

BCP Equality Impact Assessment Template

Executive Summary and Conclusions

Once the Equality Impact Assessment Template has been completed, please summarise the key findings here. Please send a copy of your final document to the [Policy and Performance Team](#).

The proposed report for the 2020/21 Budget and Medium-Term Financial Plan (MTFP) meets the statutory obligation to produce a balanced budget for BCP Council to enable it to deliver its statutory services. A funding gap in excess of £15m has been identified for 2020/21 after allowances for identified savings and a revision of the council tax harmonisation strategy considered.¹
[£15m Gap predicted for BCP Council](#)

A significant proportion of the deficit can be attributed to the rise in funding that is required to meet increasing demand from across both Adult and Children's services at £11.3m and £3.9m respectively. The proposal provides an additional £13.6m for these two services in particular; as well as £50,000 for the development and delivery of a Community Engagement Strategy that will broaden decision making enabling more people to co design BCP Council services and £302,00 to bring forward the development of more affordable housing.

The proposal will impact on establishment figures and reductions in the Councils estate with additional savings expected to derive from some reduction in headcount and ongoing [Transformation proposals](#)

Consequently, there is a continued risk that some aspects of the budget may have a cumulative impact on older people and disabled people as well as on specific staff groups in due to the profile of staff within some Service Units or areas of employment where there may be under representation.

An assessment of the potential cumulative impact of the separate proposals will therefore need to be continued throughout the transformation process and reflected through subsequent MTFP update reports. It is recommended that robust equality analysis exercises continue to be undertaken in line with BCP Council Policy and [Equality Impact Assessment Guidance](#)

¹ BCP Financial Strategy 2020/21

BCP Equality Impact Assessment Template

Part 1 - The Project	
Policy/Service under development/review:	BCP Council Budget and Medium-Term Financial Plan (Update) 2020/21
Service Unit:	Finance
Service Lead:	Adam Richens
Equality Impact Assessment Team:	Sam Johnson
Date assessment started:	12 June 2019
Date assessment completed:	28 January 2020
What are the aims/objectives of the policy/service?	<p>To deliver a sustainable balanced budget for 2020/21 by putting forward a proposal which enables BCP Council to meet statutory obligations whilst responding to changing activity, increased demand and ongoing fiscal challenges, and to detail how the council plans to finance its operations and meet strategic priorities.</p> <p>The proposed net service budget is funded by 77.89% from council tax income, 21.12% from business rate income, 1.08% from revenue support grant and .73% from new homes bonus.</p>
What outcomes will be achieved with the new or changed policy/service?	BCP will have a balanced budget in place that enables the Council to provide statutory services and meets the requirements of the Public Sector Equality Duty.

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Part 1 - The Project

<p>Are there any associated services, policies or procedures?</p>	<ul style="list-style-type: none"> • Consolidated Medium Term Financial Plan update for Bournemouth Christchurch and Poole Council • Equality Act 2010 • Medium Term Financial Plan 091019pp.309-326 • Medium Term Financial Plan Update Report 201219pp.95-130 • Organisational Development Design Outcomes - KPMG Report pp.89-164 • Equality Impact Assessment Guidance • Bournemouth Christchurch & Poole Purpose Statements • Local Government Settlement for 2020 • Redundancy and Redeployment Policies of preceding councils • Recruitment and Selection Policies of preceding councils • Bournemouth Organisational Change Management guidelines
<p>Please list the main people, or groups, that this policy/service is designed to benefit, and any other stakeholders involved:</p>	<ul style="list-style-type: none"> • BCP Council Cabinet • Residents • Business Rate payers • Local Council tax payers • BCP Council Employees • Clients of all Council services, specifically Adult and Children's Services • Care experienced Young People • Children looked after • Young people in Bournemouth Christchurch & Poole • BCP Council Partnerships • Visitors to Bournemouth Christchurch & Poole • Schools, Academies and Universities • Voluntary and Community Sector led organisations in Bournemouth, Christchurch & Poole

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Part 1 - The Project

With consideration for their clients, please list any other organisations, statutory, voluntary or community that the policy/service/process will affect:

NHS Trust
Dorset CCG

Part 2 – Supporting Evidence²

BCP's commitment to the Public Sector Equality Duty

Bournemouth Christchurch and Poole's (BCPs) commitment to the Public Sector Equality Duty is expressed through BCP Purpose Statements. The Council's equality and diversity commitments are set out under the headline priorities in the Corporate Strategy. Defined objectives are embedded in our [Equality and Diversity Policy](#) which includes our Equality and Diversity Internal Governance Framework.

