

CABINET

11 FEBRUARY 2015

Revenue Budget and Proposed Council Tax for 2015/2016 and Medium Term Financial Strategy 2015/2016 to 2017/2018

Supplementary information in support of Appendix C: Proposals for Reductions 2015/2016 and 2016/2017 completed Equality Analyses

Please note: references on Equality Analyses refer to Appendix C within Cabinet report

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2.1 Business Investment and Business Development - review of operational costs and income generation



EQUALITY ANALYSIS

Please refer to Part 2 of the Equality Analysis Guidance

Name of Policy/Decision/Project/Activity:

Service redesign including the removal of vacant posts, a reduction in the financial incentives scheme budget, plus maximisation of the income targets at E-volve Business Centre

Date: 03.12.2014

Version Number:1

Equality Analysis completed by:

Name/Job title:
Berni Whitaker
Enterprise Manager

Responsible Officer or Group:

Name/Job title:
Catherine Auld (International Manager)/Thomas Hurst(Chief Investment Officer)

Is the Activity:

New/Proposed () Changing/Being Reviewed (x) Other ()

1. Purpose and scope

Purpose

In this section outline briefly:

- what the policy, decision or activity is and what the intended outcomes/benefits are (linked to the Corporate Outcomes Framework)
- over what period of time the outcomes will be achieved
- why it needs to be implemented or revised
- what populations are affected by the proposal
- who is expected to benefit and how, i.e. young people, older people, carers, BME groups, ward areas/communities, etc
- whether there are any overlaps with regional, sub-regional, national priorities.

Service redesign including the removal of vacant posts, removal of minor items of expenditure, efficiencies gained from the external commissioning of apprenticeship training which previously required a subsidy, managing out residual training centre budgets, a reduction in the financial incentives scheme budget, plus maximisation of the income targets at E-volve Business Centre, through effective rental income management and by ensuring occupancy levels remain at over 80%. The savings will be recurrent from 2015-16 onwards. The Business Community may be impacted if there is a reduced financial incentives budget, although this is due to reviewed in the next financial year.

Intelligence and Information

Please describe:

- What sources of information have been used to inform this assessment/analysis (this should include but is not limited to consultations, resident/service user feedback and statistical data and intelligence)
- **What the information is telling you** – this should be broken down by each of the protected characteristics or other identified groups which could be disadvantaged.

The removal of vacant posts and the decision not to fill them was a pragmatic approach to identifying recurrent savings, the work attached to the vacant posts has been allocated to other team members in the short term and they will plan and reorganise their own workloads to ensure the level of service offered will not be adversely affected any long term equality implications will be considered as part of the workforce planning arrangements.

Sunderland City Council is only one of a small number of councils that still offer financial incentives to businesses by payment of

grant. During the last year through undertaking a review of the current system we have identified that we need to continue to gather best practice and lessons learned from the current scheme, to shape the financial incentives support going forward.

There has been no consultation with the businesses as this is an internal Business Investment Team/Council decision, however we work on a day to day basis with business and therefore have a two-way communication mechanism by which to gauge any effects. We continue to have a more focused financial incentives offer, directed more intensively on the manufacturing, engineering and software sectors and which will focus support on project based approaches which have job outcomes attached. We will also look towards alternative ways of using the grants budgets to support businesses this may be identifying external funding or looking at different ways to deliver financial support. We have a robust monitoring system in place and are able to use this to identify if levels of business enquiries and grant awards show any unusual trends, although there are many other external economic factors which will also impact on the numbers of enquiries and grants.

Gaps in intelligence and information

Having analysed the information available to you:

- are there any gaps in intelligence or areas where understanding needs to be improved? Please describe what these are and what actions you intend to take to obtain/improve the information. These actions should be covered in the action plan.
- are there any groups who should be expected to benefit who do not? Please describe why not and whether you will amend the decision to change this outcome. This should also be covered in the action plan.

Not applicable!

Additional Impacts

The policy or action may also have an impact on other groups or individuals which are not covered by statutory requirements. Please outline any additional individuals or groups which have not already been covered. This could include socio-economic groups, voluntary and community sector, carers or specific communities which face additional challenges (such as former coal mining areas or areas of high deprivation)

The decision may impact across the business community but should not impact against any one type of individual or groups more than others.

2. Analysis of impact on people

In this section you must **review the intelligence described above and summarise the intended and potential impact of the policy, decision or activity** on the people of Sunderland. This includes specific consideration of the impact on individuals, groups with protected characteristics and communities of

interest within the city. Please briefly outline any positive, neutral or negative impacts on the specific groups below. Please note that any negative impacts should have a corresponding action in the action plan in the page below.

In this assessment it is important to remember the **Council is required to give due regard to:**

- **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.**
- **Advance equality of opportunity between people who share a protected characteristic and those who do not.**
- **Foster good relations between people who share a protected characteristic and those who do not.**

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age		X	
Disability		X	
Gender/Sex		X	
Marriage & Civil Partnership		X	
Pregnancy and maternity		X	
Race/Ethnicity		X	
Religion/belief		X	
Sexual Orientation		X	
Trans-gender/ gender identity		X	

Please add any additional groups mentioned in “additional impacts” above to this table.

3. Response to Analysis, Action Plan and Monitoring

In this section please outline what actions you propose to take to minimise the negative, and maximise the positive, impacts that have been identified through the analysis. By considering and implementing these actions the policy or action can be refined to make sure that the greatest benefits are achieved for the people of Sunderland. The performance monitoring process should also be set out to explain how ongoing progress is going to be followed to make sure that the aims are met.

From the analysis four broad approaches can be taken, (No major change; continue with the policy/action despite negative implications; adjust the policy/decision/action; or stop the policy/action). Please indicate, using the list below, which is proposed.

- No Major Change ()
- Continue Despite Negative Implications ()
- Adjust the Policy/Decision/Project/Activity (x)
- Stop ()

Action Plan

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
Monitor the impact on enquiries and awards.	Berni Whitaker	During financial year 15/16	Monitoring will be captured via the Performance Management Framework .
Monitor the impact of staffing reductions on capacity	Catherine Auld	During financial year 15/16	Workloads monitored through KITS and appraisal process.
Monitor the income levels at e-Volve	Thomas Hurst	During financial year 15/16	Income levels will be monitored on a quarterly basis as part of the normal financial resources support to service areas

2.2 Design Services and Property - review of operational costs and income generation

2.2.3 Security Services Income

EQUALITY ANALYSIS

Please refer to Part 2 of the Equality Analysis Guidance

Name of Policy/Decision/Project/Activity:

SITA SLA Security Guarding Services.

Equality Analysis completed by:

Stephen Eagling
Asst Security Officer
Land & Property
Date: 17.11.14

Responsible Officer:

Stephen Eagling
Asst Security Officer
Land & Property
Date: 17.11.14

Is this a: Policy () Strategy () Function ()
Service () Project () Other (X)

Is it: New/Proposed ()
Changing/Being Reviewed () Other (x)

1. Purpose and Scope

Purpose

In this section outline briefly what the policy, decision or activity is, what the intended outcomes/benefits (linked to the Corporate Outcomes Framework) are and over what period of time will the outcomes be achieved. Why does it need to be implemented or revised?

Additional Income from Partner Agency for services provided

Scope

In this section consider who or where is the target for the policy or activity, this could be specific groups of people or organisations, individual wards, neighbourhoods or communities or the entire city. Links to, and overlap with, wider, local, sub-regional, regional or national priorities or activities should also be considered.

N/A

Intelligence and Information

What sources of information have been used to inform this assessment/analysis? This should include but is not limited to consultations, resident/service user feedback and statistical data and intelligence.

N/A

2. Analysis of Impact on People

This section offers an opportunity to assess the intended and potential impact of the policy, decision or activity on the people of Sunderland. This includes specific consideration of the impact on individuals, groups with protected characteristics and communities of interest within the city. Please briefly outline any positive, negative or neutral impacts on the specific groups below. In this assessment it is important to remember the Council is required to give due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age	None.	None	None.
Disability	None.	None	None.
Gender/Sex	None.	None	None.
Marriage and Civil Partnership	None.	None	None.
Pregnancy and maternity	None.	None	None.
Race/Ethnicity	None.	None	None.
Religion/belief	None.	None	None.
Sexual Orientation	None.	None	None.
Trans-gender/gender identity	None.	None	None.

Other individuals or groups impacted on:

The policy or action may also have an impact on other groups or individuals which are not covered by the statutory requirements. Please outline any additional individuals or groups which have not already been covered. This could include socio-economic groups, voluntary and community sector, carers or specific communities which face additional challenges (such as former coal mining areas or areas of high deprivation)

N/A

Gaps in intelligence and information:

Having undertaken the analysis are there any areas of intelligence or information which need to be improved? Please outline and areas where the current information is not complete enough to take a decision. Addressing this gap should be covered in the action plan.

N/A

3. Summary of Impacts and Response to Analysis

Please provide a summary of the overarching impacts that have been highlighted through the analysis process through the three questions below. It is important to recognise that individuals may belong to one or more of these characteristic groups and the combined impact could be greater than any single impact.

Who will the policy/decision/project/activity impact on and who will benefit?

N/A

Who will not benefit and why not?

N/A

Who should be expected to benefit and why don't they?

N/A

4. Response to Analysis, Action Plan and Monitoring,

In this section please outline what actions you propose to take to minimise the negative, and maximise the positive, impacts that have been identified through the analysis. By considering and implementing these actions the policy or action can be refined to make sure that the greatest benefits are achieved for the people of Sunderland. The performance monitoring process should also be set out to explain how ongoing progress is going to be followed to make sure that the aims are met.

From the analysis four broad approaches can be taken, (No major change, continue with the policy/action despite negative implications, adjust the policy/decision/action or stop the policy/action). Please indicate, using the list below, which is proposed.

- No Major Change (X)
- Continue Despite Negative Implications ()
- Adjust the Policy/Decision/Project/Activity ()
- Stop ()

Action Plan

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS

2.4 Independent Review of Property and Land Assets

2.4.1 Land Property Asset Review

EQUALITY ANALYSIS

Please refer to Part 2 of the Equality Analysis Guidance

Name of Policy/Decision/Project/Activity: Land and Property Asset Review

Date: 4/12/2014

Version Number: 1

Equality Analysis completed by:

Name/Job title: Nick Wood

Responsible Officer or Group:

Name/Job title: Nick Wood, Estates and Valuation Manager

Is the Activity:

New/Proposed (x)

Changing/Being Reviewed ()

Other ()

1. Purpose and scope

Purpose

In this section outline briefly:

- what the policy, decision or activity is and what the intended outcomes/benefits are (linked to the Corporate Outcomes Framework)
- over what period of time the outcomes will be achieved
- why it needs to be implemented or revised
- what populations are affected by the proposal
- who is expected to benefit and how, i.e. young people, older people, carers, BME groups, ward areas/communities, etc
- whether there are any overlaps with regional, sub-regional, national priorities.

It is proposed to commission external consultants to carry out a property review, hopefully this financial year, which will include – investments held post LABV, operational properties and surplus land not already identified on the Capital Receipts Programme.

