant impact on people that require</p>		

	social care services and their quality of life.		
	4.2 Concise summary of evidence, engagement and consultation Key quotes <i>"No impact has been looked at or consideration of how this will affect people" (Focus Groups)</i> <i>"If you needed 22hours of care today why do you suddenly only need 13hours tomorrow? What will the disable person have to go without? How will it affect their quality of life? I thought person centred planning was at the heart of care plans" (Focus Groups)</i> <i>"Services are already pared down to the bone and now support packages are going to be heavily cut. It seems that the principle of the Care Act will only be applied as loosely as possible and many vulnerable adults will struggle in their daily lives without the support that they need" (Focus Groups)</i> <i>"Specialist activities such as day centres are disappearing and he already goes out of borough for respite, as there is no provision for complex needs" (Focus Groups)</i> <i>"You could start by reducing waste in other parts of the council. The council has recently appointed and interim director to replace one that had been missing for over 12mts. Therefore begs the question why this is needed now"(Anonymous)</i>		
5	How may the proposal affect each protected characteristic or group? The effect may be positive, negative or neutral.		
	Characteristic	Effect	Reason
			Action needed Y or N
	Age	Positive	Older people would move away from institutional (hospital and care home) services to community based services that may better support them in their own homes.
	Disability	Positive	People with Disabilities would move away from institutional (hospital and care home) services to community based services that may better support them in their own homes.
	Gender reassignment	Neutral	Not applicable
	Marriage and civil partnership	Neutral	Not applicable
	Pregnancy and maternity	Neutral	Not applicable
	Race	Neutral	Not applicable
	Religion or belief	Neutral	Not applicable
	Sex	Neutral	Not applicable
	Sexual orientation	Neutral	Not applicable
	Other (give detail)	None	
	Further information	Ensure all care package expenditure is scrutinised and authorised by the redesigned Resource Allocation Panel (RAP) in line with the RAP guidelines. This will support the investment to tackle health and social care inequalities.	

6	Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details below.		(Delete one) Yes
	Proposal Title and Reference Number		
	77	Universal Services – Technology and Equipment to Support Care	
	77	Universal Services - Community Alarms / Initial Referrer Officer Team	
	77	Universal Services – Mental Health	
	77	Universal Services – Broadway North Recovery College	
	77	Universal Services – Neighbourhood Community Officers	
	77	Universal Services – Independent Living Centre	
	77	Universal Services – Sensory Team	
	77	Universal Services – Sons & Daughters of Rest	
	77	Universal Services	
		Midland Mencap	
		Mary Elliot	
		Autism Empowerment	
		Autism Pilot	
		Eye Clinic	
		Concessionary Travel	
		Disability Hub	
		Walsall Society for Blind	
		Older Peoples Project	
		Gateway South East	
		Gateway North West	
		PSI Crisis Advocacy	
		PSI Befriending	
		Supporting Employment	
		Housing Support	
		Seed Money Comm.	
	77	Universal Services	
		Beswick House	
		Bereavement Support	
		Luncheon Clubs	
	78	Respite/ Day Services	
	80	Housing & Care 21	
	81	Review of Intermediate Care & Locality posts	
	82	Interim Charge for Community Based Services	
	159	Vacant posts	
	160	Restructure of management within Safeguarding	
7	Which justifiable action does the evidence, engagement and consultation suggest you take? (Bold which one applies)		

	A	No major change required
	B	Adjustments needed to remove barriers or to better promote equality
	C	Continue despite possible adverse impact
	D	Stop and rethink your proposal

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
30 th June 2017	Review impact of this proposal	Paula Furnival	31 st December 2017	
Update to EqlA				
Date	Detail			
1 st April 2018	Evaluate how the proposal affects each protected characteristic or group. The effect should remain neutral, as Service Users will be reviewed and their Case presented to RAP. The Council will meet their care needs and comply with the Care Act 2014.			

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Ref No 80 Housing & Care 21 Contract Budget Saving 2017/18		
Directorate	Adult Social Care		
Service	Adult Social Care Commissioning		
Responsible Officer	Paula Furnival		
EqIA Author	Tracy Simcox		
Proposal planning start	Ongoing October 2015	Proposal start date (due or actual)	1/4/2017

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy	No	revision
	Procedure	No	
	Internal service	No	
	External Service	Yes	Revision
	Other - give details		
2	What are the intended outcomes, reasons for change? (The business case)		
	What is the intended outcome? To remodel and reduce the annual contract value by £137k per annum (recurring savings releasing £2.9m over the contract lifetime 2017 – 2038) (It should be noted this is lower than the proposed target of £1.5m over 5 years).		
	Reasons for change? In line with the budget setting process all contracted services have been reviewed to ensure they provide good quality and outcomes for services users, are fit for purpose and offer value for money.		
	Negotiations concluded a number of mutually agreed savings: <ul style="list-style-type: none"> • Convert the remaining 5 respite units across the extra care courts to permanent tenancies/shared ownership. Potential saving £50k per annum. • Remove property related overheads from the five extra care courts associated with the closure of day centres in 2014. Potential saving £65k per annum. • Reduce under-utilised core care hours (400 – 360) at Alrewych Court. Potential saving £22k per annum. In addition work is ongoing to achieve better value for money by: <ul style="list-style-type: none"> • Converting 5 under-utilised respite beds at Watermill to permanent placements (leaves 5 in place and increases permanent Residential EMI provision in the 		

