

Capital Programme - Equalities Implications

Following the introduction of the Equality Act 2010 ('the EA') a public authority must, in the exercise of its functions, have due regard to the need to –

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the EA;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic (as defined by the EA) and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The protected characteristics set out in the EA are age, disability, race, pregnancy/ maternity, religion or belief, gender (including gender reassignment) and sexual orientation. Marriage and civil partnership are also protected characteristics for the purposes of the duty to eliminate discrimination. When making decisions the County Council also considers other matters such as the impact of rurality, deprivation and being a carer.

Prior to making a decision as to which bids should be prioritised in the Capital Programme for the next four years upto 2015 (based on the 2 + 2 model), members should have due regard to the Equality Duty contained in Section 149 of the EA.

Having “due regard” does not necessarily require the achievement of all the aims set out in section 149 of the EA. Instead it requires that members’ understand the consequences of the decision for those with the relevant protected characteristics and consider these alongside other relevant factors when making the decision to pursue one course of action rather than another, alternative course of action that may have different consequences. The regard which is necessary will depend upon the circumstances of the decision in question, and should be proportionate. Where a decision is likely to have an impact on a significant number of people, or where it is likely to have a significant impact on even a small number of people, the regard required will be high.

This means that in setting the Capital Programme, the three equality aims set out above must be considered as a relevant factor alongside financial constraints and all other relevant considerations, as well as the prioritisation criteria agreed by Cabinet in November 2011. Members must consider the equalities impacts, and in particular the negative impacts, that not including a particular project or bid in the Capital Programme upto 2015/16 will have for those with protected characteristics. Specifically, Cabinet needs to take account of these matters in deciding upon the relative priority to be given to different projects and bids, as well as the total level of expenditure that should be allocated to the Capital Programme.

The EA does not require an equality impact assessment (EIA) to be carried out; however the recent cases considering the public sector equality duty have held that an EIA is the best way to demonstrate that the equalities impacts have been identified and considered. Where a project which is being considered for the Capital Programme is likely to have impacts upon equalities, officers have considered the consequences for those with protected characteristics of that particular project or bid not being included in the Programme upto 2015/16, and have summarised these impacts for members to consider (see table below). Where EIAs have been conducted these are available as background documents.

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1. Broadband									<p>Will allow all communities to have greater access to information via the internet. EqIA will be carried out as part of the development of the Local Broadband Plan which will identify how the funding is to be allocated across the County.</p> <p>Unemployed people who get online could increase their life chances of getting employment with an estimated lifetime benefit of over £12000 for every person moved into employment.</p> <p>Low income* households who are digitally excluded miss out on annual savings of over £1 billion a year from shopping on line and paying bills on line.</p> <p>Home access to a computer and the internet can improve children's educational performance.</p>
2. Bexhill & Hastings Link Road - post approval.									<p>The Social and Distributional Impact Assessment (provided as background document) looks at the impact of the proposed road on various demographic groups including some of the protected characteristics.</p> <p>It concluded that:</p> <p>User Benefits: There are no adverse impacts in terms of user benefits. Noise: The BHLR is predicted to give rise to some adverse impacts in areas where incomes are low* and there are relatively high numbers of children. However, the absolute numbers of properties within low income* bands which experience adverse impacts are low, and concentrated into a very small area.</p> <p>Air Quality: The assessment does not forecast any Large Adverse impacts. The percentages of people likely to experience Slight or Moderate Adverse impacts are higher amongst the lower income* groups. However, in terms of absolute numbers there are far more people from higher income bands likely to experience adverse</p>

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									<p>impacts.</p> <p>Accidents: Given the very low numbers of people in the impact area likely to experience Large Adverse and Moderate Adverse effects, and that these effects are not disproportionately distributed amongst lower income* and other sensitive social groups, accident impacts are considered marginal rather than significant.</p> <p>Severance: There are no disproportionate adverse (or beneficial) effects for any of the assessed social groups.</p> <p>If ESCC are successful in acquiring funding for the link road an EqlA for the implementation on the road would be carried out.</p>
3. BHLR Complimentary Measures									See 2 above
4. RGF - Sovereign Harbour, Eastbourne									No significant relevance to equality
5. Skills for Economic Development									<p>The aim is to improve employability of young people, adults, and minimise NEETS - schemes would have positive benefits for young people and adults across the county, particularly those from a range of equality protected characteristics.</p> <p>There is a clear commitment from the Council to target those young people who are particularly at risk of becoming NEET, including those who are young parents or who have special educational needs or disabilities.</p> <p>The main objectives of this proposal are to:</p> <ul style="list-style-type: none"> • Address inter-generational worklessness in families, in order to promote economic and social inclusion and improve outcomes for residents • Strengthen the skills base to create a sustainable, vibrant economy and increase the number of people who are able to contribute to the economic future of the county • Work with employers to support the development of

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									<p>employability skills for both young people and adults</p> <ul style="list-style-type: none"> • Reduce the number of young people who are NEET and address unemployment in the county • Provide opportunities for people to re-train and upskill • Develop enterprise skills that can support the creation and growth of new businesses <p>The projects focuses on developing employability skills in young people and in adults in the most deprived communities to help break the intergenerational cycle of worklessness which blights aspirations and opportunities for individuals and reduces the productivity of the local economy. It is focused on addressing the skills needs within rural and coastal East Sussex by developing:</p> <ul style="list-style-type: none"> • a network of Employability Development Centres in existing County Council properties such as libraries or children’s centres in targeted locations. Funding will be used to equip teaching spaces with a range of IT equipment and facilities for advice and guidance relating to employment and further education. This project would complement the Local Authority’s bid to the Education Endowment Fund which is seeking to develop family learning opportunities in the Eastbourne, Hastings and Hailsham areas. • A network of Schools’ Enterprise Hubs with enterprise centres at Rye College, linked to creative industries and the visitor economy, at Hailsham Community College, building on the school’s business and enterprise specialism and a virtual enterprise network and online resources, developed at Beacon Community College as part of their Creative Learning Centre <p>The bid, if successful will include the following specific approaches to equality: Being responsive within local communities - the proposal will</p>

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									<p>include qualitative approaches to identifying whether there are any issues for different equality groups (e.g gypsies and travellers, disabled, men/women) at the local levels. This will inform how to work at the local level, and identify variations, particularly in relation to working with young people and adults.</p> <p>Identifying gender-sensitive approaches to working with young people and adults - the proposal will ensure that it addresses different strategies for working with young men and young women who may be NEETS for different reasons, such as parenthood, exclusion, disengagement, lack of resilience, mental health, young carer, disability issue.</p> <p>If this scheme does not go ahead young people and adults who may be NEETs will have fewer opportunities to develop employability skills.</p>
6. Renewable energy Phase 1									No significant relevance to equality
7. Renewable energy Phase 2									No significant relevance to equality
8. RGF - Priority Quarter Hastings									No significant relevance to equality
9. Newhaven Port Access Road									No significant relevance to equality
10. Inward Investment Capital Grant Fund									No significant relevance to equality
11. EDS Incubation Units									No significant relevance to equality
12. EDS Upgrading Empty Commercial Property									No significant relevance to equality
13. Local Transport Improvements									<p>Part of implementation of the LTP3 and Community Transport Strategy. The EqlAs provide evidence that the strategy will increase equality of opportunity by addressing issues of accessibility to jobs and services such as health, education and sources of healthy food. Improvements to public transport and related infrastructure as well as encouraging walking and cycling will positively benefit many different target groups.</p> <p>Early discussions will take place with specific groups where it has been identified that a particular scheme may have negative impacts</p>