Every key decision, change to policy, service provision or service provider needs to be able to demonstrate that it has considered, understood and reflected the positive or negative impact it will have in terms of equality and the nine protected characteristics of the [Equality Act 2010](#)

The budget planning framework includes the requirement that equality impacts or implications of any specific priorities or savings are identified in bringing forward any budget proposals which are then used to inform final budget decisions.

² This could include: service monitoring reports, research, customer satisfaction surveys & feedback, workforce monitoring, staff surveys, opinions and information from trade unions, previous completed EIAs (including those of other organisations) feedback from focus groups & individuals or organisations representing the interests of key target groups or similar.

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Part 2 – Supporting Evidence²

An assessment of the potential cumulative impact of separate proposals across all protected characteristics is examined throughout the process by BCP's management team and reflected as necessary through subsequent Medium-Term Financial Plan (MTFP) update reports as they progress through the planning cycle.

EIA's are an important service improvement tool that help in developing services which meet the needs of our customers and deliver our core business more efficiently in an equitable manner. They demonstrate that we are making financial decisions in a fair, transparent and robust way, considering the needs and the rights of different members of the communities we serve.

This EIA is to be considered alongside previous EIAs and budget proposals as well as individual service specific equality impact assessments. This is inclusive of those required by partner organisations within the statutory, voluntary or community sector or any organisation which deliver statutory services on behalf of BCP Council.

BCP Council has a turnover of approximately £0.7bn per annum and a net budget of £283m, resulting in a total Council Tax Requirement of £217.1m, is set for 2020/21 based on the settlement figures published by Government in December 2019

The MTFP is designed to provide sound financial management and control arrangements which will be integral to the delivery of good governance for the council. Such arrangements help in supporting service delivery, accountable decision making and safeguarding stewardship whilst optimising the use of available resources and is not reliant upon the use of reserves to cover the funding gap of circa £15m in 2020/21 that has been identified between available resources and ongoing expenditure.

Source: BCP Financial Strategy 2020/21

The ageing population across the UK, Dorset, and specifically with BCP Councils area has continues to increase demand on adult Social Care Services, places for residential beds and growth within our disabled client groups and results in increased costs. Consequently, the provision of statutory functions such as Adult Social Care and Children's services find they are routinely overstretched and overspent. Further investment into Children's Services have been made as the complexity of need and number of looked after children inherited from the legacy council of Christchurch was higher than expected.

Further increases in the number of pupils with Special Educational Needs and home to school transport are also noted.

Mitigating action has been taken to reduce the pressure and demand on Adult Social Care by the purchase of a care home by BCP Council thereby increasing the total number of bed spaces available. The Net Budget for Adult Social Care is also increased

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Part 2 – Supporting Evidence²

from f £108,374,000 in 2019/20 to £115,413,000 for 2020/21 and the Budgets for the provision of Children's Services uplifted from £60,942,000 to £61,810,000 for same period.

It is important to note that the vulnerability of BCP Council to increased demand on its resources have been exacerbated as the four-year local government finance settlement expired in 2019/20

BCP Council has around 4,087 full-time equivalent posts with an estimated annual salary cost of £145m.

As at 15 January 2020 potential savings of £9.174m for 2020/21 had been identified³

There is an ageing population across the UK, Dorset, Bournemouth Christchurch and Poole which has increased demand for public services and have continued to rise throughout the period of austerity. Consequently, the provision of statutory functions such Adult Social Care and Children's services are routinely overstretched and overspent, which in turn creates significant challenges for local authorities in putting forward balanced budget proposals (see examples below).