	borough) <ul style="list-style-type: none">The potential to remodel extra care courts without impact on existing residents/CQC registration (potential for EMI wing).		
3	Who is the proposal potential likely to affect?		
	People in Walsall	Yes / No	Detail
	All	No	
	Specific group/s	Yes	Vulnerable adults aged 55+
	Council employees	No	
	Other	No	
4	Evidence, engagement and consultation (including from area partnerships, where relevant)		
4.1			
	Type	Council online questionnaire and email	Date27/10/16 to 23/12/16
	Audience	General public	
	Protected characteristics	Not Known	
	Feedback		
	No responses		
4.2	Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)		
	<p>Consultation as part of contract negotiations with Housing and Care 21 has been ongoing since October 2015 with no adverse impact to residents within the extra care courts however, remodelling will have a positive impact on Walsall residents by increased capacity of provision to help meet demand:</p> <ul style="list-style-type: none">Convert 5 underutilised extra care respite flats to permanent tenancies/leasehold flats to help reduce waiting lists. There is sufficient alternative respite facility within the borough.Remove overheads associated with day care rooms. (Extensive consultation around the closure of the day care provision at the five extra care courts took place in 2014)Reduce underutilised core hours at Alrewych Court to make better use of funding.Convert 5 underutilised respite flats at Water Mill EMI to permanent placements to provide additional residential EMI in the borough and make better use of funding. <p>Explore the potential to remodel extra care courts without an impact of existing residents/CQC registration.</p>		
5	How may the proposal affect each protected characteristic or group? The effect may be positive, negative or neutral.		

	Characteristic	Effect	Reason	Action needed Y or N
	Age	Negative	Respite will not be available across the Housing & Care 21 Courts	Y
	Disability	Neutral	No significant impact foreseen.	N
	Gender reassignment	Neutral	No significant impact foreseen.	N
	Marriage and civil partnership	Neutral	No significant impact foreseen.	N
	Pregnancy and maternity	Neutral	No significant impact foreseen.	N
	Race	Neutral	No significant impact foreseen.	N
	Religion or belief	Neutral	No significant impact foreseen.	N
	Sex	Neutral	No significant impact foreseen.	N
	Sexual orientation	Neutral	No significant impact foreseen.	N
	Other (give detail)	Adult Social Care and Hospital work force would need to be briefed to understand the impact of this change and how to access short term respite in the residential market.		
	Further information	Despite reducing the number of respite flats on 1 st April 2014 from 2 per court to 1; utilisation remains low. During 2015/16 the utilisation rate across the 5 extra care respite flats was 42% and the directorate is confident demand can be met by other provision in the borough		
6	Does your proposal link with other proposals to have a cumulative affect on particular equality groups? If yes, give details below.			No
7	Which justifiable action does the evidence; engagement and consultation suggest you take? (Bold which one applies)			
	A	No major change required		
	B	Adjustments needed to remove barriers or to better promote equality		
	C	Continue despite possible adverse impact		
	D	Stop and rethink your proposal		

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
01.04.2017	Communication to Adult Social Care and Corporate staff to inform of the changes to Housing & Care 21 contract.	Older People Commissioning	April 2017	
02.02.2017	Engage with providers to ensure sufficient respite provision available	Older People Commissioning		

Update to EqlA	
Date	Detail

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Ref No 81 Removal of Jointly Funded Posts		
Directorate	Adult Social Care		
Service	Community Care and Partnerships		
Responsible Officer	Paula Furnival		
EqIA Author	Keith Nye		
Proposal planning start	1 st January 2017	Proposal start date (due or actual)	1 st April 2017
1	What is the purpose of the proposal?		Yes / No
	Policy		No
	Procedure		No
	Internal service		Yes
	External Service		Yes
	Other - give details. Not applicable.		
2	What are the intended outcomes, reasons for change? (The business case)		
	Adult Social Care needs to save £826,627 by 31 st March 2018. The jointly funded posts are within Adult Social Care and Walsall Healthcare Trust. Review and redesign Intermediate Care pathways to ensure that most people with social care needs access Intermediate Care following a spell in hospital and outcomes following Intermediate Care are improved.		
3	Who is the proposal potentially likely to affect?		
	People in Walsall	Yes / No	Detail
	All	No	Not applicable
	Specific group/s	Yes	People with Complex Needs, People with Mental Health issues and Older People,
	Council employees	Yes	Review and redesign Intermediate Care pathways to ensure that most people with social care needs access Intermediate Care following a spell in hospital and outcomes following Intermediate Care are improved.
	Other	Acute Sector	Potentially less activity in Hospitals
4	Summarise your evidence, engagement and consultation.		
	4.1 Consultation method: Council online questionnaire and email. Number of people Consulted and Responses to Consultation: None Summary of feedback: None.		
	4.2 Concise summary of evidence, engagement and consultation Not applicable		