This is required for budgetary purposes to ensure efficient property management. The outcomes will be annual in terms of cost savings.

People affected may include occupiers of council property, users of council properties and council tenants.

Intelligence and Information

Please describe:

- What sources of information have been used to inform this assessment/analysis (this should include but is not limited to consultations, resident/service user feedback and statistical data and intelligence)
- **What the information is telling you** – this should be broken down by each of the protected characteristics or other identified groups which could be disadvantaged.

Technoforge property software system together with GIS mapping will inform details of property held and which is to be reviewed.

Gaps in intelligence and information

Having analysed the information available to you:

- are there any gaps in intelligence or areas where understanding needs to be improved? Please describe what these are and what actions you intend to take to obtain/improve the information. These actions should be covered in the action plan.
- are there any groups who should be expected to benefit who do not? Please describe why not and whether you will amend the decision to change this outcome. This should also be covered in the action plan.

Not aware of any gaps but this may become evident as part of the review process.

It is proposed that a full review of property assets will be undertaken (currently occupied by council staff or council tenants) with the aim of ensuring the Council maximises the value it obtains from each asset either in terms of occupancy, rental income, disposal value or opportunistic development. Until a full range of options are developed as a result of the review, it is not possible to identify the likely level of impact at this point. This review process will inform future decisions. Once there is more certainty / focus about implementation, then further and more in depth Equality Analysis will be needed in order to understand the impact of the options brought forward.

Additional Impacts

The policy or action may also have an impact on other groups or individuals which are not covered by statutory requirements. Please outline any additional individuals or groups which have not already been covered. This could include socio-economic groups, voluntary and community sector, carers or specific communities which face additional challenges (such as former coal mining areas or areas of high deprivation)

Unlikely but may affect CVS.

2. Analysis of impact on people

In this section you must **review the intelligence described above and summarise the intended and potential impact of the policy, decision or activity** on the people of Sunderland. This includes specific consideration of the impact on individuals, groups with protected characteristics and communities of interest within the city. Please briefly outline any positive, neutral or negative impacts on the specific groups below. Please note that any negative impacts should have a corresponding action in the action plan in the page below.

In this assessment it is important to remember the **Council is required to give due regard to:**

- **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.**
- **Advance equality of opportunity between people who share a protected characteristic and those who do not.**
- **Foster good relations between people who share a protected characteristic and those who do not.**

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age	none		none

Disability	none		none
Gender/Sex	none		none
Marriage & Civil Partnership	none		none
Pregnancy and maternity	none		none
Race/Ethnicity	none		none
Religion/belief	none		none
Sexual Orientation	none		none
Trans-gender/ gender identity	none		none

Please add any additional groups mentioned in “additional impacts” above to this table.

3. Response to Analysis, Action Plan and Monitoring

In this section please outline what actions you propose to take to minimise the negative, and maximise the positive, impacts that have been identified through the analysis. By considering and implementing these actions the policy or action can be refined to make sure that the greatest benefits are achieved for the people of Sunderland. The performance monitoring process should also be set out to explain how ongoing progress is going to be followed to make sure that the aims are met.

From the analysis four broad approaches can be taken, (No major change; continue with the policy/action despite negative implications; adjust the policy/decision/action; or stop the policy/action). Please indicate, using the list below, which is proposed.

No Major Change (x)

Continue Despite Negative Implications ()

Adjust the Policy/Decision/Project/Activity ()

Stop

()

Action Plan

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
Further Equality Analysis to take place once options about how to proceed with Land & Property Assets are identified.			
Identify the occupiers and users of the properties affected by the review and in particular in respect of the protected characteristics.			

PLEASE ENSURE THE COMPLETED EQUALITY IMPACT ANALYSIS TEMPLATE IS PUBLISHED ON <http://citypoint/equalityanalysis/default.aspx>, WITH THE RELEVANT ACCOMPANYING DOCUMENTATION APPENDED, i.e. POLICY/STRATEGY. THE EQUALITY ANALYSIS MUST BE PRESENTED AT ANY DECISION POINT.

2.4 Independent Review of Property and Land Assets

2.4.3 HNRT Tenant Housing Disrepair Requests



EQUALITY ANALYSIS

Please refer to Part 2 of the Equality Analysis Guidance

Name of Policy/Decision/Project/Activity:

Housing and Neighbourhood Renewal Team

Date:

4th December 14

Version Number: 1

Equality Analysis completed by: Liz McEvoy

Name/Job title: Principal Housing Manager

Responsible Officer or Group: Nick Wood

Name/Job title: Valuation Manager

Is the Activity:

New/Proposed ()

Changing/Being Reviewed (X)

Other ()

1. Purpose and scope

Purpose

In this section outline briefly:

- what the policy, decision or activity is and what the intended outcomes/benefits are (linked to the Corporate Outcomes Framework)
- over what period of time the outcomes will be achieved
- why it needs to be implemented or revised
- what populations are affected by the proposal
- who is expected to benefit and how, i.e. young people, older people, carers, BME groups, ward areas/communities, etc
- whether there are any overlaps with regional, sub-regional, national priorities.

The decision is for the CSN to deal with low band requests for service with regard to housing disrepair. The CSN will operate a triage system which has been developed through the work of the Transformation Team, CSN and the HNRT. The CSN advocate will determine through a triage system whether the request is a BAND 1 (no harm to being or ill health). This includes things like ill-fitting doors, old kitchen, slates missing to roof, minor damp in bathroom or kitchen, kitchen cupboards not shutting. The CSN will send a letter out to the landlord requesting that the disrepair is remedied within 28 days. A similar letter is sent to the tenants asking them to contact the Council again if the landlord does not complete the work within this time. In this case the request will be sent to the HNRT to inspect and investigate and now be classed as a Band 2. All requests that fall into a Band 2 (No imminent harm but significant disrepair. Moderate to severe injuries) will be referred to the HNRT with visit within 5 working days. This includes leaking roofs, holes in flooring, empty and open to access, minor damp in bedrooms or living rooms, filthy and verminous. Band 3 risk of imminent harm/potential threat to life (foul water drains, no heating in winter, no hot water, faulty alarm in a house of multiple occupation, water leaks will be referred to the team for contact that day and visit within 24 hours. . This triage is necessary as there are fewer resources to deal with the requests for service and it may also support a restructure with one less Building Surveyor. The triage system will be introduced no later than March 2015 and the outcomes will be achieved during 2015/16. The Housing and Neighbourhood Renewal Team, and the CSN are affected by the proposals. Landlords and tenants are also affected by the proposal. Communities will benefit as this proposal will allow the team to focus on hot spot areas of housing decline. Tenants with major disrepair will benefit from the new proposal as resource can be focused on the worst cases. There are no overlaps with regional or national policies except the general trend for landlords to self-regulate more. It is not known how many minor and non-minor requests are made at present as it is a new system using MS Dynamics. As soon as the scheme starts this will be monitored on a monthly basis.

Intelligence and Information

Please describe:

- What sources of information have been used to inform this assessment/analysis (this should include but is not limited to consultations, resident/service user feedback and statistical data and intelligence)
- **What the information is telling you** – this should be broken down by each of the protected characteristics or other identified groups which could be disadvantaged.

Numbers of requests for service from CAPs uniform, consultation with whole of HNRT and CSN. Will consult landlords at landlord forum. Facilitated by Transformation Team. The impact on tenants was considered. The team uses the Housing Health and Safety Rating System and on a daily basis determine whether disrepair will impact on health. All of the disrepair in Band 1 will have no harm to health or wellbeing. When the CSN take a request they will ask about disabilities and health but for a Band one this should have no detrimental effect. If the CSN operator is unsure they will ring the HNRT for professional advice.

Gaps in intelligence and information

Having analysed the information available to you:

- are there any gaps in intelligence or areas where understanding needs to be improved? Please describe what these are and what actions you intend to take to obtain/improve the information. These actions should be covered in the action plan.
- are there any groups who should be expected to benefit who do not? Please describe why not and whether you will amend the decision to change this outcome. This should also be covered in the action plan.

Need to monitor proposal over first year to see how many requests come through to the team and whether this reduces the requests for service it receives. There is no data until introduced as to whether this affects vulnerable tenants. There is a safety net in the proposals that tenants can ring the Council if the landlord fails to address the disrepair after receiving the letter.? There is no available data on how many people this will affect until it starts. The Council does not hold data of where vulnerable people live but this will be ascertained when they ring the CSN. The requests for vulnerable people will only be prioritised if there is a risk to their health or well-being. This should not be the case with the disrepair in Band 1. Other requests for service will continue in the same way where more serious disrepair will be inspected and assessed by housing professionals in the HNRT. The data the HNRT keep is property based rather than tenant based and does not keep data on vulnerable tenants apart from in the surveyors notes and only if relevant (Data Protection – only keeping relevant data).

Additional Impacts

The policy or action may also have an impact on other groups or individuals which are not covered by statutory requirements. Please outline any additional individuals or groups which have not already been covered. This could include socio-economic groups, voluntary and community sector, carers or specific communities which face additional challenges (such as former coal mining areas or areas of high deprivation)

Vulnerable tenants with health issues (not necessarily disabled). E.g. damp can affect pulmonary health. See above safety net for tenant. Also the only requests for service that have gone to the CSN are for minor disrepair which will have no serious impact on tenants' health. The damp is in the bathroom or kitchen rather than in a living area or bedroom. People living in high risk accommodation such as HMOs and hostels will have their accommodation regularly inspected and funding is in place for a Hostel Co-ordinator to do this. These properties are inspected at least once a year. The CSN advocate will ask about disability or ill health and seek advice from the housing professionals in the HNRT. The new model does take into account the impact of disrepair on vulnerable clients (HHSRS).

2. Analysis of impact on people

In this section you must **review the intelligence described above and summarise the intended and potential impact of the policy, decision or activity** on the people of Sunderland. This includes specific consideration of the impact on individuals, groups with protected characteristics and communities of interest within the city. Please briefly outline any positive, neutral or negative impacts on the specific groups below. Please note that any negative impacts should have a corresponding action in the action plan in the page below.

In this assessment it is important to remember the **Council is required to give due regard to:**

- **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.**
- **Advance equality of opportunity between people who share a protected characteristic and those who do not.**
- **Foster good relations between people who share a protected characteristic and those who do not.**

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age	None		None
Disability	Allows resource to be focused on most high risk properties which can affect people's health and safety.		Minor disrepair may take longer to be addressed but safety net for tenant to call back.
Gender/Sex	None		None
Marriage & Civil Partnership	None		None
Pregnancy and maternity	Allows resource to be focused on most high risk properties which can affect people's health and safety.		Minor disrepair may take longer to be addressed but safety net for tenant to call back.
Race/Ethnicity	None		None
Religion/belief	None		None
Sexual Orientation	None		None
Trans-gender/ gender identity	None		None

3. Response to Analysis, Action Plan and Monitoring

In this section please outline what actions you propose to take to minimise the negative, and maximise the positive, impacts that have been identified through the analysis. By considering and implementing these actions the policy or action can be refined to make sure that the greatest benefits are achieved for the people of Sunderland. The performance monitoring process should also be set out to explain how ongoing progress is going to be followed to make sure that the aims are met.