- [Dorsets ageing population putting a strain on social care system](#)
- [Adult Social Care in Bournemouth facing serious challenges](#)
- [Oxfordshire County Council Revise £1m budget cut](#)
- [Concerns voiced over Adult Social Care despite £3m funding boost](#)
- [Healthcare provider considers sale of business or transfer of care](#)
- <https://www.nao.org.uk/wp-content/uploads/2018/07/Adult-social-care-at-a-glance.pdf>
- [Adults Social Care recipients top up their regular care](#)
- <https://www.bournemouthcho.co.uk/news/17218825.hundreds-of-social-care-users-in-bournemouth-and-poole-feeling-lonely/>
- <https://www.nao.org.uk/report/pressures-on-childrens-social-care/>

Referrals to children's social care increased in line with population growth between 2010-11 and 2017-18. The number of referrals to children's social care increased by 7% between 2010-11 and 2017-18, to 655,630. Over the same period the 0–17

³ Proposed savings schedule 140120

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Part 2 – Supporting Evidence²

population of England experienced broadly similar growth, increasing by 5.2%. The increase in the number of children in need episodes between 2010-11 and 2017-18 was below population growth, with these rising by only 2%, from 735,470 to 753,840.

Between 2010-11 and 2017-18 referrals increased by 7% while child protection assessments increased by 77%. Although initial referrals to local authorities increased by only 7% over the period from 2010-11 to 2017-18, local authorities carried out 77% more child protection assessments. It is not clear if the disproportionate increase in assessments is because of lower risk thresholds applied by authorities, a change in the nature of referrals made, or other factors.

The most expensive cases, where children are taken into care, have risen by almost triple the rate of population growth. Between 2010-11 and 2017-18 the number of children in care at year end increased by 15% to 75,420 children, more than triple the rate of overall population growth. There has been a notable increase in the number of children over 16 taken into care, which increased by 78% between 2010-11 and 2017-18, from 3,210 to 5,710. Local authorities report that these children often have more complex needs and as a result are harder to place into foster care and are more likely to go into residential care, which is costlier.

The cost of children in care is rising. Local authorities are budgeting to spend £4.2 billion on looked-after children in 2018-19, which is £350 million (9.1%) more than they budgeted to spend in 2017-18. Although the number of children placed in residential care by local authorities increased by 9.2% between 2013-14 and 2017-18, the cost of residential care increased by 22.5% over the same period.

Demand for residential placements and staff has outstripped capacity. There has been an increase in the use of residential care, and this has exposed the lack of suitable placement capacity available to local authorities: only 32% of local authorities report that they have access to enough residential homes for children aged 14 to 15 years, and 41% for those aged 16 to 17.

It is difficult to say with any certainty what is causing increased demand and activity in children's social care. However, some known drivers are deprivation, domestic abuse, substance misuse and adult mental health others are the variation in local practice and responses to need.

There is significant variation between different local authorities in both the activity and cost of their children's services. The rate of children in need episodes during 2017-18 ranged from 301 to 1,323 per 10,000 children between local authorities. There is even greater variation between local authorities in the amount that they spend on children's social care: in 2017-18, the

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Part 2 – Supporting Evidence²

amount spent by local authority per child in need episode ranged between £566 and £5,166 per year across different local authorities. Some of this variation could be attributable to differences in the way that individual local authorities define each episode.

The Cabinet of BCP Council has been actively engaged during the development of the budget proposals.

Executive and Service Directors, Transformation Programme Board have also informed the development of the MTFP.

The public have been kept informed through a series of published articles within:

- [BCP Council News](#)

Further information on these proposals is available to the public through the Shadow Authority's website and can be found here: [Consolidated Medium Term Financial Plan update](#)

New Applicants for reductions in the proposed BCP Council Tax levy and those Residents and their partners who are currently eligible under a preceding Council's Local Council Tax Support Scheme will continue to be protected.

The Local Council Tax Support Scheme that is proposed protects vulnerable residents as applicants or their partners in receipt of one of the following, will continue to be protected: - • Disability Premium. • Enhanced Disability Premium. • Severe Disability Premium. • Disabled Child Premium. • Carer Premium. • Support component within the ESA. • War Disablement Pension. • War Widow Pension. • War Widows Disablement Pension. • Universal Credit recipients, who are not pensioners, but the applicant or their partner is in receipt of an income of premium listed above.

BCP Corporate Parenting Board considered the range of pressures that care experienced young people face when they start to live independently for the first time and as they transition into adulthood. Of particular concern for young people is budgeting, debt and managing on their own.

BCP Council has corporate parenting responsibilities for approximately 350 care leavers between the age of 18 and up to the age of 25. In embracing this role, the Council will continue to secure the best outcomes for our children in care and care experienced young people.