5	How may the proposal affect each protected characteristic or group? The effect may be positive, negative or neutral.			
	Characteristic	Effect	Reason	Action needed Y or N
	Age	Positive	Older people with social care needs who access Intermediate Care following a spell in hospital and outcomes following this Intermediate Care are improved.	No
	Disability	Positive	People with Disabilities who access Intermediate Care following a spell in hospital and outcomes following this Intermediate Care are improved.	No
	Gender reassignment	Neutral	Not applicable	No
	Marriage and civil partnership	Neutral	Not applicable	No
	Pregnancy and maternity	Neutral	Not applicable	No
	Race	Neutral	Not applicable	No
	Religion or belief	Neutral	Not applicable	No
	Sex	Neutral	Not applicable	No
	Sexual orientation	Neutral	Not applicable	No
	Other (give detail)	None		
	Further information	Not applicable		
6	Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details below.			(Delete one) No
	Proposal Title and Reference Number Not applicable			
7	Which justifiable action does the evidence, engagement and consultation suggest you take? (Bold which one applies)			
	A	No major change required		
	B	Adjustments needed to remove barriers or to better promote equality		
	C	Continue despite possible adverse impact		
	D	Stop and rethink your proposal		

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
30 th June 2017	Review impact of this proposal	Paula Furnival	31 st December 2017	
Update to EqlA				
Date	Detail			
1 st April 2018	Evaluate how the proposal affects each protected characteristic or group. Is the effect positive, negative or neutral?			

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Ref No 82 Introduce an Interim Charge for Community Based Services		
Directorate	Adult Social Care		
Service	Assessment and Care Management/Commissioning Budgets		
Responsible Officer	Martin Thom		
EqIA Author	Gary Mack		
Proposal planning start	1/10/16	Proposal start date (due or actual)	1/4/2017

1	What is the purpose of the proposal?		Yes / No	New / revision
	Policy		Yes	New
	Procedure			
	Internal service			
	External Service			
	Other - give details			
2	What are the intended outcomes, reasons for change? (The business case)			
	<p>Adult Social Care needs to maximise contributions for eligible services. Currently the collection of contributions is not efficient and charging can only take effect from the point of the financial assessment. Currently Adult Social care does not have control of timescales for those assessments and are beholden to delays in that process which currently sit at 6-8 weeks.</p> <p>The introduction of an interim charge at the point of the assessment by the social worker will ensure some financial recovery is made. Financial modelling suggests that £474k can be recovered if this interim charging policy is adopted.</p> <p>This proposal will not affect any existing service users, it will only apply to new service users that are not yet receiving a service.</p>			
3	Who is the proposal potential likely to affect?			
	People in Walsall	Yes / No	Detail	
	All	No		
	Specific group/s	Yes	Adult Social Care Service users	

	Council employees	No																					
	Other	No																					
4	Evidence, engagement and consultation (including from area partnerships, where relevant)																						
4.1	<table border="1"> <tr> <td>Type</td><td>Council online questionnaire and email</td><td>Date</td><td>27.10.16 to 23.12.16</td></tr> <tr> <td>Audience</td><td colspan="3">General public</td></tr> <tr> <td>Protected characteristics</td><td colspan="3">Not known</td></tr> <tr> <td>Feedback</td><td colspan="3"></td></tr> <tr> <td colspan="4">No feedback/ responses received</td></tr> </table>			Type	Council online questionnaire and email	Date	27.10.16 to 23.12.16	Audience	General public			Protected characteristics	Not known			Feedback				No feedback/ responses received			
Type	Council online questionnaire and email	Date	27.10.16 to 23.12.16																				
Audience	General public																						
Protected characteristics	Not known																						
Feedback																							
No feedback/ responses received																							
4.2	Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)																						
5	How may the proposal affect each protected characteristic or group? The effect may be positive, negative or neutral.																						
	Characteristic	Effect	Action needed Y or N																				
	Age	Negative	Clients will pay more and have less disposable Income Y																				
	Disability	Negative	Clients will pay more and have less disposable Income Y																				
	Gender reassignment	N	N/A N																				
	Marriage and civil partnership	N	Insignificant numbers of people affected by policy change N																				
	Pregnancy and maternity	N	Insignificant numbers of people affected by policy change N																				
	Race	N	Insignificant numbers of people affected by policy change N																				
	Religion or belief	N	Insignificant numbers of people affected by policy change N																				
	Sex	N	Insignificant numbers of people affected by policy change N																				
	Sexual orientation	N	Insignificant numbers of people affected by policy change N																				

	Other (give detail)		
	Further information		
6	Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details below.		No
7	Which justifiable action does the evidence; engagement and consultation suggest you take? (Bold which one applies)		
	A	No major change required	
	B	Adjustments needed to remove barriers or to better promote equality	
	C	Continue despite possible adverse impact	
	D	Stop and rethink your proposal	