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									<p>to explore ways of mitigating those impacts and also in neutral impact schemes, to explore whether positive impacts could be achieved.</p> <p>Community Transport (CT) is a vital link for those suffering from social exclusion as a result of living in locations that lack regular public transport services e.g. in rural areas. The strategy should not be seen as a strategy just for older people or people with disabilities, but should also help young parents and people access jobs and training.</p> <p>Women users account for a disproportionately high proportion of CT users in East Sussex. Young potential CT users could be put off using a CT service if it has the image of a service which is designed and used mainly for older people. Operating days and hours of CT schemes could be seen to discriminate against particular religious groups.</p> <p>If these improvements do not go ahead the opportunity to address issues of accessibility to jobs and services such as health, education and sources of healthy food will be limited. No improvements to community transport will mean that rural areas will continue to lack regular public transport.</p>
14. Speed Management									No significant relevance to equality
15. Bridge Assessment Strengthening									No significant relevance to equality
16. Rights of Way Surface and Bridge Replacement									The service benefits across the protected characteristics. Disabled people are enjoying gradual improvements in the opportunities available to access the rights of way network and the countryside sites which the County Council manages. This is the result of various initiatives, including the replacement of many stiles with gates and gaps, improvements to surfaces and ramps, more consultation and work with disabled groups, and better training of staff [e.g. in carrying out disability audits]

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									<p>Older people and women [particularly lone women] seem to particularly benefit from the guided walks programme which we organise</p> <p>Children are encouraged to participate through a number of initiatives, including the summer programme of Children’s Activities, work with schools and work experience placements with the Rangers</p> <p>NB The only parts which are to any extent capital funded are the improvements to surfaces and ramps and the replacement of stiles with gates and gaps, if not funded the lack of improvement will mean that people with the protected characteristics will have poorer access to rights of way.</p>
17. Structural Maintenance									No significant relevance to equality
18. Street Lighting Life Expired Equipment									<p>The street lighting strategy is likely to have minimal impacts on crime, road safety or accessibility for the target equality groups and wider community. A reduction in street lighting may have the effect of increasing fear of crime, which can be greater in some people with protected characteristics, but this is dependent on a range of factors and it is not well understood the extent to which changes in street lighting are the main cause of this. Options that involve switching off street lighting after midnight are likely to have a smaller negative impact than permanent switching off options mainly because far fewer people are around after midnight than earlier on.</p> <p>Street lighting in specific parts of the county will remain unchanged because the risk of negative impacts is higher than in other areas. Areas that are exempted include high priority conflict points, crossing points, routes to schools, traffic calmed streets, town centres (Eastbourne and Hastings) and crime hotspots.</p>

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									<p>There is a risk that interaction between local factors and street lighting may result in negative impacts on community safety, road safety or the quality of public spaces due to specific local circumstances. We will implement the strategy on an area by area basis and allow for an element of flexibility to adapt to local circumstances. Discussions with local stakeholders are an important source of intelligence to inform how we implement the strategy but we do not envisage formal consultation prior to implementing the changes. We will however, seek professional advice from the Police, the Road Safety Team, Community Safety Team and Joint Action Groups to minimise the risk of unintended consequences.</p> <p>Tackling fear of crime is a difficult issue as fear of crime is often deep rooted and the result of multiple factors. Public communications and discussions with local stakeholders are useful in explaining the reasons for change and for gauging the impacts. Implementing the changes on an area by area basis enables us to highlight successes elsewhere and draw upon these experiences when rolling out the changes.</p> <p>If this scheme does not go ahead the County Council will not be able to make the savings associated with a reduction in street lighting.</p>
19. Lewes Station Bridge									No significant relevance to equality
20. Sidley Depot									No significant relevance to equality
21. Street Lighting Life Expired Equipment									See 18 above
22. Highways Capital Improvements Programme									No significant relevance to equality
23. Building Maintenance and Backlog Reduction									There is no significant relevance for equalities as the maintenance programme is driven by a programme of condition surveys which assess the maintenance needs of across our whole estate - if we had less capital funding then this would be focussed on the

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									buildings with the highest identified need. On this basis any impact would not be felt by one specific strand. In addition there is a separate bid No. 26 which covers DDA Improvements to our estate and therefore we are making specific provision over and above our building maintenance programme to ensure accessibility - the DDA Improvement programme has been subject to an EqIA
24. Sustainable Building Design									No significant relevance to equality
25. Community Ease Property Spend									No significant relevance to equality
26. DDA Improvements									Part of a rolling programme to improve access to Council buildings for people with disabilities. If this does not go ahead it will limit our ability to improve access to staff and the community to Council buildings beyond current levels, and limit further flexibility to offer alternative places of work for our staff or run fully accessible services from different locations.
27. Temporary Accommodation									<p>We have a statutory duty to ensure we have sufficient pupil places across the County meeting the admissions code and distances of travel. Identifying capital for Temporary accommodation for school places is to ensure that there are enough physical spaces across the County, particularly where there are changes in school population year on year. Temporary accommodation enables the Council to be flexible and only place accommodation in areas of need with short lead-in times. This is particularly important in terms of ensuring access and attainment for pupils with SEN, where disruptions and crowded conditions can give rise to poor behaviour and attainment.</p> <p>If this scheme does not go ahead then there will not be sufficient pupil places across the county and we would be in breach of our statutory duty.</p>
28. Primary Capital Programme Feasibility									The primary capital programme feasibility relates to ensuring there are adequate school places. It looks at the East Sussex and school population and identifies how the disability equality requirements must be met. It is a funding requirement that is directly linked to all

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									<p>of the schools capital programmes and enables strategic thinking in relation to the population data, ensuring that issues in relation to disability, ethnicity, gender and religion/belief are taken into account at the strategic level of feasibility studies. This may include consultation with community and religious groups where necessary at the local level.</p> <p>If this scheme does not go ahead then there will not be sufficient pupil places across the county and we would be in breach of our statutory duty.</p>
29. Mobile Replacement Programme									<p>This proposal focuses on replacing temporary mobile accommodation with permanent investment. This has strong equality implications for disabled pupils, as there is a great potential for positive impact on this target group, ensuring both physical and communication access is suitable and helps to improve outcomes for disabled pupils. This proposal addresses the unsuitable accommodation at our primary schools across the County in areas of acute pupil place pressure. If this scheme does not go ahead then the acute pupil place pressure will remain and pupils with disabilities will continue to have less physical and communications access than other pupils.</p>
30. Sports Facilities Programme									<p>This programme is to provide investment in sports facilities for three specialist secondary schools. Such facilities are important, particularly for rural areas, and support students in curriculum choices and future employment chances – in Robertsbridge, William Parker and Uckfield TCC. The ambition is to develop a hub for community’s facilities for sports, activities and meeting space. It will have a positive impact on fostering good relations between different groups in the community. There will be good communication and consultation with the wider community groups to increase uptake and use of the facilities, particularly where there</p>