The Cabinet approved a new Council Tax discount for BCP care experienced young people up to the age of 25.

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Part 2 – Supporting Evidence²

The Budget proposals sets out the detail of a proposed scheme which will enable BCP Council to deliver a discretionary Council Tax discount for BCP care experienced young people between the ages of 18 and up to the age of 25 from April 2020 onwards. The Council will deliver this discount by exercising its powers under section 13A of the Local Government Finance Act of 1992. The young people who will be eligible are defined as young people that either BCP Council or the relevant preceding authorities looked after. In cases where the preceding council was Dorset County Council only those young people who were ordinary resident in Christchurch would be deemed to be eligible under the proposal.

To date some savings, efficiencies and additional resources being incorporated into the MTFP position have been assumed for financial planning purposes only and remain subject to consultation, and, if carried forward shall require Elected Member approval.

If there is insufficient consultation or engagement information please explain in the Action plan what further consultation will be undertaken, who with and how.

- Number of people BCP Council provide services for is 395,800 - As at June 2018
- 192,000 work in the area? Source: BRES, 2018, ONS
- Around 10 million people visit each year?
- Do you have any updated figures (apart from 2011 Census) on the following

Relevant research, census and other evidence or information that is available and relevant to this EIA:

The BCP Council will provide services for the 395,800 residents who live in the area, 192,000 people who work in the area and 10 million people who visit the area each year. The resident population is expected to grow to 420,900 by 2028.

- The age profile - just over six out of ten residents living in BCP (61%) are of working age and 17% of the population is aged between 0-15. BCP has a higher proportion of older people living in the area compared to the national figure, over one fifth of the BCP population (22%) is aged 65 and over compared to 18% of England. In 2017-18, there were 3,886 births and 4,535 deaths.
- The gender profile - there are slightly more females living in the area than male residents. Our female residents have a longer life expectancy than males. No robust data on the UK trans population exists but the government tentatively estimate that between 0.3% and 0.8% of the population identify as trans.

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- The disability profile - one in ten residents (10%) has a disability that limits their day to day activity a little and 8% have a disability which limits their day to day activity a lot.
- The ethnicity profile - 88% of residents are from a White British Background, 6% from a White Minority Ethnic Background and 6% of residents are from a Black Minority Ethnic Background.
- The religious beliefs profile - The 2011 Census shows six in ten residents (60%) state they have Christian beliefs, 29% of residents do not hold a religious belief, almost 8% of residents did not state their religion. Other religions stated by residents include Muslim (1%), Buddhist (0.5%) Hindu (0.5%), Jewish (0.5%) and Sikh (0.1%).
- Sexual identity - nationally 2% of the population identified as lesbian, gay or bisexual (LGB). When applied to the BCP population approximately 6,500 residents would identify as LGB. Younger age groups (16 to 24) are more likely to identify as LGB (4%).
- Marital status - of the population aged over 16 in our community almost six out of ten residents are living as a couple (57%), of these 77% are married, 21% living together but not married and 2% are in a same sex civil partnership or cohabiting. Over two out of five residents (43%) are not living in a couple, the majority of which 59% say they are single, 18% divorced, 16% widowed, 4% separated and 3% say they are married or in a civil partnership but do not live together.

Additional customer and employee monitoring data is published at [BCP workforce data](#) and is due to be updated in May/June from a snapshot taken at the end of March 2020

Service user and employee monitoring data available and relevant to this policy in relation to any Protected Characteristic:

Bournemouth, Christchurch and Poole workforce data is published here: [BCP workforce data](#)

The data for Bournemouth and Poole is based on a snapshot@ 31 March 2019 and the date relating to Christchurch is based on the employees that were due to be TUPE transferred to BCP Council on 01 April 2019.