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
Sept 2017	Analysis required of people paying more than previously. Support with managing money through advice and support. Benefits maximisation.	Finance		
Oct 2017	To review the interim charging policy.	Finance		

Update to EqlA	
Date	Detail
05/01/2017	NI updated for budget consultation feedback

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Council Tax Reduction Scheme 2017/18 (No ref no)		
Directorate	Change and Governance		
Service	Money Home Job		
Responsible Officer	Elise Hopkins		
EqIA Author	David Lockwood / Elise Hopkins		
Proposal planning start	1 September 2016	Proposal start date (due or actual)	1 April 2017

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy	Yes	Revision
	Procedure	Yes	Revision
	Internal service	No	N/A
	External Service	Yes	Revision
	Other - give details		
2	What are the intended outcomes, reasons for change? (The business case)		
	<p>In April 2013 the government abolished the national council tax benefit scheme replacing it with a new local council tax reduction scheme for working age claimants which is to be designed and administered by local authorities. Under the legislation pensioners are 100% protected from any changes. At the same time the government reduced the amount of money paid to local authorities to fund such schemes. The funding is now part of the government financial settlement and is no longer separately identifiable. There are currently 18,132 (57%) working age claimants out of the total of 31,713 on council tax reduction. The remaining 13,581 are pensioners and will be exempt from any changes to the scheme. If the current CTRS scheme was kept for 2017/18 it is anticipated that the total amount of reduction awarded would be £24,241,000 split between £11,963,000 for working age and £12,278,000 for pensioners. Walsall currently has to save £86m over the next 4 years to produce a balanced budget. The changes being considered to the Council Tax Reduction Scheme would assist the Council to raise the additional funds needed to ensure that essential services continue.</p> <p>There are currently 31,713 Council Tax Reduction (CTR) claimants in total:</p> <ul style="list-style-type: none"> ○ 13,581 are pensioners who would be protected in full from the proposed changes; ○ 18,132 will be affected by any overall change to the scheme; ○ 6,157 would be affected if the child benefit disregard was removed; 		



- 300 would be affected by the reduced capital limit (moving from £16,000 to £6,000);
- 373 would be affected by the Band C limit being introduced;
- 182 would be affected by the removal of second adult rebate.
- 988 would be protected (at current rate of 25%) if the protection for single under 35 was introduced;

The proposals and the potential increased income levels for the Council are detailed below:

Option	A	B	C	D
Overall % CTR reduced by	25%	30%	35%	40%
Maximum award of CTR	75%	70%	65%	60%
Increase in council tax for Walsall Council*	£0	£420,000	£797,500	£1,132,000
Revised increase in council tax for Walsall Council if single claimants under 35 are protected at current level*	£0	£290,000	£655,000	£945,000
Additional increase in council tax for Walsall Council for other changes to CTR scheme (less bad debt provision and increased costs)				
Removal of income disregard for child benefit for 2 nd and additional children	£233,500	£210,000	£175,000	£130,000
Introduce a £6,000 capital limit	£33,000	£32,000	£29,000	£28,000
Limit CTR awards to Band C levels	£67,000	£61,000	£47,000	£38,000
Removal of second adult rebate	£35,000	£32,000	£24,000	£19,000

Analysis of collection rates for Council Tax from 1st April 2016 to 30th September 2016 identified that single people aged under 35 who are CTR claimants are at greater risk of falling into Council Tax arrears compared to other groups of working age CTR claimants. Investigations also highlighted that the reason for this is due to their age. Under 35's appear to be disadvantaged under the current welfare benefit system in the following ways:

- Under 25's now receive a lower level of Job Seekers Allowance or Employment Support Allowance (£57.90 per week compared to £73.10 for people aged 26 and

above).

- Single people claiming benefits for the first time must now claim Universal Credit. Universal credit (£251.77 per month for under 25's compared to £317.82 for 25 and above); under universal credit people must wait a minimum of 6 weeks before they receive their first instalment compared to 2 weeks under the former legacy benefits JSA and ESA).
- Under 25's are unable to claim working tax credit (unless they have dependent children).
- Single people under the age of 35 receive Housing Benefit at a lower rate in the private rented sector than older people. People aged over 35 are able to claim £86.30 towards the cost of a 1 bed property, whereas people aged under 35 can only claim £60 per week towards the cost. In 2018 it is expected that this difference in rates will also be applied to young people living in the Social Housing sector.