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									<p>may be isolated and marginalised minority communities, and those with specific needs such as disabled groups, those from minority ethnic groups, different ages. There is potential for positive impact to ensure sports facilities are available that are tailored to both men and women/boys and girls.</p> <p>If this scheme does not go ahead then students wishing to pursue a career choice in sport will have a reduced curriculum and future employment choice.</p>
31. Etchingham									<p>Improved community access to school facilities and improving facilities to positively impact on e.g. disabled people. The proposal has the potential to positively impact on many of the equality protected characteristics, in particular to impact positively on disabled pupils, as the new building will include improvements to be in line with the disability equality duties and accessibility requirements. As the building includes a village hall, it includes the positive impact on all groups who wish to meet and congregate, particularly groups from religions and minority community backgrounds. There is potential for positive impact on fostering good relations between different groups of people, as the village hall can be a community hub for different groups, enabling them to meet with each other.</p> <p>If this scheme does not go ahead then the school facilities will remain with limited accessibility for people with disabilities and no town hall will be built meaning that there will be no space for groups within the protected characteristics to meet.</p>
32. Extra Care/Supported Accommodation									<p>Work has been in progress since 2008 in conjunction with a strong partnership of Boroughs and Districts and Registered Providers (RPs) on a significant programme of extra care housing and supported housing. The programme spans all service user groups, and all Borough and District areas. All these schemes are included in the East Sussex Local Investment Plan (LIP) and several are</p>

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									<p>identified as top priorities for the relevant Borough/District.</p> <p>Key drivers include:</p> <ul style="list-style-type: none"> ○ The provision of a range of housing options that enable people to live independently in the community ○ The need to increase the amount of supported housing, which is below the national average, in the county to meet key Government performance indicators ○ Reduce historic reliance on residential care service provision <p>There are 5 supported housing schemes for learning disability and mental health service users and 2 extra care housing schemes for older people in the development schedule for ASC which will require a capital contribution from ESCC. One of these schemes, Battle Road in Hailsham has an extra care scheme and a supported housing scheme co-located on the site. These schemes are split across two Registered Providers (RP's) Saxon Weald and Ability.</p> <p>In total these equate to:</p> <ul style="list-style-type: none"> ○ 70 units of supported housing (plus staff offices and communal facilities in all the L/D schemes) ○ 90 (approx) units of extra care housing (the numbers on the Bexhill site are to be confirmed) <p>All extra care housing projects have EqIAs completed, as appropriate. The EqIA's are started once planning permission has been given. Learning from previous Extra Care Housing Projects has identified that the Allocation Policy needs to proactively support applications and allocations to under-represented groups from BME and LGBT communities.</p> <p>If this scheme does not go ahead it remains that there will be limited provision of supported accommodation for older people and people with learning disabilities.</p>

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33. CBOSS Tender									No significant relevance to equality
34. Sussex Public Service Network (PSN) Invest to Save									No significant relevance to equality
35. Replacement of Carefirst									<p>Carefirst is the case management system used by Adult and Children’s social care. Its replacement will allow us to continue to manage these areas of work effectively. The new system will be updated to capture additional equalities data. This data would support the development of services with protected characteristics as information would inform all commissioning strategies. The system will also support the Safeguarding Adults at Risk agenda. The system design will consider and ensure accessibility for disabled staff.</p> <p>If this scheme does not go ahead we will not be able to capture equality data to monitor who accesses our services and deal with any issues they face in accessing services.</p>
36. LD Service Opportunities									<p>Day services are provided for service users who live at home but who have profound and complex needs. Failure to provide day service would lead to carers being over burdened with the inevitable result that they would request service users being taken into care. The outcome of this work is to provide an environment in which service users and carers can be supported thus relieving the pressure on residential care.</p> <p>A specific EqIA is being undertaken, consultation is due to end in February. Other related EqIAs are the Learning Disability Commissioning Strategy and the Department of Health’s Valuing People Now ‘Making it happen for everyone’.</p>
37. Street Lighting Invest to Save									See 18 above.
38. Investment Gaps ICT									No significant relevance to equality
39. Battle Road, Hailsham									This proposed development will meet the housing and care needs of 45 vulnerable older people and 10 people with learning

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									<p>disabilities in partnership with Saxon Weald Homes and Wealden District Council. It represents an innovative cost effective alternative solution to residential care and will provide high quality housing linked to flexible care packages according to need. The proposal will deliver:</p> <ul style="list-style-type: none"> • 22 one bed flats and 23 two bed flats for older people • 10 of the two bed units will be on a shared equity basis • 10 flats for older people with learning difficulties together with a communal facility for tenants plus staff office etc. <p>If this scheme does not go ahead then these housing places will not be available there will be limited provision of supported accommodation for older people and people with learning disabilities.</p> <p>All extra care housing projects have EqlAs completed, as appropriate. The EqlA's are started once planning permission has been given. Learning from previous Extra Care Housing Projects has identified that the Allocation Policy needs to proactively support applications and allocations to under-represented groups from BME and LGBT communities. Related EqlAs are the LD Commissioning Strategy and the Department of Health's Valuing People Now 'Making it happen for everyone' (See page 33). EqlA in Member's Room</p>
40. Warwick House, Seaford									<p>Will provide an integrated library, day care and supported accommodation service, which will improve services to local people. The supported accommodation will comprise 10 units (9 flats and a convertible staff flat) for people with learning disabilities. The day service will comprise a range of facilities which support the integration of varying services and will provide an average of 30 places Monday to Friday and 25 places per day on Saturdays and Sundays. If this scheme does not go ahead then supported accommodation for people with disabilities and day opportunities available within the locality will be limited.</p>

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41. Bexhill on Sea - Extra Care Housing								<p>An extra care scheme in Bexhill remains a strategic priority for older people in Bexhill for both Rother District Council (RDC) and East Sussex County Council (ESCC). It was agreed as a Phase 2 extra care housing scheme by Adult Social Care (ASC) DMT in March 2009 and the East Sussex Strategic Forum in April 2009. It is anticipated that the scheme would be mixed tenure and therefore meet the housing need of a wide range of older people, including owner occupiers. The scheme size is likely to be between 40 and 45 one and two bed flats, plus a range of communal facilities.</p> <p>If this scheme does not go ahead then these housing places will not be available and there will be limited provision of mixed tenure accommodation.</p> <p>The scheme will make a significant contribution to the regeneration of Bexhill, with a strong interface with the local community, including Employment Opportunities and Communal Facilities.</p> <p>The EqIA's are started once planning permission has been given. Learning from previous Extra Care Housing Projects has identified that the Allocation Policy needs to proactively support applications and allocations to under-represented groups from BME and LGBT communities</p>
42. House Adaptations for People with Disabilities								<p>Provides assistance through joint arrangements between the County Council and borough and district councils to enable people with disabilities to live in their own homes. The capital budget for home adaptation is currently a resource used to top-up fund major adaptations where the cost of the works exceeds the DFG limit of £30K. Individuals are financial assessed to pay back the amount given and a legal charge is placed on the property. The current mechanism by which this happens is confusing and time consuming for both individuals and practitioners and can limit the numbers who</p>

