

Budget Proposals 2015/16: Equality Impact Assessment (EIA) – Street Wardens - DRAFT

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Business Unit:	Community Safety	Directorate:	Public Health
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The council and its partners are facing a significant challenge in the savings it needs to make over the next couple of years. This Equality Impact Assessment (EIA) has been developed as a tool to enable business units to fully consider the impact of their proposals on the community. As a council we need to ensure that we are able to deliver the savings that we need to make while mitigating against any negative or adverse impacts on particular groups across our communities.

This EIA will evidence that the Council have fully considered the impact of the proposed changes and has carried out appropriate consultation on those changes with the key stakeholders. This EIA and the evidence provided within it will allow Councillors to make informed decisions as part of the decision-making process regarding the council's budget.

Executive Lead / Head Sign off *(when final version)*:

Executive Lead(s)		Executive Head:	
Date:		Date:	

Summary from Overall Budget Proposals:

Proposals – Outline	Savings for 2015/16		Implementation Cost <i>Include brief outline + year incurred</i>	Delivery <i>When will this proposal realise income / savings</i>	Risks / impact of proposals <ul style="list-style-type: none"> ● <i>Potential risks</i> ● <i>Impact on community</i> ● <i>Knock on impact to other agencies</i> ● <i>If statutory service please state relevant legislation section and Act together with any statutory guidance issued.</i> 	Type of decision		
	Income £ 000's	Budget reduction £ 000's				Internal	Minor	Major
<p>1. Ceasing to provide the Street Warden Service</p> <p>(New proposal)</p> <p>Budget:£135,000 Income:£50,000 Assumed reduction of 1FTE: £22,000 Net budget £63,000</p> <p>4 FTE</p>	0	63,000		01/04/15	<p>There are currently 5 street wardens covering some of the most deprived areas of Torbay: Hele, Watcombe, Foxhole/Queen Elizabeth Drive and Tormohun. 4 Wardens are on permanent contracts and 1 is on a fixed term contract due to end on 31st March 2015. The total cost of the programme is £135k per annum, and is funded for 14/15 by £50k from Police and Crime Commissioner (PCC) funding (non-recurrent) and £85k from Torbay Council. In the 15/16 budget proposals we had already identified cutting 1FTE Warden post at £22k, hence the residual saving of £63k. There is a significant reputational risk from cutting the Street Wardens. There is also the potential for costs to be shunted elsewhere in the Community Safety Team and other areas of the council as they provide essential front line services e.g. dealing with Anti Social Behaviour (ASB), monitoring environmental crime, supporting vulnerable people in the community.</p>			x

Section 1: Purpose of the proposal/strategy/decision

No	Question	Details
1.	<p>Clearly set out the proposal and what is the intended outcome.</p>	<p>The proposal is to cut the funding to the Street Warden programme in the areas of Hele, Watcombe, Foxhole/Queen Elizabeth Drive and Tormohun and thereby cease to provide the Council street warden service in all areas. This proposal is to meet the budget saving target set for the Community Safety Business unit and will achieve a saving of £63,000.</p> <p>Note: there is a Street Warden operating in Torquay Town Centre who is employed by the Business Improvement District. This post is unaffected by these proposals as it is outside of Torbay Councils remit.</p>
2.	<p>Who is intended to benefit / who will be affected?</p>	<ul style="list-style-type: none"> • Residents and businesses in the areas of Hele, Watcombe, Foxhole/Queen Elizabeth Drive, Tormohun as they will cease to have a street warden service • Partner agencies operating in these areas as they work closely with the Wardens in the delivery of a wide range of services in these areas – Housing Associations, Police, Fire, Probation, Health, Hele’s Angels. • Staff • Other council services within the Community Safety Business Unit could potentially be affected as the Wardens deal with a wide range of community issues particularly in relation to ASB and environmental crime. If the wardens are not here then this work will come into the main team. Other council services across the wider council who potentially may need to pick up work which have been previously undertaken by the Wardens.

Section 2: Equalities, Consultation and Engagement

Torbay Council has a moral obligation as well as a duty under the Equality Act 2010 to eliminate discrimination, promote good relations and advance equality of opportunity between people who share a protected characteristic and people who do not.

The **Equalities, Consultation and Engagement** section ensures that, as a council, we take into account the Public Sector Equality Duty at an early stage and provide evidence to ensure that we fully consider the impact of our decisions/proposals on the Torbay community.

Evidence, Consultation and Engagement

No	Question	Details
3.	Have you considered the available evidence?	<p>The Street Wardens operate in some of the most deprived wards in Torbay.</p> <p>Blatchcombe and the area of Foxhole have some of the most deprived areas for income, employment, health, education and affecting children.</p> <p>To counteract these issues, the street wardens have done the following work in 13/14: 235 hours of visibility activities e.g. patrolling, drop in sessions, etc. 236 hours of community engagement activities Dealt with 37 cases of vulnerability either through distress calls or outreach visits Dealt with 85 issues of ASB and nuisance Dealt with 168 cases of environmental degradation</p> <p>Tormohun and the Hele area have some of the most deprived neighbourhoods for income, employment, health, education, crime, living environment, affecting older people and affecting children.</p> <p>To counteract these issues, the street wardens have done the following work in 13/14: 1695 hour of high visibility 384 hours of community engagement Dealt with 97 cases of substance misuse Dealt with 284 cases of environmental degradation Dealt with 47 cases of vulnerability Dealt with 21 cases of specific homelessness Dealt with 91 cases of ASB and nuisance</p>