From the analysis four broad approaches can be taken, (No major change; continue with the policy/action despite negative implications; adjust the policy/decision/action; or stop the policy/action). Please indicate, using the list below, which is proposed.

No Major Change (X)

Continue Despite Negative Implications ()

Adjust the Policy/Decision/Project/Activity ()

Stop ()

Action Plan

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
Letters will also be sent to tenants advising them to contact the Council if the landlord does not address disrepair after 28 days	Liz McEvoy	Start of scheme	With Transformation Team
Monitor proposal over first year to see how many requests come through to the team and whether this reduces the requests for service it receives.			

2.6 Energy Efficiency Invest to Save Initiative



EQUALITY ANALYSIS

Please refer to Part 2 of the Equality Analysis Guidance

Name of Policy/Decision/Project/Activity:

Proposal to utilise advances in LED technology and levelling of price to improve energy efficiency of Street Lighting in residential areas

Date: 01/12/2014

Version Number: 1

Equality Analysis completed by:

Name/Job title:

Martin Forster / Technician

Responsible Officer or Group:

Name/Job title:

David Laux / Assistant Head of Service

Is the Activity:

New/Proposed ()

Changing/Being Reviewed (✓)

Other ()

1. Purpose and scope

Purpose

In this section outline briefly:

- what the policy, decision or activity is and what the intended outcomes/benefits are (linked to the Corporate Outcomes Framework)
- over what period of time the outcomes will be achieved
- why it needs to be implemented or revised
- what populations are affected by the proposal
- who is expected to benefit and how, i.e. young people, older people, carers, BME groups, ward areas/communities, etc
- whether there are any overlaps with regional, sub-regional, national priorities.

This decision is to replace approximately 20000 lighting columns in residential areas with energy efficient LED lighting

This decision is linked to the following corporate outcomes:

A city which is, and feels even safer and more secure (People) due to LED lighting being more effective and the light being more natural looking.

An attractive, modern city where people choose to invest, live, work and spend their leisure time. (Place) LED lighting is perceived as being more modern than traditional lamps.

A national hub of the low carbon economy. (Economy) LED lighting uses 60% less electricity than traditional lamps

This scheme is planned to take place over an 18 month period, commencing April 2015

This proposal has been deemed necessary as changing to LED technology will result in financial savings and lower carbon emissions over a number of years

The population affected will be the residents where the scheme will be implemented covering a number of residential areas

All residents and visitors to these areas can be expected to benefit by virtue of clearer, safer lighting

This will overlap with the national priority of cutting carbon emissions as proposed in the 2008 Climate Change Act

Intelligence and Information

Please describe:

- What sources of information have been used to inform this assessment/analysis (this should include but is not limited to consultations, resident/service user feedback and statistical data and intelligence)
- **What the information is telling you** – this should be broken down by each of the protected characteristics or other identified groups which could be disadvantaged.

LED lighting has a much longer lamp lifespan and requires a lot less maintenance, is extremely energy efficient returning at least a 50% saving over traditional sodium light, provides a white light source with better night-time colour recognition and concentrates the light onto the road and footway where it is needed, with less light pollution into homes and gardens.

Feedback from previous schemes indicate that it may take time for people to adjust to the change the lack of spread can be perceived as making an area away from the highway less well-lit, which could lead to those groups that are more likely to suffer from a 'fear of crime' (The majority of groups within scope of equality impact assessment as identified in Section 2) will potentially have a greater 'fear of crime' as a result.

This can be negated by consulting residents before works commence. A review can take place at a later date to determine if this fear of crime has increased or decreased.

Gaps in intelligence and information

Having analysed the information available to you:

- are there any gaps in intelligence or areas where understanding needs to be improved? Please describe what these are and what actions you intend to take to obtain/improve the information. These actions should be covered in the action plan.
- are there any groups who should be expected to benefit who do not? Please describe why not and whether you will amend the decision to change this outcome. This should also be covered in the action plan.

No gaps have been identified

No groups who should be expected to benefit have been identified as not doing so.

Additional Impacts

The policy or action may also have an impact on other groups or individuals which are not covered by statutory requirements. Please outline any additional individuals or groups which have not already been covered. This could include socio-economic groups, voluntary and community sector, carers or specific communities which face additional challenges (such as former coal mining areas or areas of high deprivation)

All residents in the areas where the changes taking place will be affected to some degree, however it is hoped that the changes will be viewed as positive.

2. Analysis of impact on people

In this section you must **review the intelligence described above and summarise the intended and potential impact of the policy, decision or activity** on the people of Sunderland. This includes specific consideration of the impact on individuals, groups with protected characteristics and communities of interest within the city. Please briefly outline any positive, neutral or negative impacts on the specific groups below. Please note that any negative impacts should have a corresponding action in the action plan in the page below.

In this assessment it is important to remember the **Council is required to give due regard to:**

- **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.**
- **Advance equality of opportunity between people who share a protected characteristic and those who do not.**
- **Foster good relations between people who share a protected characteristic and those who do not.**

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age			✓
Disability			✓
Gender/Sex			✓
Marriage & Civil Partnership		✓	
Pregnancy and maternity		✓	

Race/Ethnicity			✓
Religion/belief			✓
Sexual Orientation			✓
Trans-gender/ gender identity			✓

3. Response to Analysis, Action Plan and Monitoring

In this section please outline what actions you propose to take to minimise the negative, and maximise the positive, impacts that have been identified through the analysis. By considering and implementing these actions the policy or action can be refined to make sure that the greatest benefits are achieved for the people of Sunderland. The performance monitoring process should also be set out to explain how ongoing progress is going to be followed to make sure that the aims are met.

From the analysis four broad approaches can be taken, (No major change; continue with the policy/action despite negative implications; adjust the policy/decision/action; or stop the policy/action). Please indicate, using the list below, which is proposed.

No Major Change (✓)

Continue Despite Negative Implications ()

Adjust the Policy/Decision/Project/Activity ()

Stop ()

Action Plan

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
Pre-consultation	Council Communications / Aurora	Before Commencement	Review after implementation

2.7 Review of operational arrangements for Waste Collection and Disposal

2.7.1 Charging Charities

EQUALITY ANALYSIS

Equality Analysis completed by:

Responsible Officer: Colin Curtis

Name(s)/Job Title

Name	Job Title	Date
Colin Curtis	Assistant Head of Street Scene	10/10/14

Purpose and Scope

Purpose

To introduce charges for waste collections at registered charities who currently enjoy a free collection, although not entitled to receive one. The rules around charging charities under schedule 2 of the controlled waste regulations changed in 2012.

Scope

Refuse & Recycling Service Area currently collects waste approximately 150 properties throughout the City of Sunderland who are registered as charities. The previous rules allowed the Council to operate a collection only charge to such bodies, but chose not to levy any charge due to historical local custom and practice.

The change will affect approximately 125 of the 150 organisations located at properties affected by the changes. These affected properties are primarily offices, shops and other organisations that trade with the public in operating their service, and which produces business waste. Any portion of the waste that may reasonably be described as household waste will not be charged for if identified.

Community Associations who are registered charities and are provided with a service will continue to receive a free of charge refuse collection service to the existing limits, on the basis that waste collected from such locations is household waste.

Intelligence and Information

The sources of information used include the following;

- Initial discussions with OCE Senior Management Team including Deputy Chief Executive.
- Consultation with Portfolio Holder City Services.
- Letters to all affected properties to confirm they are receiving a service and informing them of the review being carried out.
- Experience and knowledge from the current refuse & recycling management team. Records held in respect of current service usage.
- Trade and government publications including specific guidance to councils the matter.

Analysis of Impact on People

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age		No Impacts are anticipated. The nature of the service will remain the same – other than collections will not take place on a Monday. Assisted collections for elderly residents will continue and refuse collection frequencies will not change	Most of the organisations to be affected by the introduction of the charges are corporate bodies, eg Age UK, women in need, etc. at officer locations where administration work is carried out. The introduction of charges for what is a utility service to these business related premises will be so small there is no grounds to conclude that the direct services to their clients would be affected.
Disability		No Impacts are anticipated. Assisted collections for disabled service users will remain if they choose to keep the service. Collection frequencies will not change.	Most of the organisations to be affected by the introduction of the charges are corporate bodies, eg Age UK, women in need, etc. at officer locations where administration work is carried out. The introduction of charges for what is a utility service to these business related premises will be so small there is no grounds to conclude that the direct services to their clients would be affected.
Gender/Sex		No Impacts are anticipated.	
Marriage and Civil Partnership		No Impacts are anticipated.	
Pregnancy and maternity		No Impacts are anticipated.	
Race/Ethnicity		No Impacts are anticipated.	
Religion/belief		No Impacts are anticipated.	

Sexual Orientation		No Impacts are anticipated.	
Trans-gender/ gender identity		No Impacts are anticipated.	

Other individuals or groups impacted on

Characteristic	List of Impacts		
	Positive	Neutral	Negative
All external charities and commercial bodies registered as charities.		See above. This policy affects the administration and operation of organisations rather than the groups of people they are set up to assist.	Typically charities will be charged in the region of £200- to £400 per annum for collection and disposal of their business waste which will add a modest amount to their corporate overheads.

Gaps in intelligence and information:

The project group has sufficient information on record to understand who will be affected and what types of people characteristic will be affected.

Summary of Impacts and Response to Analysis

Who will the policy/activity impact on and who will benefit?

Organisations based in the city who are registered as charities but will have to pay a modest charge for collection and disposal of their business waste..

- **Council** in respect of increased efficiency through reduced spend on waste collection and disposal costs. Currently the organisations receive a free of charge or heavily subsidised service at the cost of the Council.

Who doesn't benefit and why not?

There should be no-one who the change will affect adversely.

Who should be expected to benefit and why don't they?

- None

Response to Analysis, Action Plan and Monitoring Arrangements

- See below.

Action Plan and Monitoring

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
Write to affected organisations explaining the change following previous correspondence. Offer organisations the opportunity to take up new waste collection contract at compatative rates or find another supplier.	Assistant Head of Streetscene Representatives from Refuse Collection.	January 2015.	Ongoing monitoring and review of the trade waste collection service where customer feedback assessed.

2.7 Review of operational arrangements for Waste Collection and Disposal

2.7.2 Replacement Bins

EQUALITY ANALYSIS

Equality Analysis completed by: Colin Curtis – Assistant Head of Streetscene. Responsible Officer: Colin Curtis

Name(s)/Job Title

Name	Job Title	Date
Colin Curtis	Assistant Head of Street Scene	10/10/14

Purpose

To introduce a charging policy to residents to cover the cost of providing and delivering a replacement bin when lost due to neglect.

Scope

Refuse & Recycling Service provides around 8,500 replacement wheel bins per annum which costs the Council in the region of £180,000. Bins are provided for residual household waste, dry recycling and where the service is provided to about 80,000 houses with gardens, green waste.

Currently there are no limits on the number of times a resident can request a replacement bin. This avoids the householder placing any value on the service and equipment provided and thus there is no responsibility on them to take care of their bin. There are cases where the bin wears out beyond economical repair, is damaged by the collection crew when being emptied or when stolen or affected by arson. In such cases the Council will provide a replacement bin free of charge.

