

Equality Analysis



Please refer to the guidance for carrying out Equality Analysis (available on the intranet).
Text in blue is intended to provide guidance – you can delete this from your final version.

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| What are the proposals being assessed? | To enable Public Health to make a contribution to preventative services commissioned via the Civic Pride Fund (CH113). |
| Which Department/ Division has the responsibility for this? | Public Health, Community and Housing |

Stage 1: Overview

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| Name and job title of lead officer | Dr Dagmar Zeuner, Director of Public Health |
| 1. What are the aims, objectives and desired outcomes of your proposal? (Also explain proposals e.g. reduction/removal of service, deletion of posts, changing criteria etc) | <p>The Civic Pride Grants Programme supports a broad range of voluntary and community sector partners to deliver services that help to prevent or delay deterioration in health and wellbeing. A common feature of many of the funded projects, alongside their preventative value, is the contribution they make to reducing inequalities within the borough, including health inequalities.</p> <p>Community and Housing make a substantial contribution to the Civic Pride Grant Programme with a total contribution of £1.7m per annum over each of the next three years. To date the entire contribution has been funded from Adult Social Care budgets. As a consequence of rising demand and the increasing complexity of the needs individuals are presenting with there are, and will continue to be, significant pressures on Adult Social Care budgets. These pressures are both a local and a national issue impacting on all local authorities with social care responsibilities. The application of the enhanced social care precept in combination with the additional funding committed by Government is widely viewed nationally by sector leaders as being insufficient to meet the increased levels of demand, and this is reflected locally.</p> <p>This proposal is therefore intended to support the Department in continuing to meet its statutory requirements under the Care Act 2014 and other relevant social care legislation by reviewing expenditure across our Public Health functions to enable a contribution of £330k per annum to the Department’s contribution to the Civic Pride Grants Programme. This funding will support projects within the Grants programme that are consistent with the Public Health Grant conditions and that support prevention and the reduction of health inequalities. The proposed review will be achieved without impacting on our statutory Public Health duties.</p> |

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| | <p>The £330k of Adult Social Care budget the Public Health contribution frees up will be directly reinvested in meeting our statutory duties under the Care Act 2014 and other relevant social care legislation, thus helping to protect some of the most vulnerable residents in our communities.</p> <p>As noted above, the contribution from the Public Health budget to the Civic Pride Grant Programme will fund specific preventative activities (appendix one provides examples of project expenditure that complies with Public Health Grant conditions.), that aim to provide support to those in need; develop active and supportive communities; provide activities that prevent, reduce and delay the need for health and social care services; and which contribute to tackling health inequalities.</p> <p>More work will follow when the council has received the details of the Public Health Grant for 2023/24 so that we can be sure that we are starting from the correct baseline budget (PH grant 2022/23 was 11.9M), however this review will involve delivering:</p> <ul style="list-style-type: none"> • efficiencies through the reduction in overheads e.g. office, paper, transport, events • service transformation i.e. channel shift to more use of digital services) • holding a smaller reserve • further opportunities for service integration across Merton, South West London boroughs and London |
| 2. How does this contribute to the council's corporate priorities? | <p>The Community and Housing funding within the Civic Pride Grant programme makes a significant contribution to the Nurturing Civic Pride priority.</p> <p>Supporting preventative activities and projects that reduce inequalities, including health inequalities, makes a positive contribution to the Building a Sustainable Future priority.</p> |
| 3. Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. | <p>Some of the most vulnerable residents in our communities, who are in receipt of Adult Social Care services, or who will need these services in the future will benefit from the reinvestment of funds into Adult Social Care budgets.</p> <p>It is intended that the budget review will prioritise areas of expenditure that do not directly impact on residents and communities. If, once the Public Health Grant is confirmed by central Government and final work to identify the sources of the £330k is progressed, there are any elements of the proposals that could have an adverse impact on residents with protected characteristics further Equalities Impact Assessments will be undertaken on those specific elements. If it is identified that possible adverse impacts cannot be suitably mitigated replacement savings will be pursued.</p> |
| 4. Is the responsibility shared with another department, authority or organisation? If so, who are the partners and who has overall responsibility? | <p>The statutory Adult Social Care and Public Health functions both sit within the Community and Housing Department. The Public Health team work closely with a range of colleagues across the Council and with health and voluntary and community sector partners to address health inequalities and to promote health and wellbeing.</p> |