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									<p>can access this resource. A piece of work is being undertaken to review the current process with the option of proposing an alternative approach which is more straightforward to operate, is easier to understand and which provide greater opportunity for individuals to access the available resource where the need is identified. Agreement has also been given for the capital budget to be used to fund a broader range of environmental adaptations than previously. Alongside these two pieces of work an equality impact assessment will also be undertaken. If this bid is unsuccessful then individuals may be required to pay for these adaptations up front or not have them at all.</p>
43. Property Agile Work (Net of Receipts)									<p>The last Staff Survey indicates high levels of satisfaction within the Balance section of the survey suggesting that the Council's flexible working policies are effective, particularly in enabling carers to balance their work and caring responsibilities.</p> <p>This scheme is to build upon this success so that through combining Property, ICT and personnel and training initiatives that the use of the Council's Corporate Accommodation portfolio may be used more efficiently to enable the reduction of this portfolio from 33,000m2 to 20,000m2 resulting in an annual saving of £1.3 million per annum.</p> <p>As part of this project it is acknowledged that collation and monitoring of flexible working and home working requests should be improved to provide more accurate and consistent data regarding the impact of these policies on people with the protected characteristics. If this scheme does not go ahead then opportunities for flexible working that support people with the protected characteristics will remain as they are currently with opportunities to offer further flexible working options being limited. However it would mean the opportunity to enhance these facilities beyond their current standard would be lost. It would also reduce our ability to make savings through better use of our office buildings.</p>

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44. Ninfield Road, Bexhill (VPN Receipt)									<p>Ninfield Road is a proposed supported housing scheme in Bexhill for 13 people. It is one of a number of schemes which will increase supply and enable people to live independently rather than in residential care. The Registered Provider is Ability Housing Association who successfully bid for Homes and Communities Agency (HCA) grant funding, confirmed in July 2011, as part of the Sovereign Development Group.</p> <p>Further work is required in order to determine the working age adult user group for which the property should be utilised. The scheme meets our long term strategic objectives for either people with a mental health problem or people with a learning disability. There is potential as well to utilise the scheme for adults with a dual diagnosis.</p> <p>Related EqlAs are the LD Commissioning Strategy and the Department of Health's Valuing People Now 'Making it happen for everyone' (See page 33/34)</p> <p>If this scheme does not go ahead then there will be limited provision of supported accommodation for people with learning disabilities and mental health issues.</p>
45. House Adaptations for Disabled Children's Carers Homes									<p>This proposal relates to the development of the local community's potential for better care for vulnerable children. The grants are to be used for home adaptations for foster carers who are accepting children 'under permanence' i.e. the child remains with them until at least the age of 18. The priority for the service is to get 'hard to place' children in foster homes. Some of these children may have specific behavioural or other disability issues that have prevented them from being fostered previously. The proposal will impact positively on disability. If this bid is not successful then children that require these adaptations will remain in care rather than moving onto foster care.</p>

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46. ASC Economic Regeneration									<p>This proposal aims to:</p> <ul style="list-style-type: none"> - Stimulate and support economic growth and regeneration in deprived communities in East Sussex - Support local businesses to develop or strengthen their social and community purpose; - Enable vulnerable adults to find employment opportunities thereby reducing their dependence on publicly funded services and welfare and contribute more toward the economic regeneration of their own communities as both consumers and tax payers; - Promote opportunities for collaboration between ESCC and the local business and social enterprise sector that will deliver against key ASC and Economic Development policy steers <p>This bid relates to funding against which micro businesses can apply for up to 10k to develop services to support the local economy. Bidders will submit business plans for evaluation.</p> <p>A condition of the investment will be for businesses to offer opportunities for vulnerable adults to enter employment or training and progress toward greater economic independence.</p> <p>It has a focus on people with learning disabilities e.g. supporting people with learning disabilities into employment. Related EqlAs are the LD Commissioning Strategy and the Department of Health's Valuing People Now 'Making it happen for everyone'</p> <p>If this bid is unsuccessful then there will remain limited support for people with learning disabilities to gain employment.</p>
47. Guilda Crescent, Polegate (VPN Receipt)									<p>The development has four key objectives.</p> <p>To increase the number of affordable supported housing</p>

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									<p>opportunities available for people with a learning disability in the Wealden DC area.</p> <p>To develop living arrangements that promote choice, control and independence for people with a learning disability through the provision of personalised support.</p> <p>To develop a scheme that can be used by people with a range of needs, including people with more complex disabilities.</p> <p>To reduce the number of people with a learning disability who live in registered residential care homes by offering an alternative to current residents of care homes and by reducing admissions.</p> <p>In addition, the development will provide employment opportunities through the provision of care and support to residents.</p> <p>If this scheme does not go ahead then the number of supported housing opportunities for people with a learning disability will remain limited and they will more likely need to remain in a residential care home.</p> <p>Related EqlAs are the LD Commissioning Strategy and the Department of Health's Valuing People Now 'Making it happen for everyone'</p>
48. Westfield Lane, Hastings (VPN Receipt)									<p>The development has four key objectives.</p> <p>To increase the number of affordable supported housing opportunities available for people with a learning disability in the Hastings and Rother area.</p> <p>To develop living arrangements that promote choice, control and independence for people with a learning disability through the</p>

Bid Name	Impact on Protected Characteristics								Comments
	Age	Disability	Ethnicity	Gender & transgender	Marriage and Civil Partnership	Pregnancy and maternity	Religion & Belief	Sexual Orientation	
									<p>provision of personalised support</p> <p>To develop a scheme that enables the VPN Strategy to be implemented and can be used by people with a range of needs, including people with more complex disabilities</p> <p>To increase the number of people with a learning disability who live in settled accommodation by offering an alternative to residential care. Our current performance (over the last 12 months) is 54% against a target of 58%.</p> <p>In addition, the development will provide employment opportunities through the provision of care and support to residents. If this scheme does not go ahead then the number of supported housing opportunities for people with a learning disability will remain limited and they will more likely need to remain in a residential care home</p> <p>Related EqlAs are the LD Commissioning Strategy and the Department of Health's Valuing People Now 'Making it happen for everyone' (See page 33/34).</p>
49. Hookstead Redevelopment									<p>An EqlA has been undertaken for the first stage of the redevelopment, where some services on the site have been de-commissioned. Alternative provision has been found for all the people affected. The development plans to provide additional supported social housing to enable people to live independently in the community. The current level of such housing is below the national average in East Sussex. If this redevelopment does not go ahead then the level of supported social housing will remain below the national average in East Sussex.</p>
50. Refurbishment of older peoples services to meet Registration Standards									<p>Part of a rolling programme of maintenance and improvement of the Council 11 residential and 13 day care centres to ensure they meet minimum statutory requirements. The overall positive impact of this programme is clear and requires no EqlA. If the refurbishments do</p>

Bid Name	Impact on Protected Characteristics								Comments
	Age	Disability	Ethnicity	Gender & transgender	Marriage and Civil Partnership	Pregnancy and maternity	Religion & Belief	Sexual Orientation	
									not go ahead then there is a danger that residential homes and day care centres may be forced to close for not meeting the Registration Standards.
51. Schools Access Initiative									Provides investment for improving the environment of the existing school provision gives access for all. This is a crucial element for meeting our duties to disabled pupils, and providing positive impact. In many of our schools, there is great potential for adaptations to meet needs of disabled pupils. In some cases, it is essential for adaptations to be made to ensure open access for all, and there is a risk that we would not be meeting our statutory obligations if we fail to do so. With the demise of the Primary Capital Programme and Modernisation Funding, there is no other source of funding to address access and inclusion for all our pupils. The proposal looks to be more proactive and anticipate demand to make our buildings more inclusive and accessible and to meet parental choice. If this bid is unsuccessful then the school environment will have limited accessibility for pupils and staff with disabilities and parents will have limited choice on where to send their children.
52. Sponsored Academies EIG									Improving the environment of buildings, including accessibility, signage and entrances. Provides investment to improve the environment of schools with the sponsored academies – an equality impact assessment will be taken of the conversion to academy status if their bids to convert with the County and Government Body are successful. If this bid is unsuccessful then the school environment will have limited accessibility for students and staff with disabilities.
53. Children and Families Property Review									Provides investment for the maintenance of properties for children’s centres and youth service accommodation. There is a positive impact for the range of equality priority groups, particularly in relation to age: particularly under 5 children; gender: men and