To support new policy development in respect of Council Tax Reduction the Council also commissioned an independent organisation to undertake research on the overall implications of Welfare Reforms to residents in Walsall. The research revealed 611 single people under the age of 35 would experience a total housing benefit shortfall of £24,477 per week across the cohort. Within the group 74% (453/611) were reported to have low to medium barriers to work e.g. had a disability or undertook caring responsibilities that would make it difficult for them to take up employment. Discussions with claimants during collection attempts confirms that having to make up short-falls in rent directly impacts on their ability to meet their Council Tax obligations. The government proposes that it will, effective from April 2017, prevent under 21 year olds from claiming Housing benefit altogether, unless they fall into a pre-defined vulnerable group. In addition to the disadvantages levied in the Welfare Benefit system to those aged under 35, it is also important to note that there are less safeguards available to working age single people who find themselves homeless, as compared with those with dependent children. Individuals who approach the Council as a result of homelessness are more likely to be deemed 'No Priority Need' and to not qualify for re-housing. The Public Sector Equality Duty (the Equality Duty) is found in section 149 of the Equality Act 2010. It is a duty to have regard to various equalities considerations when exercising functions of the public body. The Act helpfully explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The proposal to protect under 35's at current rates of CTR (25%) would seek to minimise the disadvantage already suffered by people due to their age (which is a protected characteristic). It could therefore be seen as a step taken following exercise of the section 149 duty, and in furtherance of the aims of that duty.

3	Who is the proposal potential likely to affect?		
	People in Walsall	Yes (Y) / No (N)	Detail
	All		
	Specific group/s	Y	Currently 18,600 working age claimants receive council tax reduction totalling £11,963,000. The proposals to increase the minimum Council Tax contribution could directly impact upon those people.
	Council employees	Y	If staff fall within the above 18,600 people although it doesn't directly impact upon all staff.
	Other		
4	Evidence, engagement and consultation (including from area partnerships, where relevant)		
4.1	<p>Consultation took place between 10 October and 18 November 2016. Three phases of public consultation were carried out consisting of:</p> <ul style="list-style-type: none"> • Phase 1 – Controlled 10,000 household postal survey (5,000 working age claimants and 5,000 other); • Phase 2 – Online questionnaire (a letter was sent to every claimant not included in the first phase to encourage them to participate); • Phase 3 – Leaflet campaign to community groups and partners publicising the consultation. <p>Controlled postal survey (10,000) M.E.L Research Ltd was commissioned to undertake a 10,000 postal survey. The survey was split into two groups</p> <ul style="list-style-type: none"> • Random sample of 5,000 working age council tax reduction claimants • Random sample of 5,000 other council tax payers <p>M.E.L issued an initial letter with a questionnaire form and then followed it up with another letter for those who did not respond.</p> <p>2315 completed forms were returned to M.E.L. in supplied pre paid envelopes and M.E.L undertook the analysis of the returns.</p> <p>The survey sought to find out the views of the participants on a number of different questions</p> <p>1) On the question of whether there should be an overall reduction in the level of CTR to working age claimants those who expressed a view responded as below</p> <p>Option A – retain the current level of reduction, 25%, in CTR award CTR Claimants – 83%</p>		

	<p>Non Claimants – 48%</p> <p>Option B – Increase the reduction in CTR by a further 5% (30% overall)</p> <p>CTR Claimants – 11%</p> <p>Non Claimants – 21%</p> <p>Option C – Increase the reduction in CTR by a further 10% (35% overall)</p> <p>CTR Claimants – 4%</p> <p>Non Claimants – 11%</p> <p>Option D – Increase the reduction in CTR by a further 15% (40% overall)</p> <p>CTR Claimants – 3%</p> <p>Non Claimants – 20%</p>
	<p>2) The survey also asked about whether some other changes should be made to the CTR scheme. The changes and the views of the responders were:</p> <p>Remove the income disregard for child benefit for second and additional children</p> <p>42% of claimants agreed with this, 58% did not</p> <p>74% of non claimants agreed with this, 26% did not</p> <p>Reduce the savings and other investments limit to £6,000</p> <p>55% of claimants agreed with this, 45% did not</p> <p>51% of non claimants agreed with this, 49% did not</p> <p>Limit CTR awards to Band C levels</p> <p>48% of claimants agreed with this, 52% did not</p> <p>64% of non claimants agreed with this, 36% did not</p> <p>Remove the reduction awarded under the second adult rebate scheme</p> <p>29% of claimants agreed with this, 71% did not</p> <p>54% of non claimants agreed with this, 46% did not</p>
	<p>3) The participants were asked about the possibility of protecting under single under 35 claimants at the current levels</p> <p>Agreed with protecting the single under 35s</p> <p>CTR Claimants – 64%</p> <p>Non Claimants – 41%</p> <p>Did not agreed with protecting the single under 35s</p> <p>CTR Claimants – 36%</p> <p>Non Claimants – 59%</p>
	<p>4) The process also sought the views of the participants as to the impact of a £1 per week rise in council tax as an alternative to changes to the CTR scheme</p>

Big impact

CTR Claimants – **52%**

Non Claimants – **29%**

Some impact

CTR Claimants – **40%**

Non Claimants – **51%**

No impact

CTR Claimants – **7%**

Non Claimants – **19%**

The survey also asked if there were any alternative suggestions for how the CTR scheme could be amended or how savings could be made. Common suggestions were

- Review internal staffing, wages and processes
- Cut the wages of the most senior level staff as well as reducing the amount of managers and councillors
- Cut or reduce services deemed 'unnecessary' such as the art gallery and speed bumps
- Limit the availability of benefit to certain groups such as those that have not contributed financially, new immigrants and the unemployed
- Greater chasing of those who have not paid their council tax and ensuring those who get benefit are only those entitled to it
- Those with greater income should pay more