Stage 2: Collecting evidence/ data

5. What evidence have you considered as part of this assessment?

Provide details of the information you have reviewed to determine the impact your proposal would have on the protected characteristics (equality groups).

The evidence that has been considered as part of this assessment includes:

- The Merton Story, Joint Strategic Needs Assessment
- Public Health Outcomes Framework, Public Health England
- Benchmarked data on public health services
- Service level data from public health commissioned services

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Stage 3: Assessing impact and analysis

From the evidence you have considered, what areas of concern have you identified regarding the potential negative and positive impact on one or more protected characteristics (equality groups)?

| Protected characteristic (equality group) | Tick which applies | | Tick which applies | | Reason Briefly explain what positive or negative impact has been identified |
|---|--------------------|----|---------------------------|----|--|
| | Positive impact | | Potential negative impact | | |
| | Yes | No | Yes | No | |
| Age | X | | | X | Reinvesting £330k into Adult Social Care budgets will have a positive impact on the Council's ability to continue meeting its statutory Care Act duties, including to older people and adults with disabilities. |
| Disability | X | | | X | |
| Gender Reassignment | | X | | X | |
| Marriage and Civil Partnership | | X | | X | |
| Pregnancy and Maternity | | X | | X | |
| Race | | X | | X | |
| Religion/ belief | | X | | X | |
| Sex (Gender) | | X | | X | |
| Sexual orientation | | X | | X | |

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| Socio-economic status | | X | | X | |
|------------------------------|--|---|--|---|--|

7. If you have identified a negative impact, how do you plan to mitigate it?

No negative impacts are identified at this stage. However, as noted above, once the Public Health Grant is confirmed by central Government and final work to identify the sources of the £330k is progressed, there are any elements of the proposals that could have an adverse impact on residents with protected characteristics further Equalities Impact Assessments will be undertaken on those specific proposals. If it is identified that possible adverse impacts cannot be suitably mitigated alternative savings will be pursued.

Stage 4: Conclusion of the Equality Analysis

8. Which of the following statements best describe the outcome of the EA (Tick one box only)

Please refer to the guidance for carrying out Equality Impact Assessments is available on the intranet for further information about these outcomes and what they mean for your proposal

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Outcome 1 – The EA has not identified any potential for discrimination or negative impact and all opportunities to promote equality are being addressed. **No changes are required.**

Outcome 2 – The EA has identified adjustments to remove negative impact or to better promote equality. **Actions you propose to take to do this should be included in the Action Plan.**

Outcome 3 – The EA has identified some potential for negative impact or some missed opportunities to promote equality and it may not be possible to mitigate this fully. **If you propose to continue with proposals you must include the justification for this in Section 10 below, and include actions you propose to take to remove negative impact or to better promote equality in the Action Plan. You must ensure that your proposed action is in line with the PSED to have ‘due regard’ and you are advised to seek Legal Advice.**

Outcome 4 – The EA shows actual or potential unlawful discrimination. **Stop and rethink your proposals.**

Stage 5: Improvement Action Pan

9. Equality Analysis Improvement Action Plan template – Making adjustments for negative impact

This action plan should be completed after the analysis and should outline action(s) to be taken to mitigate the potential negative impact identified (expanding on information provided in Section 7 above).

| Negative impact/ gap in information identified in the Equality Analysis | Action required to mitigate | How will you know this is achieved? e.g. performance measure/ target) | By when | Existing or additional resources? | Lead Officer | Action added to divisional/ team plan? |
|---|-----------------------------|---|---------|-----------------------------------|--------------|--|
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Note that the full impact of the decision may only be known after the proposals have been implemented; therefore it is important the effective monitoring is in place to assess the impact.