Bid Name	Impact on Protected Characteristics								Comments
	Age	Disability	Ethnicity	Gender & transgender	Marriage and Civil Partnership	Pregnancy and maternity	Religion & Belief	Sexual Orientation	
									<p>women who may be parents, and disability: vulnerable young people and adults who may be parents. Children's Centres also aims to work with target groups such as men, and gypsies and travellers, and other minority ethnic groups including religious minorities who are currently underrepresented in Children's Centre use.</p> <p>The residential homes for young people are required to meet standards set and inspected by OFSTED, which includes the fabric of the homes and their suitability for purpose. Ofsted has commented in its inspection reports that the homes have become shabby and in need of modernisation. The improvements will therefore have a positive impact on young people, many of which in the young people's homes have special educational needs and disability needs in relation to behaviour and emotional issues. The current restructuring of the services due to the changing government policies on vulnerable children, such as additional accommodation required for children out of education due to illness, means that remodelling and refurbishment of the accommodation is required as part of our statutory duties. If this review does not go ahead then OFSTED may take further action on residential homes that are in need of modernisation.</p>
54. Hastings Library									<p>The planned improvements to Hastings Library provide the opportunity to co-locate the separate Children's Library and possibly Hastings Registry Office. When planning new buildings and improvements to the existing branches the lighting, layout and shelf height are all designed to be accessible to those with limited vision or mobility.</p> <p>The Vision sets out our aim to provide all libraries with floor plans and signage that are accessible for those with visual impairments and learning disabilities.</p> <p>Every People's Network PC has GUIDE software installed, a screen reader and magnifier. Additionally each branch has a range of peripherals including Large Print keyboards, a larger monitor and a</p>

Bid Name	Impact on Protected Characteristics								Comments
	Age	Disability	Ethnicity	Gender & transgender	Marriage and Civil Partnership	Pregnancy and maternity	Religion & Belief	Sexual Orientation	
									<p>trackball or joystick mouse.</p> <p>The majority of libraries have a hearing loop system installed. EqIA on Vision for Library and Information Service 2009-2012. There are plans to If the planned improvements do not go ahead then the Children's library and Hastings Registry Office will remain separate from the main library and plans for modernisation and accessibility refurbishments will happen on a much more reduced scale.</p>
55. Newhaven Library									<p>New more accessible Library planned for Newhaven. When planning new buildings and improvements to the existing branches the lighting, layout and shelf height are all designed to be accessible to those with limited vision or mobility.</p> <p>The Vision sets out our aim to provide all libraries with floor plans and signage that are accessible for those with visual impairments and learning disabilities.</p> <p>Every People's Network PC has GUIDE software installed, a screen reader and magnifier. Additionally each branch has a range of peripherals including Large Print keyboards, a larger monitor and a trackball or joystick mouse.</p> <p>The majority of libraries have a hearing loop system installed. EqIA on Vision for Library and Information Service 2009-2012. If this bid is unsuccessful then Newhaven will continue to have a library that is not fully accessible to all users, particularly those with visual impairments or learning disabilities. Physical access will remain with restrictions for people accessing high shelves.</p>
56. Registration Services - Forced Relocation									<p>The review of these services aims to address forced relocation due to ending of leases and the sale of some property that houses the registration services. If this does not go ahead then there will be a reduced availability for people to register births, deaths and have marriage /civil partnership ceremonies. As leases on three out of four offices have expired or are due to expire in 2013 users would have to travel further to Eastbourne to use these services.</p>
57. Library Refurbishment									<p>In terms of physical access our programme of refurbishments and improvements to our existing libraries in line with DDA</p>

Bid Name	Impact on Protected Characteristics								Comments
	Age	Disability	Ethnicity	Gender & transgender	Marriage and Civil Partnership	Pregnancy and maternity	Religion & Belief	Sexual Orientation	
									<p>recommendations means that those with physical disabilities will enjoy improved access to many of our buildings. If this bid is unsuccessful people who have access issues because of a protected characteristic would remain restricted in access to library services across the county.</p> <p>EqlA on Vision for Library and Information Service 2009-2012</p>
58. Crowborough Library									<p>When planning new buildings and improvements to the existing branches the lighting, layout and shelf height are all designed to be accessible to those with limited vision or mobility.</p> <p>The Vision sets out our aim to provide all libraries with floor plans and signage that are accessible for those with visual impairments and learning disabilities.</p> <p>Every People's Network PC has GUIDE software installed, a screen reader and magnifier. Additionally each branch has a range of peripherals including Large Print keyboards, a larger monitor and a trackball or joystick mouse.</p> <p>The majority of libraries have a hearing loop system installed.</p> <p>Decisions about this library are still at a formative stage so not relocating this library would mean that existing provision will remain.</p> <p>The library would also find itself increasingly isolated and at risk of vandalism due to its location. If a planned move is decided upon then further equality work would be carried out to identify any impact on the protected characteristics. EqlA on Vision for Library and Information Service 2009-2012</p>
59. Economic Intervention Fund									No significant relevance to equality
60. Carbon Reduction Schemes									No significant relevance to equality
61. Children Transformation Programme									<p>This transformation programme aims to provide families with early help in order to reduce the numbers of referrals, child protection plans and children who are looked after. It should have a positive impact on age, disability, gender and pregnancy and maternity characteristics by:</p> <ul style="list-style-type: none"> increased early support to the most vulnerable

Bid Name	Impact on Protected Characteristics								Comments
	Age	Disability	Ethnicity	Gender & transgender	Marriage and Civil Partnership	Pregnancy and maternity	Religion & Belief	Sexual Orientation	
									<ul style="list-style-type: none"> early support (health visitor investments for 0-5), increased early intervention for 5-11 and 11-19 quicker adoptions targeted HV for teenage parents Increased foster carers for disabled children If this programme does not go ahead then early intervention for the most vulnerable will remain at its current level.
62 Highways Maintenance Capitalisation									No significant relevance to equality
63. Building Maintenance Capitalisation									No significant relevance to equality

***Low income households (Information www.poverty.org accessed 2012)**

Around a third of all disabled adults aged 25 to retirement are living in low-income households. This is twice the rate of that for non-disabled adults. The main reason why so many disabled people are in low-income households is their high levels of worklessness. Adults in the poorest fifth of the income distribution are much more likely to be at risk of developing a mental illness as those on average incomes. 60% of disabled working-age adults are not in paid work compared to only 15% of their non-disabled counterparts.

Children are more likely to live in low-income households as adults. One in ten 16- to 18-year-olds are not in education, employment or training.

A half of all lone parents are in low income, most lone parents are women. Two-fifths of people from ethnic minorities live in low-income households, twice the rate for White people. A quarter of working-age Bangladeshi, Black Caribbean and Black African households are workless.