The policy will ensure residents take care of bins and in particular help the council meet wider environmental and anti social behaviour reduction objectives with our partners, because residents will tend to change their behaviour and recover bins rather than leave them on the street, thus reducing the opportunity and incidents of their use in criminal and anti social behaviour and arson.

By reducing the demand to manageable levels, service for the delivery of bins will also improve by reducing pressure on service teams.

Intelligence and Information

The sources of information used include the following;

- Initial discussions with OCE Senior Management Team including Deputy Chief Executive, the Customer Services Network, Human Resources & Communications;
- Consultation with Gateshead, Northumberland, South Tyneside, Newcastle and Durham councils, who have experience of planning and implementing such policies.
- Experience and knowledge from the current refuse & recycling management team and data from the Councils financial resources team.

Analysis of Impact on People

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age		The change impacts across all characteristic groups equally	A small number may be disadvantaged financially if they don't comply with the new policy. These incidents will be addressed on a case by case basis by the Assistant Head of Service
Disability		The change impacts across all characteristic groups equally	A small number may be disadvantaged financially if they don't comply with the new policy. These incidents will be addressed on a case by case basis by the Assistant Head of Service
Gender/Sex		The change impacts across all characteristic groups equally	A small number may be disadvantaged financially if they don't comply with the new policy. These incidents will be addressed on a case by case basis by the Assistant Head of Service
Marriage and Civil Partnership		The change impacts across all characteristic groups equally	A small number may be disadvantaged financially if they don't comply with the new policy. These incidents will be addressed on a case by case basis by the Assistant Head of Service
Pregnancy and maternity		The change impacts across all characteristic groups equally	A small number may be disadvantaged financially if they don't comply with the new policy. These incidents will be addressed on a case by case basis by the Assistant Head of Service

Race/Ethnicity		The change impacts across all characteristic groups equally	A small number may be disadvantaged financially if they don't comply with the new policy. These incidents will be addressed on a case by case basis by the Assistant Head of Service
Religion/belief		The change impacts across all characteristic groups equally	A small number may be disadvantaged financially if they don't comply with the new policy. These incidents will be addressed on a case by case basis by the Assistant Head of Service
Sexual Orientation		The change impacts across all characteristic groups equally	A small number may be disadvantaged financially if they don't comply with the new policy. These incidents will be addressed on a case by case basis by the Assistant Head of Service
Trans-gender/ gender identity		The change impacts across all characteristic groups equally	A small number may be disadvantaged financially if they don't comply with the new policy. These incidents will be addressed on a case by case basis by the Assistant Head of Service

Other individuals or groups impacted on

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Council and all residents	<p>Saving on council spend in this area - freeing up resources to be better used in other areas and thus reducing pressure on council budget overall.</p> <p>Better local environmental quality due to improved storage and use of wheel bins.</p> <p>Reduced cases of bins being used in criminal activity and arson</p>	<p>Where a residents has their bin stolen or burned out upon submission of prove by reporting to Northumbria Police or at the discretion of the Head of Service their bin will be replaced free of charge. Bins worn out or damaged during servicing will be replaced.</p>	<p>A small number may be disadvantaged financially if they don't comply with the new policy. These incidents will be addressed on a case by case basis by the Assistant Head of Service responsible.</p>

Gaps in intelligence and information:

The project group are yet to meet, however there no gaps in information needed to complete this assessment because of intelligence gained from neighbouring Councils who have introduced such schemes and have shared information on communications, and actual service impacts.

Summary of Impacts and Response to Analysis (NOTE - this section will be 'published' on the intranet)

Who will the policy/activity impact on and who will benefit?

Householders who wish to retain a fortnightly garden waste collection service will be able to do so by opting into the chargeable service. There is no statutory obligation to provide this service so this scheme enables those who wish to continue to separate their garden waste to do so. Currently the service offer is limited to 1 bin per household.

The Council and residents of the city will benefit in respect of reduced unnecessary spend on wheel bin provision and reduced anti social and environmental problems caused by irresponsible behaviour.

Who doesn't benefit and why not?

- A small number may be disadvantaged financially if they don't comply with the new policy. These incidents will be addressed on a case by case basis by the Assistant Head of Service. There will be discretion by the Head of Service to provide a free replacement bin in appropriate cases.

Who should be expected to benefit and why don't they?

- Currently the service for replacement bins is less than could be achieved due to the high demand for service and pressure on limited budgets so delivery times for new bins often run into weeks, which results in low customer satisfaction.

Response to Analysis, Action Plan and Monitoring Arrangements

- See below.

Action Plan and Monitoring

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
Working group is established & meetings are arranged until the change is implemented & embedded.	Assistant Head of Streetscene Representatives from Change Management & Transformation.	Monthly	Project Plan is in place & is maintained by Change Management & Transformation team

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
Work closely with customer services network and communications team to ensure the public and ward councillors are made aware of the changes to services in a timely manner.	Assistant Head of Streetscene Representatives from Change Management & Transformation.	Monthly	Review the level of contact received, identify trends in information requests and provide additional information as required and ensure residents are consulted. Financial benefits to residents as well as council need to be highlighted in all customer communications along with a marketing plan to set out the benefits of the service. Assistant head of Service to develop a response to any cases residents due to circumstances are severely disadvantaged, such as provided re used bin.

2.7 Review of operational arrangements for Waste Collection and Disposal

2.7.3 Garden Waste Collection

EQUALITY ANALYSIS

Equality Analysis completed by: Colin Curtis – Assistant Head of Streetscene. Responsible Officer: Colin Curtis

Name(s)/Job Title

Name	Job Title	Date
Colin Curtis	Assistant Head of Street Scene	10/9/13

Purpose and Scope

Purpose

To introduce an optional chargeable garden waste collection service, residents wishing to participate will pay an annual fee.

Scope

Refuse & Recycling Service Area currently collects household waste and recyclable waste from approximately 124,000 properties throughout the City of Sunderland. We also collect garden waste from approximately 80,000 residential households from this total.

The change will affect all approximately 80,000 household who presently receive a fortnightly garden waste collection service.

Intelligence and Information

The sources of information used include the following;

- Initial discussions with OCE Senior Management Team including Deputy Chief Executive, the Customer Services Network, Human Resources & Communications;
- Consultation with Gateshead, Northumberland, Newcastle and Durham councils, who have experience of planning and implementing introducing similar schemes.
- Experience and knowledge from the current refuse & recycling management team.
- A project board will be put in place lead by Head of Streetscene, under the OCE Change Management Team.

Analysis of Impact on People

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age			No financial or physical hardship will result as the residents who chose not to opt into the chargeable service will be able to use alternative free recycling services (self serve delivery) or their green residual waste bin which will continue to be collected free of charge. The nature of the service will remain the same –. Assisted collections for aged and infirm residents will continue and refuse collection frequencies will not change
Disability			The change impacts across all characteristic groups equally However physically disabled who still want to recycle garden waste will have to make transport arrangements which may be more physically challenging. Using their residual bin avoids disabled having any additional physical impacts. Assisted collections for aged and infirm residents will continue and refuse collection frequencies will not change
Gender/Sex			The change impacts across all characteristic groups equally
Marriage and Civil Partnership			The change impacts across all characteristic groups equally
Pregnancy and maternity			The change impacts across all characteristic groups eq However residents who are pregnant who still want to recycle garden waste will have to make transport arrangements which may be more physically challenging. Using their residual bin avoids disabled having any additional physical impacts. Assisted collections for aged and infirm residents will continue and refuse collection frequencies

			will not change
Race/Ethnicity			The change impacts across all characteristic groups equally
Religion/belief			The change impacts across all characteristic groups equally
Sexual Orientation			The change impacts across all characteristic groups equally
Trans-gender/ gender identity			The change impacts across all characteristic groups equally

Other individuals or groups impacted on

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Council Employees			The change will result in the reduction in the number of employees involved in delivering the service. This will be addressed through the Councils workforce planning scheme to seek volunteer leavers through retirement or severance.
Residents All		There will be an initial impact on residents as the majority of households will have their existing day of collections changed. The level of service will remain the same for those who opt into the new service.	

Gaps in intelligence and information:

The project group are yet to meet, however there no gap in information needed to complete this assessment because of intelligence gained from neighbouring Councils who have introduced such schemes and have shared information on communications, and actual service impacts.

Summary of Impacts and Response to Analysis (NOTE - this section will be 'published' on the intranet)

Who will the policy/activity impact on and who will benefit?

Householders who wish to retain a fortnightly garden waste collection service will be able to do so by opting into the chargeable service. There is no statutory obligation to provide this service so this scheme enables those who wish to continue to separate their garden waste to do so. Currently the service offer is limited to 1 bin per household.

The Council and wider council service users will benefit in respect of increased efficiency through reduced core budget spend and less pressure on statutory services elsewhere. Income generated from the optional service will ensure that it is sustainable and does not impact negatively on budgets in future years.

Who doesn't benefit and why not?

Employees. The number involved in delivering the service will reduce slightly- However these reductions will be achieved by voluntary severance or early retirement through the councils workforce planning scheme.

Who should be expected to benefit and why don't they?

- Currently the service offer is limited to 1 bin per household. Those households who choose to do so, for example with large properties can opt to pay for multiple bins to allow them to put out more garden waste for collection. However no one single group will be affected.

Response to Analysis, Action Plan and Monitoring Arrangements

- See below.

Action Plan and Monitoring

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
Working group is established & meetings are arranged until the change is implemented & embedded.	Assistant Head of Streetscene Representatives from Change Management & Transformation.	Monthly	Project Plan is in place & is maintained by Change Management & Transformation team

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
Work closely with customer services network and communications team to ensure the public and ward councillors are made aware of the changes to services in a timely manner.	Assistant Head of Streetscene Representatives from Change Management & Transformation.	Monthly	Review the level of contact received, identify trends in information requests and provide additional information as required and ensure residents are consulted. Financial benefits to residents as well as council need to be highlighted along with a marketing plan to set out the benefits of the service, and what alternative recycling services are available to those who don't opt into it.
Work closely with affected employees and their Trades Union Representatives throughout the process	Assistant Head of Streetscene Representatives from Change Management & Transformation	Monthly- to commence Summer 2015	Consult closely through the project working group and utilise the Councils workforce planning scheme to allow employees to volunteer to leave on severance or retire.

2.8 Transport and Fleet Review

EQUALITY ANALYSIS

Equality Analysis completed by:

Responsible Officer: Les Clark

Name(s)/Job Title

Name	Job Title	Date
Les Clark	Head of Street Scene	21.09.12
Colin Curtis	Assistant Head of Street Scene	21.09.12
Ian Bell	Fleet & Transport Manager	21.09.12
Nicola Topping	Senior Project Manager	21.09.12

Purpose and Scope

Purpose

The purpose of the project is to re-engineer the provision of the Council's fleet and transport requirements to be as financially efficient and operationally effective as possible.

The review covers:

- The fleet that the Council owns and the arrangements for its maintenance;
- The fleet that Council leases and hires externally;
- The use of third party spend such as buses and taxi's (e.g. for home to school transport);
- Service delivery related business (motor) travel of Council employees.