If there is insufficient research and monitoring data, please explain in the Action plan what information will be gathered:

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Part 3 – Assessing the Impact by Equality Characteristic

	Actual or potential positive outcome	Actual or potential negative outcome
1. Age ⁴	<p>Increased number of bed spaces now available through purchase and acquisition of care home.</p> <p>Figbury Lodge was built and opened in Poole which created an extra 80 beds; 50 residential and dementia, 10 nursing beds and 20 intermediate beds.</p> <p>BCP council also purchased Fairways in Bournemouth which stopped the home from closing and so prevented a loss of beds.</p> <p>BCP Council has corporate parenting responsibilities for approximately 350 care leavers between the age of 18 and up to the age of 25. In embracing this role, the Council will continue to secure the best outcomes for our children in care and care experienced young people.</p>	<p>Council tax levy and the scarcity of limited bed spaces were available for adult social care services where people were required to contribute towards their care.</p> <p>The Increased demand for adult care services lead to cumulative impacts on people as a result of their age. Specifically, when combined with the location in which they reside and the increased chance of becoming more dependent on support as disability increases exponentially with age (see below)</p> <p><u>Age and increases in disability</u></p> <p><u>Dementia incidence increase with age</u></p>
2. Disability ⁵	<p>Increased number of bed spaces available through purchase and acquisition of care home.</p>	<p>There may be a disproportionate number of older people who are also disabled who may not be exempt from. Complexity of needs have increased which has resulted in increased costs and service pressures</p>

⁴ Under this characteristic, The Equality Act only applies to those over 18.

⁵ Consider any reasonable adjustments that may need to be made to ensure fair access.

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Part 3 – Assessing the Impact by Equality Characteristic

	Actual or potential positive outcome	Actual or potential negative outcome
		Earlier harmonisation of Council tax on those who may have more complex needs when accessing adult social care services Any reductions in staffing may further reduce the number of staffs who identify as having a disability (based on number who have self-declared).
3. Sex	Until additional information is made available about the allocation of resources it is unknown if there will be a positive or negative impact	Females are more likely to work in part time roles within specific business areas.
4. Gender reassignment ⁶	Until additional information is made available about the allocation of resources it is unknown if there will be a positive or negative impact	No negative impact identified.
5. Pregnancy and Maternity	Until additional information is made available about the allocation of resources it is unknown if there will be a positive or negative impact	No negative impact identified.
6. Marriage and Civil Partnership	Until additional information is made available about the allocation of resources it is unknown if there will be a positive or negative impact	No negative impact identified.
7. Race	Until additional information is made available about the allocation of resources it is unknown if there will be a significant positive or negative impact	There could be a negative impact on some groups such as women and BME staff as they are more likely to be found working as social workers and carers within the areas of Children and Adult Services. BCP workforce has become less representative of the communities that it serves

⁶ Transgender refers people have a gender identity or gender expression that differs to the sex assigned at birth.

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Part 3 – Assessing the Impact by Equality Characteristic

	Actual or potential positive outcome	Actual or potential negative outcome
8. Religion or Belief	Until additional information is made available about the allocation of resources it is unknown if there will be a positive or negative impact	No negative impact identified.
9. Sexual Orientation	Until additional information is made available about the allocation of resources it is unknown if there will be a positive or negative impact	Any reductions in staffing may further reduce the number of LGB & T staff (based on number of staffs who have self-declared)
10. Armed Forces Community		
11. Any other factors/groups e.g. socio-economic status/carers etc ⁷	Usual protections will be applied for vulnerable groups in proposed Council Tax Levy	There may be a negative impact on under-represented groups
12. Human Rights	Human Rights compliance.	No potential breaches or restrictions to Human Rights identified for a complete list see below Human Rights Act 1998

⁷ People on low incomes or no income, unemployed, carers, part-time, seasonal workers and shift workers

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Part 4 – Equality Impact Action Plan

Please complete this Action Plan for any negative or unknown impacts identified in the assessment table above.

Issue identified	Action required to reduce impact	Timescale	Responsible officer
Pressure of £7.39m in Adult Social Care deficit (plus £7.758m savings target) ⁸ .	Provide funding to mitigate for increased demands and costs of the provision of Adult and Children's services	2020/21	Service Director Community Learning & Commissioning
Consideration of proposals for savings	Implement agreed proposed savings across services	2020/21 onwards	Strategic Directors
Mitigate known funding deficits within Adult and Children's Services	Ensure enough funds are allocated to Adults and Children's Services to offset known deficits	2020/21 onwards	Strategic Directors

Key contacts for further advice and guidance:

Equality & Diversity:

[Sam Johnson - Policy and Performance Manager](#)

Consultation & Research:

[Lisa Stuchberry – Insight Manager](#)

⁸ BCP Financial Strategy 2020/21