Executive Summary of Equality Impact Assessment for RPP&R 2012/13 Revenue Budget Savings

Equalities Implications

Following the introduction of the Equality Act 2010 ('the EA') a public authority must, in the exercise of its functions, have due regard to the need to –

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the EA;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic (as defined by the EA) and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The protected characteristics set out in the EA are as follows:

- Age
- Disability
- Gender Reassignment
- Pregnancy/ maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation
- Marriage and civil partnership are also protected characteristics for the purposes of the duty to eliminate discrimination.

Prior to making a decision as to which savings proposals should be agreed in the budget, Members must have due regard to the Equality Duty contained in Section 149 of the EA.

Having “due regard” does not necessarily require the achievement of all the aims set out in section 149 of the EA. Instead it requires that Members’ understand the consequences of the decision for those with the relevant protected characteristics and consider these alongside other relevant factors when making the decision to pursue one course of action rather than another, alternative, course of action that may have different consequences. The regard which is necessary will depend upon the circumstances of the decision in question, and should be proportionate. Where a decision is likely to have an impact on a significant number of people, or where it is likely to have a significant impact on even a small number of people, the regard required will be high.

This means that in setting the Budget, the three equality aims set out above must be considered as a relevant factor alongside financial constraints and all other relevant considerations. Members’ must have in mind the equalities impacts, and in particular the negative impacts, that agreeing savings will have for those with protected characteristics. Despite maximising efficiency and exploiting new ways of working, the business planning process for 2012/13 and beyond requires difficult choices to be made both within and between portfolios and services.

It is open to the Council to formulate its budget proposals (having regard¹ to the likely impact on protected characteristics, as set out in the table) , and then, at the time of developing the policies, the Council will consider in greater detail the specific impact of the proposed policies that

might be implemented within the budgetary framework. Assessing the impact of proposed changes to policies, procedures and practices is not just something the law requires, it is a positive opportunity for ESCC to ensure it makes better decisions based on robust evidence. Proposals shall only be implemented after due regard has been paid to the need to achieve the three aims set out in Section 149 of the EA.

The overall Budget does not constitute a final decision about what the Council's policies will be, or about what sums of money will, in fact, be saved under each of the service proposals. Specific executive decisions will be taken by the relevant portfolio holders and Directors, and shall be made based on a clear understanding of what the potential impacts of doing one thing rather than another will be for the communities in East Sussex. It will be open to Directors and Lead Members at the time of taking those decisions to spend more on one activity and less on another or, where necessary, to go back to County Council and invite it to reconsider the allocations to different service areas.

The EA does not require an equality impact assessment (EIA) to be carried out; however the recent cases considering the public sector equality duty have held that an EIA is the best way to demonstrate that the equalities impacts have been identified and considered. As such, following the setting of the budget, the Council will, where appropriate, carry out EIAs for proposals or policies which will have an impact on those with protected characteristics at a formative stage, and before implementation. In this way, the EIA shall form an integral part of the Council's policy setting, rather than being used as a tool to justify a decision which has already been adopted.

Findings on possible impact from an overall review of savings proposals

The table below shows the potential impact of reductions in budgets for each department and highlights that the budget reductions will broadly impact on the 'protected characteristics' of age and disability as people within these groups are those who are most likely to be accessing our services.

The reductions in specific grants will impact across all equality strands. ESCC will need to ensure that the impact on equality groups and the most vulnerable are considered when either revising current services e.g. Library services; or where services transfer to partner organisations. This will require additional work to identify the impacts on those with protected characteristics, which will take place as policies are developed, following the setting of the revenue budget.

The public sector equality duty set out in the EA is a continuing one, and it will therefore be necessary to monitor the effects of decisions and policies, not only during their formulation, but also after implementation.

Budget Setting for 2012/13 - Equalities Impacts Assessment

Service Areas	Equalities Assessment			Protected Characteristics								
Adult Social Care: Older People Working Age Adults Universal Services	Potential to cause adverse impact	Financial Savings Impact	Comments	Age	Disability	Gender (including Transgender)	Ethnicity	Marriage & Civil Partnership	Pregnancy & Maternity	Religion & Belief	Sexual Orientation	No significant relevance to equality
Redefining the ASC Service Offer (Older People, Working Age Adults, Universal Services)	Yes	High	Reduce demand on the community care budget by increasing access to reablement services to promote peoples independence. Although this will streamline and offer a more efficient and effective service some individuals will cease to receive a service. It is the intention that FACS eligibility criteria will remain at Critical and Substantial.	Negative	Negative							

Service Areas	Equalities Assessment			Protected Characteristics								
Adult Social Care: Older People Working Age Adults Universal Services	Potential to cause adverse impact	Financial Savings Impact	Comments	Age	Disability	Gender (including Transgender)	Ethnicity	Marriage & Civil Partnership	Pregnancy & Maternity	Religion & Belief	Sexual Orientation	No significant relevance to equality
Implementation of Fairer Contributions (Older People, Working age Adults)	Yes	Medium	<p>Fairer Contributions is the charging policy for non-residential services. As part of this policy each service user is financially assessed to determine what they can reasonably contribute towards the cost of their care.</p> <p>Charges are in line with Department of Health Guidelines. These were based on the 'Fairer Charging Policy for Home Care and other non-residential Social Services (2003)' and from March 2010, 'Fairer Contributions Guidance calculating an Individuals Contribution to their personal budgets.'</p> <p>No service users assessed by East Sussex are left below the income levels set by the Government. In fact, the policy requires an additional 25% to be added to the minimum levels to provide a 'buffer'. The buffer provides a safeguard to prevent a person's opportunity for independent living being undermined by charging policies.</p> <p>The implementation of Fairer Contributions is in line with Government Policy and increases Adult Social Care income, enabling service provision to be maintained within existing eligibility criteria.</p>	Positive	Positive	Positive	Positive			Positive	Positive	

Service Areas	Equalities Assessment			Protected Characteristics								
Adult Social Care: Older People Working Age Adults Universal Services	Potential to cause adverse impact	Financial Savings Impact	Comments	Age	Disability	Gender (including Transgender)	Ethnicity	Marriage & Civil Partnership	Pregnancy & Maternity	Religion & Belief	Sexual Orientation	No significant relevance to equality
Development of Extra Care Accommodation (Older People)	Yes	Medium	The development of alternative accommodation provision provides more cost effective options for individuals, to meet their ongoing social care needs.	Positive	Positive	Positive	Positive			Positive	Positive	
Development of supported accommodation for Mental Health and Learning Disabilities (Working Age Adults)	Yes	Medium	The development of alternative accommodation provision provides more cost effective options for individuals, to meet their ongoing social care needs.	Positive	Positive	Positive	Positive			Positive	Positive	
Improvements in review and procurement: Mental Health Residential Care Project & Older People (Older People, Working Age Adults)	No	Medium	Review of people's support to ensure we help maximise their independence and inclusion in their local communities. This will deliver a shift from residential to community-based support and from social care support to access employment, leisure and training opportunities.	Positive	Positive	Positive	Positive			Positive	Positive	
Community Safety	No	Medium	These savings will be identified through on going partnership working									