Scope¹

¹ Extracted from signed off Transport & Fleet Scoping Document

The overall objective of the Transport and Fleet service review is to ensure that the need to move people and materials in order for the Council to discharge its responsibilities and deliver its services, is carried out in the most cost effective, efficient and sustainable manner. The review explored if and how the Council can integrate its assets and activities with that of partners to maximise social and economic benefits to the City, ensuring statutory responsibilities are maintained.

The review covered the fleet that the Council owns and the arrangements for its maintenance, the fleet that Council leases and hires externally, the use of third parties such as buses and taxis (e.g. for home to school transport) and service delivery related business travel of Council employees.

Historically these functions are largely embedded within Directorates and the immediate objective of the review has been to consolidate these functions together to ensure corporate overview and coordination. This consolidation to create an integrated transport unit will support a second objective of the review which is to maximise economies of scale possible through vehicle procurement, external contracts and co-location of facilities. A third objective is to establish intelligent systems (such as route optimisation) to ensure that fleet and transport assets are deployed and utilised in the most efficient manner across all Directorates. The objectives above will focus on opportunities for efficiencies.

Intelligence and Information

The sources of information used include the following;

- Initial discussions with relevant Executive Directors;
- Communication and consultation with Transport and Fleet Working Groups within the directorates;
- Communication and consultation with the Trade Unions;
- Data from fleet management systems e.g. vehicle tracking, Tranman and Odessa;
- Professional experience and knowledge from those services who currently deal with transport and fleet;
- Data relating to third party taxi contracts utilised for transporting individuals with identified needs;
- Data relating to Car Mileage
- Benchmarking marking with Procurement of alternative service delivery;
- Knowledge sharing with local authorities e.g. Regional Fleet Officers Group;
- Negotiations with third party suppliers;
- Questionnaire across the council on vehicle usage;
- Data analysis on vehicle utilisation;

- Finance information extracted from SAP.

Analysis of Impact on People

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age		<p>Early discussions with Executive directors of HHAS and Children's Services identified significant cross over with the Personalisation agenda which has resulted in those budgets relating to Personal care being retained in the appropriate directorate to ensure that personal transport remains part of the move towards personalisation.</p> <p>These aspects in relation to personal care will be developed by the working groups established in the directorates covering the whole of the council and these groups will be tasked to carry out equality impact analysis on any changes to service provision.</p>	
Disability		<p>Early discussions with Executive directors of HHAS and Children's Services identified significant cross over with the Personalisation agenda which has resulted in those budgets relating to Personal care being retained in the appropriate directorate to ensure that personal transport remains part of the move towards personalisation.</p> <p>These aspects in relation to personal care will be developed by the working groups established in the directorates covering</p>	

		the whole of the council and these groups will be tasked to carry out equality impact analysis on any changes to service provision.	
Gender/Sex		<p>Early discussions with Executive directors of HHAS and Children's Services identified significant cross over with the Personalisation agenda which has resulted in those budgets relating to Personal care being retained in the appropriate directorate to ensure that personal transport remains part of the move towards personalisation.</p> <p>These aspects in relation to personal care will be developed by the working groups established in the directorates covering the whole of the council and these groups will be tasked to carry out equality impact analysis on any changes to service provision.</p>	
Marriage and Civil Partnership		There are no criteria related to marriage and civil partnership therefore no impact is anticipated.	
Pregnancy and maternity		<p>Early discussions with Executive directors of HHAS and Children's Services identified significant cross over with the Personalisation agenda which has resulted in those budgets relating to Personal care being retained in the appropriate directorate to ensure that personal transport remains part of the move towards personalisation.</p> <p>These aspects in relation to personal care</p>	

		will be developed by the working groups established in the directorates covering the whole of the council and these groups will be tasked to carry out equality impact analysis on any changes to service provision.	
Race/Ethnicity		<p>Early discussions with Executive directors of HHAS and Children's Services identified significant cross over with the Personalisation agenda which has resulted in those budgets relating to Personal care being retained in the appropriate directorate to ensure that personal transport remains part of the move towards personalisation.</p> <p>These aspects in relation to personal care will be developed by the working groups established in the directorates covering the whole of the council and these groups will be tasked to carry out equality impact analysis on any changes to service provision.</p>	
Religion/belief		<p>Early discussions with Executive directors of HHAS and Children's Services identified significant cross over with the Personalisation agenda which has resulted in those budgets relating to Personal care being retained in the appropriate directorate to ensure that personal transport remains part of the move towards personalisation.</p> <p>These aspects in relation to personal care will be developed by the working groups</p>	

		<p>established in the directorates covering the whole of the council and these groups will be tasked to carry out equality impact analysis on any changes to service provision.</p>	
Sexual Orientation		<p>Early discussions with Executive directors of HHAS and Children's Services identified significant cross over with the Personalisation agenda which has resulted in those budgets relating to Personal care being retained in the appropriate directorate to ensure that personal transport remains part of the move towards personalisation.</p> <p>These aspects in relation to personal care will be developed by the working groups established in the directorates covering the whole of the council and these groups will be tasked to carry out equality impact analysis on any changes to service provision.</p>	
Trans-gender/ gender identity		<p>Early discussions with Executive directors of HHAS and Children's Services identified significant cross over with the Personalisation agenda which has resulted in those budgets relating to Personal care being retained in the appropriate directorate to ensure that personal transport remains part of the move towards personalisation.</p> <p>These aspects in relation to personal care will be developed by the working groups established in the directorates covering</p>	

		the whole of the council and these groups will be tasked to carry out equality impact analysis on any changes to service provision.	
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Other individuals or groups impacted on

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Council Employees	<p>By reducing the fleet costs and resources will seek to minimise the impact on human resources.</p> <p>The review is investigating the wider use of pool resources which could lessen the reliance that individuals have on owning their own vehicle for business purposes.</p>		

Gaps in intelligence and information:

N/A

Summary of Impacts and Response to Analysis

Who will the policy/activity impact on and who will benefit?

- The main beneficiary is the Council in respect of reduce spend.
- The review primarily focuses upon improved more intelligent and efficient use of vehicle resources.
- The review will not directly result in changes to external service delivery to customers.
- There will positive environmental impact through improving the environmental performance of the fleet.

Who doesn't benefit and why not?

- The impact of the review is intentionally designed to be “invisible” to the public/customers.

Who should be expected to benefit and why don't they?

- Council services will be required to deliver their functions with a reduced scale of transport resource which will require those services to work smarter and more efficiently.

Response to Analysis, Action Plan and Monitoring Arrangements

- No major changes are considered to be required at this time, specific service changes will be evaluated by the working groups.

Action Plan and Monitoring

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
The Project Board will review the Equality Analysis produced by the working groups in relation to service specific changes to ensure coherence with the Project Level Equality Analysis ensuring that any outward facing changes planned (e.g. if there are any changes to external service delivery to customers) that the impact of those on the service users will be considered.	Project Board	Standing agenda item	Monthly at Project Board
Communication Plan to be developed and rollout out in line with identified stakeholder analysis needs.	Project Board led by Communication team.	Standing agenda item	Monthly at Project Board

2.9 Bereavement and Registrars Service Income

2.9.1 Civil Registration

Equality Analysis completed by:
Responsible Officer: Colin Curtis

Name(s)/Job Title

Name	Job Title	Date
Colin Curtis	Assistant Head of Street Scene	24/1/14
Karen Lounton	Bereavement and Registration Services Manager	24/1/14

Purpose and Scope

Purpose

To review the fees and charges connected to civil registration for the financial year 2015/16.

Scope

The Registration Service conducts on average 3000 birth registrations and 3000 death registrations per annum for the Sunderland Registration District. In addition, the service also conducts approximately 1500 notice of marriages / civil partnership each year, as well as 470 ceremonies. Citizenship and Nationality are also key functions provided by the Registration Service with an average of 340 new citizens receiving their Certificate of Nationality in Sunderland each year together with an average of 130 each year requesting the National Checking Service which the service also provides as the first step to British Citizenship. Changes to fees and charges will impact upon all service users who are taken from all demographic groups within the city.

Intelligence and Information

The sources of information used include the following;

- Experience and knowledge from the current Registration Service management team.
- Statistics from annual Stewardship Report for the General Register Office.

Analysis of Impact on People

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age		No impacts are anticipated.	
Disability		No Impacts are anticipated.	
Gender/Sex		No Impacts are anticipated.	
Marriage and Civil Partnership		No Impacts are anticipated.	
Pregnancy and maternity		No Impacts are anticipated.	
Race/Ethnicity		No Impacts are anticipated.	
Religion/belief		No Impacts are anticipated.	
Sexual Orientation		No Impacts are anticipated.	
Trans-gender/ gender identity		No Impacts are anticipated.	

Other individuals or groups impacted on

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Service users	<p>Reasonable fees and charges will enable the service to continue to perform efficiently, with the correct resources secured to deliver an excellent service level to customers and families.</p> <p>The discretionary fees and charges which apply to Approved Premises ceremonies, the Nationality Checking Service, non-standard citizenship ceremonies and naming and reaffirmation ceremonies are based on a cost recovery only formula. This ensures that fees remain realistic and reasonable to the customer.</p>	<p>Many of the fees and charges levied by the Registration Service are statutory fees determined by central government legislation. Fees for birth, death, marriage and civil partnership certified copy certificates are set by statute at £10.00 per copy. Other statutory fees include the notice of marriage / civil partnership fee at £35.00 per person and the statutory marriage / civil partnership fee of £45.00 for Register Office ceremonies. Many customers who use the Registration Service require a statutory service, and are therefore charged accordingly.</p>	

Gaps in intelligence and information: N/A

Summary of Impacts and Response to Analysis (NOTE - this section will be 'published' on the intranet)

Who will the policy/activity impact on and who will benefit?

- **Service users** will continue to receive an efficient and professional service from the Registration Service at what is a crucial 'life event' moment for them.
- **Council** in respect of maintained efficiency through appropriate fees and charges to support the service, and ensure it continues to achieve national performance standards established by the General Register Office.

Who doesn't benefit and why not?

- There should be no-one who the change will affect adversely.

Who should be expected to benefit and why don't they?

- None

Response to Analysis, Action Plan and Monitoring Arrangements

- See below

Action Plan and Monitoring

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
The Bereavement and Registration Services Manager will continue to monitor service performance to ensure performance targets are met in accordance with General Register Office standards.	Bereavement and Registration Services Manager	Monthly analysis of performance.	Monthly analysis and annual Stewardship Report to General Register Office from the Bereavement and Registration Services Manager who is the Proper Office Representative for the Sunderland Registration District.

2.9 Bereavement and Registrars Service Income

2.9.2 Bereavement and Registrars

Equality Analysis completed by:
Responsible Officer: Colin Curtis

Name(s)/Job Title

Name	Job Title	Date
Colin Curtis	Assistant Head of Street Scene	24/1/14
Karen Lounton	Bereavement and Registration Services Manager	24/1/14

Purpose and Scope

Purpose

To review the fees and charges connected with burial and cremation for the financial years 2014/15 and 2015/16.