No	Question	Details
		<p>Watcombe counts 2 of the top 10 percentile neighbourhoods for deprivation, particularly around income, employment, disability, education, crime, living environment, affecting older people and children To counteract these issues, the street wardens have done the following work in 13/14:</p> <p>425 hours of high visibility 295 hours of community engagement Dealt with 85 cases of environmental crime Dealt with 39 cases of ASB and nuisance Dealt with 21 cases of vulnerability</p> <p>Home Office research from 2006 demonstrates that there is a clear link between reassurance policing models (as employed by the street warden scheme), particularly on crime, perception of crime and anti-social behaviour. For instance it found that there is strong evidence that community foot patrols work in increasing public confidence and reducing worry about crime</p>
4.	<p>How will / have you* consulted on the proposal?</p> <p><i>*delete as appropriate</i></p>	<p>This proposal will be consulted on as part of the 2015/16 budget setting process.</p>
5.	<p>Outline the key findings</p>	<p><i>TO BE COMPLETED ONCE CONSULTATION UNDERTAKEN: Include feedback on your proposal including where you have consulted on any alternative options. Also include response rates, number of attendees to events / focus groups, outline of specific interest groups consulted. Use bullet points to summarise the key conclusions.</i></p>
6.	<p>What amendments may be required as a result of the consultation?</p>	<p><i>TO BE COMPLETED ONCE CONSULTATION UNDERTAKEN: Has feedback from the consultation and engagement process identified any changes required to the proposal? Have you had to alter your decision and look at alternative options?</i></p>

Positive and Negative Equality Impacts *TO BE UPDATED ONCE CONSULTATION UNDERTAKEN*

No	Question	Details		
7.	Identify the potential positive and negative impacts on specific groups			
		Positive Impact	Negative Impact	Neutral Impact
	Older or younger people		Over the last 3 years, the wardens have carried out 219 welfare visits and outreach activities to help the most vulnerable in the community; they have also carried out over 6800 hours of visible patrolling. The street wardens have spent over 1000 hours working with children and young people on various projects to help develop a sense of pride and ownership, further skills, etc.	
	People with caring responsibilities			No identified differential impact at this stage
	People with a disability			No identified differential impact at this stage
	Women or men			No identified differential impact at this stage
	People who are black or from a minority ethnic background (BME)			No identified differential impact at this stage
	Religion or belief (including lack of belief)			No identified differential impact at this stage

No	Question	Details	
	People who are lesbian, gay or bisexual		No identified differential impact at this stage
	People who are transgendered		No identified differential impact at this stage
	People who are in a marriage or civil partnership		No identified differential impact at this stage
	Women who are pregnant / on maternity leave		No identified differential impact at this stage
	Socio-economic impacts (Including impact on child poverty issues and deprivation)		No identified differential impact at this stage
	Public Health impacts (How will your proposal impact on the general health of the population of Torbay)		The scheme has accredited Health Champions, delivering over 120 hours of health training sessions and 149 hours of bikeability activities (teaching children how to cycle safely, thereby increasing their take up of physical activity)
8a.	Cumulative Impacts – Council wide (proposed changes elsewhere which might worsen the impacts identified above)	Street Wardens work for the communities they serve and work across council departments and other partners. If the service ceases there is the potential that there may be an impact on both the wider Community Safety business unit and on the mainstream response services. Likewise where wardens undertake duties in parks or on other areas of council land, the lack of presence could potentially have an impact on other areas of council business.	
8b.	Cumulative Impacts – Other public services (proposed changes elsewhere)	See above	

No	Question	Details
	which might worsen the impacts identified above)	

Section 3: Mitigating action *TO BE UPDATED ONCE CONSULTATION UNDERTAKEN*

No	Action	Details
9.	Summarise any negative impacts and how these will be managed?	<p>This section will be updated once consultation has been undertaken, however there is the potential for:</p> <ul style="list-style-type: none"> • Negative publicity • Reduce presence in deprived areas • An increase in the fear of crime • Impact on other council services • Impact on other agencies and mainstream response services.

Section 4: Monitoring *TO BE UPDATED ONCE CONSULTATION UNDERTAKEN*

No	Action	Details
10.	Outline plans to monitor the actual impact of your proposals	<i>The full impact of decisions will only be known once it is introduced. Identify arrangements for reviewing the actual impact of proposals once they have been implemented, including dates and methods.</i>

Section 5: Recommended course of action – *TO BE COMPLETED WHEN ALL SECTIONS COMPLETE AND EIA FINALISED*

No	Action	Outcome	Tick ✓	Reasons/justification for recommended action
11.	<p>State a recommended course of action <i>Clearly identify an option and justify reasons for this decision. The following four outcomes are possible from an assessment (and more than one may apply to a single proposal). Please select from the 4 outcomes and justify the reasons for your decision</i></p>	<p>Outcome 1: No major change required - EIA has not identified any potential for adverse impact in relation to equalities and all opportunities to promote equality have been taken</p>		
<p>Outcome 2: Adjustments to remove barriers – Action to remove the barriers identified in relation to equalities have been taken or actions identified to better promote equality</p>				
<p>Outcome 3: Continue with proposal - Despite having identified some <u>potential</u> for adverse impact / missed opportunities in relation to equalities or to promote equality. Full justification required, especially in relation to equalities, in line with the duty to have ‘due regard’.</p>				
<p>Outcome 4: Stop and rethink – EIA has identified actual or potential unlawful discrimination in relation to equalities or adverse impact has been identified</p>				