Department	Equalities Assessment			Protected Characteristics								
	Potential to cause adverse impact	Financial Savings Impact	Comments	Age	Disability	Gender (including Transgender)	Ethnicity	Marriage & Civil Partnership	Pregnancy & Maternity	Religion & Belief	Sexual Orientation	No significant relevance to equality
Children's Services: SEN & Disability Children's Social Care Learning and Schools Effectiveness												
Recommissioning of Family Resource Centre services/specialist assessment and treatment services. (Children's Social Care)	Yes	High	A change programme is planned to develop specialist assessment, treatment and support services, based on the Safeguarding with Intensive Family Treatment (SWIFT) model. The service will be formed by pooling current resources. Full needs assessment is currently underway to inform the detail of the capacity required for the new service.	Neutral								
Savings "Gap" (Children's Social Care and SEN & Disability)	No	High	Covered by the Social Care Transformation Investment bid which is subject to Cabinet approval.	Positive	Positive							
Early Intervention Grant (SEN & Disability)	Yes	High	Reconfiguration and reprioritisation of EIG funding: impact on individual service delivery is currently under consideration. Less support and some individuals will cease to receive a service. This will be subject to further equality work.	Negative	Negative							
Home to School Transport Budget:- Additional efficiencies (Learning and School Effectiveness)	No	Medium	More efficient service through revised commissioning & procurement as well as support function aspects.	Positive	Positive							

Department	Equalities Assessment			Protected Characteristics								
				Age	Disability	Gender (including Transgender)	Ethnicity	Marriage & Civil Partnership	Pregnancy & Maternity	Religion & Belief	Sexual Orientation	No significant relevance to equality
Children's Services: SEN & Disability Children's Social Care Learning and Schools Effectiveness	Potential to cause adverse impact	Financial Savings Impact	Comments									
Inclusion Support Services Standards & Learning Effectiveness Service (Learning and School Effectiveness)	Yes	Medium	Reduction in intervention and challenge services to a smaller cohort of schools by adopting a more targeted approach. This may result in some schools receiving little or no service.	Negative								
Targeted Youth Support (Learning and School Effectiveness)	Yes	Low	Savings arising from the formation of the Youth Justice and Targeted Youth Support Service from previously discrete services. Any changes will be discussed with local partners and communities.	Neutral								
Early Intervention Grant (Children's Social Care)	Yes	Low	Reconfiguration and reprioritisation of EIG funding: impact on individual service delivery is currently under consideration.	Negative								
Other including Management and Support Services (Children's Social Care)	No	Low	Need to monitor staff involved in possible redundancy – check that any adverse impacts do not disproportionately affect those with protected characteristics.	Neutral								
Disability Services (SEN & Disability)	Yes	Low	Revised support to families with children in receipt of after school support activities. Less support and some individuals will cease to receive a service.	Negative	Negative							
Management and Support Services (SEN & Disability)	No	Low	Need to monitor staff involved in possible redundancy – check that any adverse impacts do not disproportionately affect those with protected characteristics.	Neutral	Neutral							

Department	Equalities Assessment			Protected Characteristics								
Governance, Resources & Community Services Community Services Corporate Governance Corporate Services Support	Potential to cause adverse impact	Financial Savings Impact	Comments	Age	Disability	Gender (including Transgender)	Ethnicity	Marriage & Civil Partnership	Pregnancy & Maternity	Religion & Belief	Sexual Orientation	No significant relevance to equality
Library Services (Library Services Offer)	Yes	Medium	Library users may have increased waiting times for staff and also books. Need to monitor staff involved in possible redundancy – check that any adverse impacts do not disproportionately affect those with protected characteristics.	Negative	Negative	Negative	Negative		Negative	Negative	Negative	
Voluntary & Third Sector	Yes	Medium	Some Voluntary and Community Sector Services and longer-term capacity building within the sector will require reliance on a reduced ESCC core funding level. Voluntary and Community Sector will have to offer same service with less funding.	Negative	Negative	Negative	Negative			Negative	Negative	
Arts & Culture	No	Medium	During this period the small Arts & Culture grant budget is planned to be withdrawn. This is expected to result in a reduction in the amount of external grant funding coming into the East Sussex area to organisations who may have used this ESCC budget as part of a matched-funding offer to grant giving bodies.									
Registration	No	Low	The Registration Service is focussing on business process efficiencies e.g. linking telephones to make appointments across the service and on income generation e.g. promoting East Sussex as the ideal wedding venue in targeted publications and working with the Library Service to promote civil funerals. This will mean those with protected characteristics will benefit from a more efficient service.					Positive	Positive	Positive	Positive	

Department	Equalities Assessment			Protected Characteristics								
				Age	Disability	Gender (including Transgender)	Ethnicity	Marriage & Civil Partnership	Pregnancy & Maternity	Religion & Belief	Sexual Orientation	No significant relevance to equality
Governance and Community Services Community Services Corporate Governance Corporate Services Support	Potential to cause adverse impact	Financial Savings Impact	Comments									
Support Services	No	Low	The Shared Support Services reorganisation, benefitting GCS CRD and ETE, has delivered the savings reported to Governance Committee in January 2011 and these are shared across the department's Service Areas. Other budget lines are planned on the basis that the effects of inflationary pressures will be absorbed.									
PAT Restructure	Neutral	Low	Need to monitor staff involved in possible redundancy – check that any adverse impacts do not disproportionately affect those with protected characteristics.									
Libraries/Archives & Modern Records/Support Services	No	Low	Work is underway to establish the feasibility of reducing storage costs through co-location of stores not just used by Community Services but as part of the wider corporate accommodation review. The department will look to complement that with changes to the organisational structure to deliver the most efficient service.									
Library Services (Hastings)	No	Low	The planned improvements to Hastings Library provide the opportunity to co-locate the separate Children's library with the main library, allowing for reductions in property costs and some efficiency gains from single-site working.	Positive	Positive	Positive	Positive		Positive	Positive	Positive	

Department	Equalities Assessment			Protected Characteristics								
	Potential to cause adverse impact	Financial Savings Impact	Comments	Age	Disability	Gender (including Transgender)	Ethnicity	Marriage & Civil Partnership	Pregnancy & Maternity	Religion & Belief	Sexual Orientation	No significant relevance to equality
Governance and Community Services Community Services Corporate Governance Corporate Services Support	Potential to cause adverse impact	Financial Savings Impact	Comments									
Building Maintenance Reduction / Insurance risk provision / Sustainable building design / Other	No	Low	Reductions in these centrally held support services budgets will reduce flexibility and mean that remaining funding is focussed on higher risk / higher return projects.									
ICT NGN contracts/supplies / Building maintenance reduction	No	Low	Procurement and other efficiency initiatives will be used to reduce the impact of higher inflationary pressures within the centrally held support service budgets.									
E payslips / ICT print services / Internal Audit / Support Services	No	Low	Service reviews and re-organisation of service provision across a range of central support services achieved with little or no impact on internal customers.									