Scope

Bereavement Services conducts on average 2250 cremations at Sunderland Crematorium and 700 burials across the 10 municipal cemeteries within the Sunderland City Council area per annum. Changes to fees and charges will impact upon all service users which are taken from all demographic groups within the city.

Intelligence and Information

The sources of information used include the following;

- Experience and knowledge from the current Bereavement Services management team.

Analysis of Impact on People

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age		No impacts are anticipated.	
Disability		No Impacts are anticipated.	
Gender/Sex		No Impacts are anticipated.	
Marriage and Civil Partnership		No Impacts are anticipated.	
Pregnancy and maternity		No Impacts are anticipated.	
Race/Ethnicity		No Impacts are anticipated.	
Religion/belief		No Impacts are anticipated.	
Sexual Orientation		No Impacts are anticipated.	
Trans-gender/gender identity		No Impacts are anticipated.	

Other individuals or groups impacted on

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Service users	<p>Reasonable fees and charges will enable the service to continue to perform efficiently, with the correct resources secured to deliver an excellent service level to customers and families.</p> <p>The removal of the 'out of area' fee which is currently applied to all burials and cremations where the deceased was a non resident of Sunderland, will improve the accessibility of Bereavement Services to bereaved families who live outside of the Sunderland boundary, but would prefer that the funeral of their loved one be conducted in Sunderland.</p>	<p>Bereavement Services continue to provide for Contract Funerals, with dedicated times established daily in the cremation and burial diaries to accommodate such requests. The Dignity group currently hold the Contract Funeral contract, and DWP make provision in the form of a bereavement payment to families who are deemed to be in hardship and quality for the allowance.</p>	

Gaps in intelligence and information:

N/a.

Summary of Impacts and Response to Analysis (NOTE - this section will be 'published' on the intranet)

Who will the policy/activity impact on and who will benefit?

- **Service users** will continue to receive an efficient and timely service from Bereavement Services when they suffer a bereavement. Lead in times are currently five working days for a cremation and seven working days for burial, although can vary seasonally.
- **Council** in respect of maintained efficiency through appropriate fees and charges to support the service.

Who doesn't benefit and why not?

There should be no-one who the change will affect adversely.

Who should be expected to benefit and why don't they?

- None

Response to Analysis, Action Plan and Monitoring Arrangements

- See below.

Action Plan and Monitoring

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
The Bereavement and Registration Services Manager will continue to monitor service performance to ensure demand is met within a reasonable period of time.	Bereavement and Registration Services Manager	Ongoing action point.	Daily contact with the service to measure demand and response times via the burial and cremation diary.
Consult with professional clients of Bereavement Services (Funeral Directors, Clergy and Memorial Masons), to gather feedback and discuss service changes, fees and charges.	Bereavement and Registration Services Manager	May and November	Six monthly at Bereavement Services 'Professional Client' meeting.

2.10 Review Highways and Transportation and Network Management

2.10.1 Revised Maintenance Schemes



EQUALITY ANALYSIS

Please refer to Part 2 of the Equality Analysis Guidance

Name of Policy/Decision/Project/Activity:

Review and reduction of maintenance programmes on highways, footpaths, public rights of way, coastal protection, bridges and structures

Date: 01/12/2014

Version Number: 1

Equality Analysis completed by:

Name/Job title:

Martin Forster / Technician

Responsible Officer or Group:

Name/Job title:

David Laux / Assistant Head of Service

Is the Activity:

New/Proposed ()

Changing/Being Reviewed (✓)

Other ()

1. Purpose and scope

Purpose

In this section outline briefly:

- what the policy, decision or activity is and what the intended outcomes/benefits are (linked to the Corporate Outcomes Framework)
- over what period of time the outcomes will be achieved
- why it needs to be implemented or revised
- what populations are affected by the proposal
- who is expected to benefit and how, i.e. young people, older people, carers, BME groups, ward areas/communities, etc
- whether there are any overlaps with regional, sub-regional, national priorities.

Savings relate to a review and reduction of maintenance programmes on highways, footpaths, public rights of way, coastal protection, bridges and structures. Savings made up of:

Highway Maintenance - £356,000

Bridges - £38,000

Coastal - £31,000

Public Rights of Way - £15,000

These are linked to Corporate outcomes *A Well Connected City* (Place) and *A prosperous and well connected waterfront city centre* (Economy)

This refers to the financial period for 2015/16

These proposals have been made in response to a reduced level of revenue funding

The main stakeholders and beneficiaries of this service are:

- All road users, motorised and non motorised
- Organisations representing different users, for example cycling groups
- The city's main bus companies and road haulage companies
- Other local partnerships
- Residents
- Business users
- Emergency services
- Visitors to the city

There are no expected service benefits from this proposal, the intention is to maintain service level as much as possible within the constraints of the proposed reduction in funding. Essential works are to be protected as much as possible, works deemed to be less essential will be given a lower priority, and may not be undertaken.

Intelligence and Information

Please describe:

- What sources of information have been used to inform this assessment/analysis (this should include but is not limited to consultations, resident/service user feedback and statistical data and intelligence)
- **What the information is telling you** – this should be broken down by each of the protected characteristics or other identified groups which could be disadvantaged.

Nationally, the top three highways related priorities for the public are the condition of Roads, pavements and the safety of roads and the public also say the areas in most need of improvement are the condition of the roads and pavements. Any budget reduction would increase the shortfall in fulfilling customer expectations. (National Highways and transportation Public Satisfaction Survey 2014)

The North East Residents survey October 2012 showed around four in ten are actively dissatisfied with road and pavement maintenance (37% and 42% respectively), and over half are dissatisfied with the maintenance of these in the winter (52%). Respondents are as likely to be dissatisfied with road and pavement maintenance as they are satisfied (around two in five each), and dissatisfaction with winter maintenance (e.g. clearing snow and ice) is actually higher than satisfaction (52% vs 26%).

The main groups identified as being at risk are the elderly, the very young and people suffering from physical disabilities. A reduction in highway and footpath maintenance could increase the number of trips and falls when walking on footpaths or crossing roads. Visually impaired users are also likely to be affected by poorly maintained footpaths. Pregnant women and parents with pushchairs may also be adversely affected. A reduction in drainage maintenance and minor works means a greater likelihood of flooding on roads, footways and subways which affects all highway users. Those with disabilities are more likely to be adversely affected by surface water flooding.

Some schemes which may now need to be cancelled may have included the opportunity to provide dropped kerbs and crossings which would impact on:

- pushchair users
- those with a disability

Other protected groups will be affected to the same degree as all other members of the public.

Gaps in intelligence and information

Having analysed the information available to you:

- are there any gaps in intelligence or areas where understanding needs to be improved? Please describe what these are and what actions you intend to take to obtain/improve the information. These actions should be covered in the action plan.
- are there any groups who should be expected to benefit who do not? Please describe why not and whether you will amend the decision to change this outcome. This should also be covered in the action plan.

No gaps have been identified

No groups who should be expected to benefit have been identified as not doing so. No individual groups have been identified as benefitting.

Additional Impacts

The policy or action may also have an impact on other groups or individuals which are not covered by statutory requirements. Please outline any additional individuals or groups which have not already been covered. This could include socio-economic groups, voluntary and community sector, carers or specific communities which face additional challenges (such as former coal mining areas or areas of high deprivation)

Highway condition deteriorating, could lead increased complaints and claims for injuries and damages to vehicles, and a drop in performance indicator scores.

Reduction in maintenance budget could lead to loss in employment, Sunderland as a whole already has unemployment levels above the national average

2. Analysis of impact on people

In this section you must **review the intelligence described above and summarise the intended and potential impact of the policy, decision or activity** on the people of Sunderland. This includes specific consideration of the impact on individuals, groups with protected characteristics and communities of interest within the city. Please briefly outline any positive, neutral or negative impacts on the specific groups below. Please note that any negative impacts should have a corresponding action in the action plan in the page below.

In this assessment it is important to remember the **Council is required to give due regard to:**

- **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.**
- **Advance equality of opportunity between people who share a protected characteristic and those who do not.**
- **Foster good relations between people who share a protected characteristic and those who do not.**

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age			✓
Disability			✓
Gender/Sex		✓	
Marriage & Civil Partnership		✓	
Pregnancy and maternity			✓
Race/Ethnicity		✓	
Religion/belief		✓	
Sexual Orientation		✓	
Trans-gender/ gender identity		✓	

Please add any additional groups mentioned in “additional impacts” above to this table.

3. Response to Analysis, Action Plan and Monitoring

In this section please outline what actions you propose to take to minimise the negative, and maximise the positive, impacts that have been identified through the analysis. By considering and implementing these actions the policy or action can be refined to make sure that the greatest benefits are achieved for the people of Sunderland. The performance monitoring process should also be set out to explain how ongoing progress is going to be followed to make sure that the aims are met.

From the analysis four broad approaches can be taken, (No major change; continue with the policy/action despite negative implications; adjust the policy/decision/action; or stop the policy/action). Please indicate, using the list below, which is proposed.

- No Major Change ()
- Continue Despite Negative Implications (✓)
- Adjust the Policy/Decision/Project/Activity ()
- Stop ()

Action Plan

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
Review Highway Inspection code of practice	Highway Asset Manager	Before Implementation	Report on increase in claims after 12 months

2.10 Review Highways and Transportation and Network Management

2.10.2 Network Operations Demand



EQUALITY ANALYSIS

Please refer to Part 2 of the Equality Analysis Guidance

Name of Policy/Decision/Project/Activity:

Service redesign linked to reducing non-funded community demand-led road safety schemes. Reduction relates to a vacant post.

Date: 9th December 2014

Version Number: 1.0

Equality Analysis completed by:

Name/Job title: Paul Lewins – Network Operations Manager

Responsible Officer or Group:

Name/Job title: Paul Lewins – Network Operations Manager

Is the Activity:

New/Proposed ()

Changing/Being Reviewed ()

Other ()

1. Purpose and scope

Purpose

In this section outline briefly:

- what the policy, decision or activity is and what the intended outcomes/benefits are (linked to the Corporate Outcomes Framework)
- over what period of time the outcomes will be achieved
- why it needs to be implemented or revised
- what populations are affected by the proposal
- who is expected to benefit and how, i.e. young people, older people, carers, BME groups, ward areas/communities, etc
- whether there are any overlaps with regional, sub-regional, national priorities.

It is necessary for a service redesign, linked to reducing non-funded community demand-led road safety schemes, following the deletion of a vacant post within the road safety team. This will result in a saving of approximately £43k during 2015/16 and subsequent years. Deletion of the post can generally be accommodated by the introduction of more efficient working practices within the team. However, some functions will need to be reprioritised, some functions no longer provided and service delivery times will likely be extended. All populations are affected by the proposal although those groups with a heavy demand on pedestrian and cycling as a mode of transport will be most affected by the reduced service provision.

Intelligence and Information

Please describe:

- What sources of information have been used to inform this assessment/analysis (this should include but is not limited to consultations, resident/service user feedback and statistical data and intelligence)
- **What the information is telling you** – this should be broken down by each of the protected characteristics or other identified groups which could be disadvantaged.