The analysis of the respondents is as follows

		CTR Claimants	Non Claimants
Gender	Male	43%	59%
	Female	57%	41%
Age	16-24	4%	1%
	25-34	15%	6%
	35-44	19%	9%
	45-54	30%	14%
	55-59	15%	7%

	60-64	13%	8%
	65-74	2%	28%
	75+	2%	28%
Disability			
	Yes, limited a lot	40%	26%
	Yes, limited a little	17%	25%
	No	43%	48%
Work Status			
	Employed	23%	36%
	Education	1%	0%
	Unemployed	20%	25%
	Sick / Disabled	41%	7%
	Retired	4%	52%
	Looking after the home	11%	3%
Ethnicity			
	White	79%	89%
	BME	21%	11%

On-line questionnaire

A letter was sent to all working age claimants not included in the controlled sample encouraging them to complete the survey. This was complimented by a leaflet campaign

There was 216 respondents to this survey

- 1) On the question of whether there should be an overall reduction in the level of CTR to working age claimants those who expressed a view responded as below

Option A – retain the current level of reduction, 25%, in CTR award

80%

Option B – Increase the reduction in CTR by a further 5% (30% overall)

10%

Option C – Increase the reduction in CTR by a further 10% (35% overall)

1%

Option D – Increase the reduction in CTR by a further 15% (40% overall)

4%

Did not Know

5%

- 2) The survey also asked about whether some other changes should be made to the CTR scheme. The changes and the views of the responders were:

Remove the income disregard for child benefit for second and additional children

39% agreed with this, **42%** did not

19% did not know

Reduce the savings and other investments limit to £6,000

43% agreed with this, **38%** did not

19% did not know

Limit CTR awards to Band C levels

30% of claimants agreed with this, **37%** did not

33% did not know

Remove the reduction awarded under the second adult rebate scheme

15% of claimants agreed with this, **46%** did not

40% did not know

- 3) The participants were asked about the possibility of protecting single under 35 claimants at the current levels

Agreed with protecting the single under 35s - **40%**

Disagreed with protecting the single under 35s – **32%**

Don't know – **28%**

- 4) The process also sought the views of the participants as to the impact of a £1 per week rise in council tax as an alternative to changes to the CTR scheme

Big impact - **60%**

Some impact– **29%**

No impact– **8%**

Don't know – **3%**

The survey also asked if there were any alternative suggestions for how the CTR scheme could be amended or how savings could be made. Common suggestions were

- Review internal staffing, wages and processes
- Cut the wages of the most senior level staff
- Stop street cleaning on Sundays
- Review the refuse collection service
- Charge more to those in higher bands

The analysis of the respondents to this survey is as follows

Currently in receipt of CTR

Yes 92%

No 6%

Don't know 3%

Gender

Male 46%

	Female	50%
	Prefer not to say	4%
Disability		
	Yes, limited a lot	44%
	Yes, limited a little	17%
	No	36%
	Prefer not to say	9%
Work Status		
	Employed	21%
	Education	1%
	Unemployed	10%
	Sick / Disabled	37%
	Retired	4%
	Looking after the home	5%
	Doing something else	9%
	Prefer not to say	14%
Ethnicity		
	White	75%
	BME	18%
	Prefer not to say	8%
The surveys also asked what % increase in council tax responders would be prepared to pay to keep cuts to a minimum		
	None	36%
	1% or less	40%
	1 to 2%	10%
	2 to 4%	7%
	5%	5%
	Higher than	5%

4.2	Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)
<p>Two key consultation exercises were undertaken:</p> <ul style="list-style-type: none">• On-line Questionnaire<ul style="list-style-type: none">○ 216 were completed of which 92% currently receive CTR• Postal questionnaires distributed by M·E·L Research Ltd for the Council:<ul style="list-style-type: none">○ 5,000 letters went to random sample of working age CTR claimants and○ 5,000 letters went to random sample of all other council tax payers (including non-working age).○ 2315 returns in total <p>Face to face consultation was also undertaken with voluntary sector organisations and registered social landlords.</p> <p>The majority of CTR claimants (83%) preferred the level of support to ‘stay the same’ with the maximum level of support remaining at 75% (MEL 2016). In contrast most Non CTR claimants (52%) wanted the maximum level of support to reduce.</p> <p>The majority of CTR claimants and non claimants were in agreement with reducing in the</p>	