Department	Equalities Assessment			Protected Characteristics								
Economy, Transport and Environment: Economy Transport Environment	Potential to cause adverse impact	Financial Savings Impact	Comments	Age	Disability	Gender (including Transgender)	Ethnicity	Marriage & Civil Partnership	Pregnancy & Maternity	Religion & Belief	Sexual Orientation	No significant relevance to equality
ETE Restructure full year (Economy)	Neutral	Low	Savings achieved through ETE Integration of Services from GCS. This primarily focussed on a reorganisation of senior management portfolios. Need to monitor staff involved in possible redundancy – check that any adverse impacts do not disproportionately affect those with protected characteristics.									
Trading standards Buy/Support with confidence schemes (Economy)	No	Low	Additional income for Support with Confidence scheme.	Positive	Positive							
Trading Standards Team structures (Economy)	Neutral	Low	Deletion of posts as a result of retirement and reallocation of work. Need to monitor staff involved in possible redundancy – check that any adverse impacts do not disproportionately affect those with protected characteristics.									
SED project / Operational budget (Economy)	No	Low	Focus on the highest priority projects that can demonstrate delivery against economic development aims									
Share of Management & Support Savings (Economy)	Neutral	Low	Resulting from the formation of shared support service teams. Need to monitor staff involved in possible redundancy – check that any adverse impacts do not disproportionately affect those with protected characteristics.									
Street Lighting Maintenance (Transport)	Yes	Medium	Reduced ability to react to column faults / replacements although lamps may stay out of action for marginally longer this is considered to be unlikely and therefore a low risk. Fear of crime is higher among the protected characteristics, and reduction in street lighting increases this fear.	Negative	Negative	Negative	Negative			Negative	Negative	

Department	Equalities Assessment			Protected Characteristics								
Economy, Transport and Environment Economy Transport Environment	Potential to cause adverse impact	Financial Savings Impact	Comments	Age	Disability	Gender (including Transgender)	Ethnicity	Marriage & Civil Partnership	Pregnancy & Maternity	Religion & Belief	Sexual Orientation	No significant relevance to equality
Street Lighting Energy Invest to Save (Transport)	Yes	Medium	Assumes that capital bid for circa £900k is successful and energy reduction options are rolled out throughout the County excluding urban centres of Eastbourne and Hastings with full engagement of local communities in the final scheme design. See Street Lighting Maintenance (above) for impact.	Negative	Negative	Negative	Negative			Negative	Negative	
Increased fares on supported bus services. (Transport)	Yes	Medium	Last increase on supported routes was in 2009. This will not be a flat rate increase but determined by the sustainability of individual routes. The impact will be dependent on individual routes and subject to further equality analysis.	Negative	Negative	Negative				Negative		
ETE Restructure full year (Transport)	No	Low	Savings achieved through ETE Integration of Services from GCS.									
Highways restructure (Transport)	No	Low	In a continuation of last year's savings, efficiencies in process and re-design of the approach to highways maintenance in line with the transformation project has lead to a leaner client staffing structure.									
Highways efficiency (Transport)	No	Low	Better work rates negotiated as part of May Gurney contract extension to 2015.									
Highways Maintenance: reduced reactive maintenance following preventative maintenance (Transport)	No	Low	Reduction in reactive maintenance requirements following Prudential Borrowing and Planned Maintenance investment									
Range of highways savings (Transport)	No	Low	A range of highways efficiency savings and income generation.									

Department	Equalities Assessment			Protected Characteristics								
	Potential to cause adverse impact	Financial Savings Impact	Comments	Age	Disability	Gender (including Transgender)	Ethnicity	Marriage & Civil Partnership	Pregnancy & Maternity	Religion & Belief	Sexual Orientation	No significant relevance to equality
Economy, Transport and Environment Economy Transport Environment												
Transport Policy (Transport)	No	Low	Reduced monitoring of LTP, less routine review of strategies and less input to broad national consultations.									
Travel Planning (Transport)	Neutral	Low	Reduction of 1 FTE vacant post and refocus of work to large scale developments and businesses									
Unallocated Road Safety Grant (Transport)	No	Low	Residual unallocated grant following in-year reductions last year and negotiated contribution to SSRP.									
Contribution to SSRP (Transport)	No	Low	Reduction following medium term plan for a refocussing of the partnership activities and through income from driver improvement courses.									
Passenger Transport processes (Transport)	Neutral	Low	Efficiency savings within team.									
Passenger Transport (Transport)	No	Low	Full year effect of savings achieved through contracts awarded June 2010.									
Share of Management & Support Savings (Transport)	No	Low	Resulting from the formation of shared support service teams. Need to monitor staff involved in possible redundancy – check that any adverse impacts do not disproportionately affect those with protected characteristics.									

Department	Equalities Assessment			Protected Characteristics								
Economy, Transport and Environment Economy Transport Environment	Potential to cause adverse impact	Financial Savings Impact	Comments	Age	Disability	Gender (including Transgender)	Ethnicity	Marriage & Civil Partnership	Pregnancy & Maternity	Religion & Belief	Sexual Orientation	No significant relevance to equality
Rights of Way maintenance & staffing (Environment)	Yes	Medium	<p>Less activity on rights of way maintenance, meaning rights of way users will be affected. Disabled people who are enjoying gradual improvements in the opportunities available to access the rights of way network maybe affected.</p> <p>Older people and women [particularly lone women] seem to particularly benefit from the guided walks programme which we organise and may not be able to do so if Rights of Way maintenance is reduced.</p> <p>Though capital bridge programme continues. Need to monitor staff involved in possible redundancy – check that any adverse impacts do not disproportionately affect those with protected characteristics.</p>	Negative	Negative	Negative	Negative					

Department	Equalities Assessment			Protected Characteristics								
	Potential to cause adverse impact	Financial Savings Impact	Comments	Age	Disability	Gender (including Transgender)	Ethnicity	Marriage & Civil Partnership	Pregnancy & Maternity	Religion & Belief	Sexual Orientation	No significant relevance to equality
Economy, Transport and Environment Economy Transport Environment												
Planning Development Control (Environment)	No	Medium	Changes to team and introduction of new local charging regime. Need to monitor staff involved in possible redundancy – check that any adverse impacts do not disproportionately affect those with protected characteristics.									
Traveller site income, utility costs & mgt (Environment)	Yes	Medium	Some changes to team size and structure and introduction of individual metering. Need to monitor staff involved in possible redundancy – check that any adverse impacts do not disproportionately affect those with protected characteristics.									
ETE Restructure - full year (Environment)	Neutral	Low	Savings achieved through ETE Integration of Services from GCS. This primarily focussed on a reorganisation of senior management portfolios. Need to monitor staff involved in possible redundancy – check that any adverse impacts do not disproportionately affect those with protected characteristics.									
Full year effect of waste service review (Environment)	No	Low	Residual savings from package of changes, predominantly to reduced waste awareness activity.									

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				Age	Disability	Gender (including Transgender)	Ethnicity	Marriage & Civil Partnership	Pregnancy & Maternity	Religion & Belief	Sexual Orientation	No significant relevance to equality	
Economy, Transport and Environment Economy Transport Environment	Potential to cause adverse impact	Financial Savings Impact	Comments										
Waste Awareness Match Funding (Environment)	No	Low	Base budget formerly used for match funding of INTERREG projects.										
Waste Operations (Environment)	No	Low	Risk based approach to site management resulting in lower monitoring costs less reliance on leachate tankering.										
Environmental Advice (Environment)	No	Low	Refocus resource for provision of landscape advice.										
Waste PFI (Environment)	No	Low	Expectation of negotiated changes and improvements to service through PFI that result in reduced costs to the County Council.										
Rye Harbour Nature Reserve site management (Environment)	No	Low	Second step reduction in financial contribution to RHNR following transfer to RSPB.										
South Downs Joint Committee efficiencies (Environment)	No	Low	New service delivery model following formation of NPA.										
Transport Development Control (Environment)	Neutral	Low	Changes to team and increases in fees. Need to monitor staff involved in possible redundancy – check that any adverse impacts do not disproportionately affect those with protected characteristics.										
Countryside Site Management (Environment)	No	Low	Strategy to pursue new approach to site management										
Share of Management & Support Savings (Environment)	Neutral	Low	Resulting from the formation of shared support service teams										