National research has indicated that England and Wales remain car-dependent, but trends are slightly more encouraging. Unlike many health behaviours, it is more common for socio-economically disadvantaged groups to commute using physically active modes. It is widely recognised that an increase in transport related physical activity in the form of walking and cycling for travel or leisure could significantly promote improved personal health, reduce traffic congestion, improve the quality of the urban environment, and contribute to a reduction in carbon

emissions. It is also widely recognised that socioeconomic status is a strong and consistent correlation with physical activity and is a major source of health inequalities.

Gaps in intelligence and information

Having analysed the information available to you:

- are there any gaps in intelligence or areas where understanding needs to be improved? Please describe what these are and what actions you intend to take to obtain/improve the information. These actions should be covered in the action plan.
- are there any groups who should be expected to benefit who do not? Please describe why not and whether you will amend the decision to change this outcome. This should also be covered in the action plan.

Investigation and research into socio economic trends and its impact on pedestrian and cyclist demand will continue to be undertaken.

Additional Impacts

The policy or action may also have an impact on other groups or individuals which are not covered by statutory requirements. Please outline any additional individuals or groups which have not already been covered. This could include socio-economic groups, voluntary and community sector, carers or specific communities which face additional challenges (such as former coal mining areas or areas of high deprivation)

- In general National research has indicated that walking and cycling benefits all the population in terms of health benefits and reduced carbon emissions. A better trained population also benefit in terms of road safety. In understanding the factors influencing modal choice it is difficult to separate the effects of the household in which they live from the area where they live. The balance of research evidence described in national research suggests that differences in modal choice and risk of accidents in disadvantaged areas are due more to household than to area characteristics.
- The risk of death for child pedestrians is highly class related. Children in the lowest socio-economic group are over 4 times more likely to be killed as pedestrians than their counterparts in the highest socio-economic group.
- The decline in child death rates from injury in road accidents over time has been less for children in the manual social classes than for children in the non-manual social classes, and as a consequence, the socio-economic mortality differentials have increased.

- Injuries to child pedestrian casualties from socio-economically disadvantaged families tend to be of greater severity. In addition, these children have a higher risk of physical injury in the first place.
- The risk of pedestrian injury is over 50% higher for the children of single mothers, compared with those in two parent families.
- Significant differences in child pedestrian injury rates based on ethnicity have been identified, particularly for younger 'non-white' children.
- On journeys to and from school deprived children are exposed to greater risk than more affluent children as they are less likely to travel to school by car or to be accompanied by an adult.
- Restricted access to play space and proximity of housing to busy roads, compounded by a lack of supervision in younger children appear to exacerbate road accident rates in disadvantaged areas.

It is likely that the reduction of service provision may have a greater impact in deprived areas than those with a higher socio economic standing. However, the Council as Highway Authority has not undertaken detailed research as indicated above to confirm if these findings are applicable to the City of Sunderland.

2. Analysis of impact on people

In this section you must **review the intelligence described above and summarise the intended and potential impact of the policy, decision or activity** on the people of Sunderland. This includes specific consideration of the impact on individuals, groups with protected characteristics and communities of interest within the city. Please briefly outline any positive, neutral or negative impacts on the specific groups below. Please note that any negative impacts should have a corresponding action in the action plan in the page below.

In this assessment it is important to remember the **Council is required to give due regard to:**

- **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.**
- **Advance equality of opportunity between people who share a protected characteristic and those who do not.**
- **Foster good relations between people who share a protected characteristic and those who do not.**

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age			Impact more likely to be greater on younger population as these are our priority target group.
Disability		No specific impact anticipated.	
Gender/Sex		No specific impact anticipated.	
Marriage & Civil Partnership		No specific impact anticipated.	
Pregnancy and maternity		No specific impact anticipated..	
Race/Ethnicity		No specific impact anticipated.	
Religion/belief		No specific impact anticipated.	
Sexual Orientation		No specific impact anticipated.	
Trans-gender/ gender identity		No specific impact anticipated.	

Please add any additional groups mentioned in “additional impacts” above to this table.

3. Response to Analysis, Action Plan and Monitoring

In this section please outline what actions you propose to take to minimise the negative, and maximise the positive, impacts that have been identified through the analysis. By considering and implementing these actions the policy or action can be refined to make sure that the greatest benefits are achieved for the people of Sunderland. The performance monitoring process should also be set out to explain how ongoing progress is going to be followed to make sure that the aims are met.

From the analysis four broad approaches can be taken, (No major change; continue with the policy/action despite negative implications; adjust the policy/decision/action; or stop the policy/action). Please indicate, using the list below, which is proposed.

No Major Change ()

Continue Despite Negative Implications ()

Adjust the Policy/Decision/Project/Activity ()

Stop ()

Action Plan

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
The collection of data locally that will demonstrate the impact of the policy changes.			

2.11 Car Parking – review of operational arrangements

EQUALITY ANALYSIS

Name of Policy/Design/Decision/Project/Activity:

Sunderland Parking Plan 2014 to 2020

Equality Analysis completed by:

Robin Pepper

Job Title: Transformation Project
Manager

Date: 25th November 2014

Responsible Officer:

Les Clark

Job Title: Head of Street Scene

Date: 25th November 2014

Is this a: Policy () Strategy () Function ()
Service () Project () Other (X)

Is it: New (X) Changing/Being Reviewed () Other ()

1. Purpose and Scope

Purpose

In this section briefly outline what policy, decision or activity is, what the intended outcomes/benefits (linked to Corporate Outcomes Framework) are and over what period of time will the outcomes be achieved. Why does it need to be implemented or revised?

The Equality Analysis evaluates the draft Parking Plan as regards its potential impact on future parking provision and management in the City.

The Parking Plan 2014-2020 identifies the approach that the Council will take to parking provision and management during the course of the next 6 years. It identifies guiding principles and policies that inform the approach to parking management arising from the changing need brought about by the City's economic development and regeneration plans.

The plan also seeks to balance the demand for changes to parking provision arising from economic development and regeneration plans against the need to promote more sustainable models of transport in the City. The Parking Plan will inform development of medium to long terms service improvements that will balance the needs of all stakeholders, residents, businesses and visitors in the City whilst providing a safe and congestion free transportation network for all modes of transport.

In doing so the plan will support achievement of the aims and objectives outlined in the Sunderland Economic Masterplan and help the City to achieve its Climate Change

Action Plan targets for a reduction in carbon emissions that align Sunderland with targets in the UK Low Carbon Transition Plan and EU Covenant of Mayors Initiative.

Corporate Outcomes Framework: PLACE

- An attractive, modern city where people choose to invest, live, work and spend their leisure time
- A well connected City

Corporate Outcomes Framework: ECONOMY

- A national hub of the low carbon economy
- A prosperous and well connected waterfront City

Scope

In this section consider who or where is the target for the policy or activity, this could be specific groups of people or organisations, individual wards, neighbourhoods or communities or the entire city. Links to, and overlap with, wider, local, sub-regional, regional or national priorities or activities should also be considered.

All those who live, work or visit the City of Sunderland will be potentially affected by the service improvements that will result from publication of a Parking Plan. Specific groups and organisations likely to be affected include local businesses, local traders, transport operators, charities / 3rd sector, pedestrians, disabled parkers, council employees, council partners and emergency services.

Intelligence and Information

What sources of information have been used to inform this assessment/analysis? This should include but is not limited to consultations, resident/service user feedback and statistical data and intelligence.

- Budget Consultation 2013/2014, this indicated that whilst residents were prepared to accept some increase in parking charges that there is also a need for cheaper or free parking to encourage visitors to the City. It was agreed that we review our car parking strategy to determine how car parking arrangements can support economic growth particularly in the City Centre to increase use of Council car parks.
- Sunderland City Councils Residents Survey 2012.
- Service User feedback, particularly any in relation to disabled parking or issues that local businesses have in relation to parking provision.
- Joint Leadership Team feedback.
- Sunderland City Council Annual Report 2011/2012.
- Parking Services Review Report, which included recommendations in relation to addressing inappropriate on-street disabled parking whilst maintaining free off-street surface car parking for disabled drivers.
- Parking Services Review Working Group.
- Sunderland City Council Parking Panel.
- Streetscene Transformation Board.

2. Analysis of Impact on People

This section offers an opportunity to assess the intended and potential impact of the policy, decision or activity on the people of Sunderland. This includes specific consideration of the impact on individuals, groups with protected characteristics and communities of interest within the city. Please briefly outline any positive, negative or neutral impacts on the specific groups below. In this assessment it is important to remember the Council is required to give due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age	All age groups will benefit from delivery of priorities that support improvements in road safety arising from effective enforcement activity.		
Disability	Disabled persons are likely to benefit from effective enforcement that reduces obstructions caused by parked vehicles to pavements.	The Council will continue to provide disabled parking bays in publicly owned car parks that benefits disabled residents reliant on private vehicles due to complex travel requirements.	
Gender/Sex		No impact identified	
Marriage and Civil Partnership		No impact identified	
Pregnancy and Maternity		No impact identified	
Race / Ethnicity		No impact identified	
Religion/ Belief		No impact identified	

Sexual Orientation		No impact identified	
Trans-gender / gender identity		No impact identified	

Other individuals or groups impacted on:

The policy or action may also have an impact on other groups or individuals which are not covered by the statutory requirements. Please outline any additional individuals or groups which have not already been covered. This could include socio-economic groups, voluntary and community sector, carers or specific communities which face additional challenges (such as former coal mining or areas of high deprivation).

Council Staff – any changes to policy in respect of employee parking may impact on staff. There are changes associated with the issue of an employee parking permit and access to a permit may be restricted by the number of business journeys that a member of staff undertakes. The Equality Impact Analysis that was undertaken when the current permit scheme was first introduced will be revisited if the scheme is amended to address any issues identified for disabled drivers.

Local Businesses / Traders’ – some proposed changes to parking provision will have a potentially positive impact on economic activity in the City. This may include consideration of the introduction of free parking periods in City Centre car parks to support business activity.

Gaps in intelligence and information

Having undertaken the analysis are there any areas of intelligence or information which need to be improved? Please outline and areas where the current information is not complete enough to take a decision. Addressing the gap should be covered in the action plan.

Service improvements emerging from the priorities identified in the Parking Plan will where applicable require changes to or development of new Traffic Regulations Orders. Each Order is subject to a separate consultation process; the type of consultees is dependent on the nature of the Order. The information gathered from this consultation will be used to inform the development of further parking service improvements that support delivery of Parking Plan priorities. Once again the Equality Impact Analysis will be reviewed to take account of findings.

Individual work streams that emerge to support delivery of the Parking Plan priorities will be subject to a separate Equality Impact Analysis where appropriate.

Policy/Decision/Project/Activity Title:

Sunderland Parking Plan 2014 to 2020

Responsible Officer: Head of Street Scene

3. Summary of Impacts and response to Analysis

Please provide a summary of the overarching impacts that have been highlighted through the analysis process through the three questions below. It is important to recognise that individuals may belong to one or more of these characteristic groups and the combined impact could be greater than any single impact.

Who will the policy/decision/project/activity impact on and who will benefit?