5	Capital Limit to £6,000 from £16,000.			
	The majority of non CTR claimants were against protecting single under 35s whilst most current CTR claimants were in favour.			
	Voluntary sector organisations and Registered Social Landlords (RSL's) highlighted the detrimental impact Welfare Reforms were already having on some local residents and expressed concerns about increasing the minimum contribution and the technical adjustments proposed. Concern was also raised about the potential for increased demand on services as a result of increasing household debt. RSL's pointed out that increased pressure on household budgets could increase arrears levels and result in greater homelessness. All organisations consulted with agreed that single under 35's were under greater financial pressure than other age groups due their reduced benefit entitlement and supported proposals to protect them at current rates.			
5	How may the proposal affect each protected characteristic or group? The effect may be positive, negative or neutral.			
	Characteristic	Effect	Reason	Action needed Y or N
	Age	Neutral to Pensioners Possibly Negative for some working age CTRS claimants	<p>The impact of the proposed options to reduce Council Tax Support will disproportionately affect working age people. In addition, there may be an adverse effect on those under 35's as they receive reduced amounts of benefit based on their age.</p> <p>Children of low income families may also be adversely affected if their parent(s) have to find additional money to cover a reduced CTR discount.</p> <p>The Government has recognised that low-income pensioners cannot be expected to increase their income through paid work and therefore are protected from any reduction in their entitlements.</p> <p>Our CTR scheme will continue to provide a more generous means test for those with dependent children.</p>	Y
	Disability	Neutral to Pensioners	The impact of the proposed options to reduce Council Tax Support will affect all working age customers, even those where either they or a member	N

		<p>Possibly Negative for some working age CTRS claimants</p>	<p>of their household have a disability. It will place an additional strain on their finances. This will be further impacted as the increased reduction is not linked to the increase of benefit rates.</p> <p>Our CTR scheme will continue to provide a more generous means-test for those receiving Disability Living Allowance or Personal Independence Payments as this income is not included within the calculations.</p>	
	Gender reassignment	<p>Neutral to Pensioners</p> <p>Possibly Negative for some working age CTRS claimants</p>	<p>The current CTR scheme does not differentiate for this characteristic; nor do any of the options considered.</p> <p>There is no evidence to suggest that this group will be disproportionately impacted by proposals.</p>	N
	Marriage and civil partnership	<p>Neutral to Pensioners</p> <p>Possibly Negative for some working age CTRS claimants</p>	<p>Current data suggests that same sex couples are very much under-represented in benefits claims compared to heterosexual couples.</p> <p>There is no evidence to suggest that either group will be disproportionately impacted by proposals.</p>	N
	Pregnancy and maternity	<p>Possibly Negative for some working age CTRS claimants</p>	<p>The current CTR scheme does not differentiate for this characteristic; nor do any of the options considered.</p> <p>It is possible that their overall income would go down as a result of this whilst on maternity leave which could impact on household finances.</p> <p>If the number of children in the household was to reach 2 or more then claimants would be affected by the removal of the income disregard for the 2nd and additional child benefit.</p> <p>Our CTR scheme will continue to provide a more generous means test</p>	N

			for those with dependent children.																			
	Race		<p>The current CTR scheme does not differentiate for this characteristic; nor do any of the options considered.</p> <p>Our CTR scheme will continue to provide a more generous means test for those with dependent children</p> <p>Of the 2,315 respondents to the consultation were</p> <p>85% White 1% Mixed 11% Asian 3% Black 1% other</p> <p>As regards the agreement to other options the numbers were</p> <table><thead><tr><th></th><th>White</th><th>BME</th></tr></thead><tbody><tr><td>Remove child benefit income disregard</td><td>65%</td><td>37%</td></tr><tr><td>Reduce savings limit</td><td>54%</td><td>46%</td></tr><tr><td>Limit to Band C</td><td>57%</td><td>52%</td></tr><tr><td>Remove 2AR</td><td>44%</td><td>35%</td></tr><tr><td>Protection of single under 35s</td><td>50%</td><td>59%</td></tr></tbody></table> <p>National data suggests that BME households are more likely to include larger numbers of dependent children. If the number of children in the household was to reach 2 or more then claimants would be affected by the removal of the income disregard for the 2nd and additional child benefit.</p> <p>The consultation results listed above supports the view that BME groups are more concerned about removal of the income disregard for the 2nd and additional child benefit. It is possible that they will be disproportionately</p>		White	BME	Remove child benefit income disregard	65%	37%	Reduce savings limit	54%	46%	Limit to Band C	57%	52%	Remove 2AR	44%	35%	Protection of single under 35s	50%	59%	Y
	White	BME																				
Remove child benefit income disregard	65%	37%																				
Reduce savings limit	54%	46%																				
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Protection of single under 35s	50%	59%																				
		Neutral to Pensioners																				
		Possibly Negative for some working age CTRS claimants																				

			impacted by the changes. .	
	Religion or belief	<p>Neutral to Pensioners</p> <p>Possibly Negative for some working age CTRS claimants</p>	<p>The current CTR scheme does not differentiate for this characteristic; nor do any of the options considered.</p> <p>Of the 2,315 respondents to the consultation were</p> <p>23% no religion 65% Christian 1% Hindu 8% Muslim 3% Sikh</p> <p>There is nothing to suggest that any group would be disproportionately impacted as a result of religion or belief.</p>	N
	Sex	<p>Neutral to Pensioners</p> <p>Possibly Negative for some working age CTRS claimants</p>	<p>Of the 2,315 respondents to the consultation were:</p> <p>52% male 48% female</p> <p>There is nothing within the CTR data to suggest that either group would be disproportionately impacted as a result of their sex.</p> <p>National statistics suggest that women are more likely to be lone parents than men and therefore it is possible that they could be disproportionately impacted by removal of the income disregard for the 2nd and additional child benefit.</p>	N
	Sexual orientation	<p>Neutral to Pensioners</p> <p>Possibly Negative for some working age CTRS claimants</p>	<p>The current CTR scheme does not differentiate for this characteristic; nor do any of the options considered.</p> <p>There is nothing within the CTR data to suggest that either group would be disproportionately impacted as a result of their sexual orientation.</p>	N

	Other (give detail)	N/A	
	Further information	N/A	
6	Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details below.		(Delete one) Yes
	It links to all proposals relating to the overall budget consultation.		