Stage 6: Reporting outcomes

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10. Summary of the equality analysis

This section can also be used in your decision making reports (CMT/Cabinet/etc) but you must also attach the assessment to the report, or provide a hyperlink

This Equality Analysis has resulted in an Outcome **1** Assessment

In summary, the proposed saving is intended to be achieved without detriment to health and wellbeing outcomes for residents and will have a positive impact on residents in receipt of Adult Social Care services who have protected characteristics. Although no negative impacts have been identified at this stage provision has been made to mitigate any such impacts which emerge at a later stage in finalising the proposal.

Stage 7: Sign off by Director/ Head of Service

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| Assessment completed by | Barry Causer, PH Lead for COVID-19 Resilience Julia Groom, Consultant in Public Health | Signature: | Date: 17/01/2023 |
| Improvement action plan signed off by Director/ Head of Service | Dr Dagmar Zeuner, Director of Public Health | Signature: | Date: 17/01/2023 |

Appendix One – Re-profiling of the Public Health grant to contribute to Civic Pride Fund (CH113) example projects.

| Theme 2: Services that grow strengths and capabilities. | | | |
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| The services that provide good quality information, support and non-accredited advice, accredited advice and casework and specialist and/or legal representation where necessary. | | | |
| Organisation | Description | Funding agreed over 3 years | Funding agreed per annum |
| Wimbledon Guild | Provide a preventative, strengths-based Wellbeing Support service, offering a holistic assessment and 1:1 support for vulnerable, isolated older people with limited connections in the community. | £148,293.00 | £49,431.00 |
| Age UK Merton | Proposal to put in place an integrated Community Support Service (CSS), bringing together established Information and Advice and Living Well services, to further grow strengths and capabilities for older clients in Merton. | £107,678.31 (partial contribution to overall grant of £530,581.20) | £35,892.77 (partial contribution to overall grant of £176,860.40) |
| Total investment by Public Health for Theme 2 | | £255,971.31 | £85,323.77 |

| Theme Three: Active, supportive communities | | | |
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| The services that co-design support and solutions with people and communities to help grow their relationships and connections and increase their level of activity. | | | |
| Organisation | Description | Funding agreed over 3 years | Funding agreed per annum |
| Merton Mencap | My Life My Community Saturday Hub for adults with a learning disability and/or Autism | £68,520.00 | £22,840.00 |
| Attic Theatre | To provide two weekly singing groups and in addition a dance and movement workshop for people with Dementia and their carers. | £38,514.00 | £12,838.00 |
| Commonside | To provide a drop-in community café, a range of activities for older and vulnerable residents in Pollards Hill and a hot two- | £142,574.01 | £47,524.67 |

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| | course meal Monday to Friday. | | |
| Friends in St Helier | To provide a range of activities, outreach support and outings for older people to socialise, join in with activities and eat a hot meal together. | £150,410.01 | £50,136.67 |
| Merton and Morden Guild | To provide 16 (growing to 20) preventative activities per week for older people in Merton. | £122,102.49 | £40,700.83 |
| Merton Community Transport | To provide an excursion club (two trips per month) supporting members of the community struggling with loneliness and isolation to places of interest. | £43,966.23 | £14,655.41 |
| Merton Vision | A range of support and activities based at the Merton Vision community centre, including volunteer support, preventative activities, building travel confidence, communication support, low vision and lighting advice and social interaction. | £154,351.08 | £51,450.36 |
| NEMCA (North East Mitcham Community Association) | A range of support and activities based at the Merton Vision community centre, including volunteer support, preventative activities, building travel confidence, communication support, low vision and lighting advice and social interaction. | £13,590.87 | £4,530.29 |
| Total investment by Public Health for Theme 3 | | £734,028.69 | £244,676.23 |
| Total investment by Public Health | | £990,000 | £330,000 |

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