7	Which justifiable action does the evidence, engagement and consultation suggest you take? (Bold which one applies)	
	A	No major change required
	B	Adjustments needed to remove barriers or to better promote equality
	C	Continue despite possible adverse impact
	D	Stop and rethink your proposal

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
May 2016	Commission Policy in Practice to undertake research to measure the impact of Welfare Reforms and potential reduction in CTR awards.	Money Home Job	Completed 01 Sep 16	Understand the potential impact on claimants.
Oct 2016	Postal survey random sample	Money Home Job	Completed 23 Nov 16	Understand the potential impact on claimants and their opinions about the options being considered
Oct 2016	Postal survey CTRS recipients	Money Home Job	Completed 23 Nov 16	Understand the potential impact on claimants and their opinions about the options being considered
Oct 2016	Supply consultation leaflets to libraries, health centres, leisure centres, GP practices and temples and mosques	Money Home Job	Completed 20 Oct 16	Leaflets delivered to <ul style="list-style-type: none"> • All Libraries in the borough • All Health Centres in the borough • All Leisure Centres in the borough and • approx 50% of all GP practices across the borough • Guru Nanak Sikh Gurdwara Walsall Road Willenhall • Guru Nanak Sikh Gurdwara West

				<p>Bromwich Street Walsall</p> <ul style="list-style-type: none"> • Jamia Masjid Ghausia Mosque Birchills Street Walsall • Masjid- Al-Farouq Mosque Milton Street Walsall • Zia- E-Madina Mosque Walsall Wednesbury • Nanaksar Sikh Gurdwara Wellington Street Walsall
Dec 2017	Update EIA assessment to provide additional details about impact of benefit entitlement and welfare reforms on protected groups (to help inform decision makers regarding implications of proposals to change the Council Tax Reduction Scheme).	Money Home Job, Legal Services	Completed 05/01/2017	Understand the impact of benefit / welfare reforms on protected groups to ensure the Council exercises the Public Sector Equality Duty in designing and delivering a Council Tax Reduction Scheme in accordance with the duties proscribed under the Equality Act (2010).
Jan 2017	Use support officers within MHJ to maximise income for those impacted	Money Home Job	Ongoing	Mitigate the impact of a reduction in CTRS
Jan 2017	Use support officers within MHG to assist with debt management	Money Home Job	Ongoing	Mitigate the impact of a reduction in CTRS
Feb 2017	Proactively identify those likely to be impacted and make arrangements to assist	Money Home Job	Ongoing	Mitigate the impact of a reduction in CTRS
Feb 2017	Review the Hardship Fund to	Money Home Job	Ongoing	Mitigate the impact of a reduction in CTRS

	support households in the greatest need with transition if CTR is reduced.			
April 2017	Proactively use Hardship Fund in a targeted way to help ensure that larger families in financial difficulties are supported and that BME household are not disproportionately impacted by the proposals.	Money Home Job	Ongoing	Mitigate the impact of a reduction in CTRS
July 2017	<p>Continue to monitor the impacts of the Local Council Tax Support Scheme alongside the other welfare reforms on households with protected characteristics in comparison with the wider general public.</p> <p>Consider where equality monitoring (for all equality characteristics) would add the most value to determine the effectiveness of the Local Council Tax Support Scheme.</p> <p>Undertake appropriate monitoring of the scheme once implemented, analyse available data and take appropriate action.</p>	Money Home Job	Ongoing	Mitigate the impact of a reduction in CTRS
July 2017	Ensure that the Local Council Tax Support scheme continues to be administered fairly with	Money Home Job	Ongoing	Mitigate the impact of a reduction in CTRS

	due regard to the impact on equality, diversity, cohesion and integration.			
July 2017	Promote the use of Discretionary Housing Payments to support households at greatest risk of financial deprivation based on data profiling.	Money Home Job	Ongoing	Mitigate the impact of a reduction in CTRS

Update to EqlA	
Date	Detail
12/12/16	Updated to reflect detailed analysis of consultation undertaken by MEL consultants and the Council's own on-line questionnaire.
03/01/17	Updated to include additional information about how policies would act to increase / remove or minimise disadvantages suffered by people due to their protected characteristics.
09/01/2017	Updated to include additional mitigation via Hardship Fund to support larger families impacted by technical changes to CTR to protect BME households from being disproportionately impacted.