The Parking Plan will potentially impact on all those who live, work or visit the City of Sunderland. The plan is seeking to support the economic development and regeneration of the City whilst helping the City to meet its targets in respect of reducing carbon emissions. This will benefit local businesses and trader's and support employment prospects in the City.

All Age Groups will benefit from delivery of priorities that support improvements in road safety arising from effective enforcement activity.

Disabled persons will benefit from effective enforcement that reduces obstructions caused by parked vehicles to pavements. The Council will continue to provide disabled parking bays in publicly owned car parks that benefit disabled residents reliant on private vehicles due to complex travel requirements.

All genders will potentially benefit from any changes that introduce new parking measures aimed at more responsible parking and the use of sustainable travel; this will improve accessibility for all through an improved walking environment and reduction in congestion.

Who will not benefit and why not?

n/a

Who should be expected to benefit and why don't they?

n/a

4. Response to Analysis, Action Plan and Monitoring

In this section please outline what actions you propose to take to minimise the negative, and maximise the positive impacts that have been identified through the analysis. By considering and implementing these actions the policy or action can be refined to make sure that the greatest benefits are achieved for the people of Sunderland. The performance monitoring process should also be set out to explain how ongoing progress is going to be followed to make sure that the aims are met. From the analysis four broad approaches can be taken, (No major change, continue with the policy/action despite negative implication, adjust the policy/decision/action or stop the policy/action). Please indicate, using the list below, which is proposed.

No Major Change

(X)

Continue Despite Negative Implications ()

Adjust the Policy/Decision/Project/Activity ()

Stop ()

Action Plan

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
Use information from Traffic Regulation Order consultation to inform development of service improvements that support the delivery of Parking Plan priorities.	Network Management	Ongoing	Key findings from the consultation will be used to inform the final draft order. Lessons learnt will inform development of future service improvements. The EIA will be reviewed to take account of any findings.
Each work stream that is developed to support delivery of Parking Plan priorities will be subject to an Equality Impact Analysis where appropriate.	Network Management	Ongoing	Any gaps in provision will have mitigating actions included in the work stream action plan. These will be monitored via the applicable project working group.

2.12 Review of Public Protection and Regulatory Services

2.12.1 Health Promotion



EQUALITY ANALYSIS

Please refer to Part 2 of the Equality Analysis Guidance

Name of Policy/Decision/Project/Activity:

Stop Health Promotion

Equality Analysis completed by:

Name / Job Title
Tom Terrett, Asst. Head of Street
Scene (PPRS)
Date: 12.11.14

Responsible Officer:

Name /Job Title: Tom Terrett, Asst.
Head of Street Scene (PPRS)

Date: 12.11.14

Is this a:	Policy ()	Strategy ()	Function ()	Project ()	Other ()
	Service (x)				
Is it:	New/Proposed ()	Changing/Being Reviewed ()	Other (x)		

1. Purpose and Scope

Purpose

In this section outline briefly what the policy, decision or activity is, what the intended outcomes/benefits (linked to the Corporate Outcomes Framework) are and over what period of time will the outcomes be achieved. Why does it need to be implemented or revised?

To stop the provision of health promotion activities in order to realise efficiencies.
The aim of the activities is to promote good health using techniques which go beyond the statutory duties of the Council with regard to regulation. These activities are the provision of hygiene training on a commercial basis for employees of businesses which sell food, the organisation of an awards scheme for care home operators and co-ordinating the statutory work of Public Protection and Regulatory Services (PPRS) with regard to tobacco with smoking cessation work undertaken by other agencies.

Scope

In this section consider who or where is the target for the policy or activity, this could be specific groups of people or organisations, individual wards, neighbourhoods or communities or the entire city. Links to, and overlap with, wider, local, sub-regional, regional or national priorities or activities should also be considered.

The service is currently provided for the benefit of all residents and food businesses in the City. In future care homes will continue to receive inspection visits from PPRS personnel in order to ensure that good standards of hygiene and health and safety are maintained. Food hygiene training will continue to be available to City businesses from private sector providers. Statutory enforcement work with regard to tobacco will continue to be undertaken by PPRS personnel. Smoking cessation work will continue to be undertaken by other agencies.
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Intelligence and Information

What sources of information have been used to inform this assessment/analysis? This should include but is not limited to consultations, resident/service user feedback and statistical data and intelligence.

The residents of the cares homes are elderly and these people will continue to benefit from the statutory enforcement visits undertaken by PPRS staff. Smoking in Sunderland is undertaken by a cross-section of the community and these people will continue to be able to access smoking cessation support provided by NHS personnel
--

2. Analysis of Impact on People

This section offers an opportunity to assess the intended and potential impact of the policy, decision or activity on the people of Sunderland. This includes specific consideration of the impact on individuals, groups with protected characteristics and communities of interest within the city. Please briefly outline any positive, negative or neutral impacts on the specific groups

below. In this assessment it is important to remember the Council is required to give due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age	None.	None	None.
Disability	None.	None	None.
Gender/Sex	None.	None	None.
Marriage and Civil Partnership	None.	None	None.
Pregnancy and maternity	None.	None	None.
Race/Ethnicity	None.	None	None.
Religion/belief	None.	None	None.
Sexual Orientation	None.	None	None.
Trans-gender/gender identity	None.	None	None.

Other individuals or groups impacted on:

The policy or action may also have an impact on other groups or individuals which are not covered by the statutory requirements. Please outline any additional individuals or groups which have not already been covered. This could include socio-economic groups, voluntary and community sector, carers or specific communities which face additional challenges (such as former coal mining areas or areas of high deprivation)

It is not anticipated that any groups or communities would be specifically affected by this action.

Gaps in intelligence and information:

Having undertaken the analysis are there any areas of intelligence or information which need to be improved? Please outline and areas where the current information is not complete enough to take a decision. Addressing this gap should be covered in the action plan.

None.

Policy/Decision/Project/Activity Title:

Stop Health Promotion

Responsible Officer:

Tom Terrett, Asst. Head of Street Scene (PPRS)

3. Summary of Impacts and Response to Analysis

Please provide a summary of the overarching impacts that have been highlighted through the analysis process through the three questions below. It is important to recognise that individuals may belong to one or more of these characteristic groups and the combined impact could be greater than any single impact.

Who will the policy/decision/project/activity impact on and who will benefit?

No group specifically.

Who will not benefit and why not?

No group specifically.

Who should be expected to benefit and why don't they?

No group specifically.

4. Response to Analysis, Action Plan and Monitoring,

In this section please outline what actions you propose to take to minimise the negative, and maximise the positive, impacts that have been identified through the analysis. By considering and implementing these actions the policy or action can be refined to make sure that the greatest benefits are achieved for the people of Sunderland. The performance monitoring process should also be set out to explain how ongoing progress is going to be followed to make sure that the aims are met.

From the analysis four broad approaches can be taken, (No major change, continue with the policy/action despite negative implications, adjust the policy/decision/action or stop the policy/action). Please indicate, using the list below, which is proposed.

- No Major Change (x)
- Continue Despite Negative Implications ()
- Adjust the Policy/Decision/Project/Activity ()
- Stop ()

Action Plan

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS

2.12 Review of Public Protection and Regulatory Services

2.12.2 Consumer Advice



EQUALITY ANALYSIS

Please refer to Part 2 of the Equality Analysis Guidance

Name of Policy/Decision/Project/Activity:

Stop Consumer Advice

Equality Analysis completed by:

Name / Job Title
Tom Terrett, Asst. Head of Street
Scene (PPRS)
Date: 12.11.14

Responsible Officer:

Name /Job Title: Tom Terrett, Asst.
Head of Street Scene (PPRS)

Date: 12.11.14

Is this a:	Policy ()	Strategy ()	Function ()	Project ()	Other ()
	Service (x)				
Is it:	New/Proposed ()	Changing/Being Reviewed ()	Other (x)		

1. Purpose and Scope

Purpose

In this section outline briefly what the policy, decision or activity is, what the intended outcomes/benefits (linked to the Corporate Outcomes Framework) are and over what period of time will the outcomes be achieved. Why does it need to be implemented or revised?

To stop the provision of consumer advice to the public in order to realise efficiencies.

Scope

In this section consider who or where is the target for the policy or activity, this could be specific groups of people or organisations, individual wards, neighbourhoods or communities or the entire city. Links to, and overlap with, wider, local, sub-regional, regional or national priorities or activities should also be considered.

<p>The service is currently available to all residents of the City. Currently the Council routes all requests for consumer advice to a national telephone helpline provided by a charity, Citizens' Advice. They give advice to the callers. Callers who re-contact Citizens' Advice where they have been unable to resolve their problem are then referred by Citizens' Advice to the Council. The Council's Consumer Advisors then provide more detailed advice and assistance.</p> <p>The only information recorded in relation to the service users is their title (i.e. Mr., Mrs etc.) and address. Analysis of a sample of the records does not indicate that the service is used predominately by either gender or by persons resident in any particular part of the City. Analysis of the types of consumer goods and services about which requests for service are made indicates that a broad range of goods and services prompted the enquiries. No conclusions about the service users can be drawn from these data.</p>
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Intelligence and Information

What sources of information have been used to inform this assessment/analysis? This should include but is not limited to consultations, resident/service user feedback and statistical data and intelligence.

<p>The analysis is based upon a sample of data recorded in relation to service users during 2014.</p> <p>In the future residents requiring consumer advice will continue to be able to obtain advice from the Citizens' Advice helpline and their website which contains written advice will also continue to be available.</p>

2. Analysis of Impact on People

This section offers an opportunity to assess the intended and potential impact of the policy, decision or activity on the people of Sunderland. This includes specific consideration of the

impact on individuals, groups with protected characteristics and communities of interest within the city. Please briefly outline any positive, negative or neutral impacts on the specific groups below. In this assessment it is important to remember the Council is required to give due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age	None.	None	None.
Disability	None.	None	None.
Gender/Sex	None.	None	None.
Marriage and Civil Partnership	None.	None	None.
Pregnancy and maternity	None.	None	None.
Race/Ethnicity	None.	None	None.
Religion/belief	None.	None	None.
Sexual Orientation	None.	None	None.
Trans-gender/gender identity	None.	None	None.

Other individuals or groups impacted on:

The policy or action may also have an impact on other groups or individuals which are not covered by the statutory requirements. Please outline any additional individuals or groups which have not already been covered. This could include socio-economic groups, voluntary and community sector, carers or specific communities which face additional challenges (such as former coal mining areas or areas of high deprivation)

It is not anticipated that any groups or communities would be specifically affected by this action.

Gaps in intelligence and information:

Having undertaken the analysis are there any areas of intelligence or information which need to be improved? Please outline and areas where the current information is not complete enough to take a decision. Addressing this gap should be covered in the action plan.

None.

Policy/Decision/Project/Activity Title:

Stop Consumer Advice

Responsible Officer:

Tom Terrett, Asst. Head of Street Scene (PPRS)

3. Summary of Impacts and Response to Analysis

Please provide a summary of the overarching impacts that have been highlighted through the analysis process through the three questions below. It is important to recognise that individuals may belong to one or more of these characteristic groups and the combined impact could be greater than any single impact.

Who will the policy/decision/project/activity impact on and who will benefit?

No group specifically

Who will not benefit and why not?

No group specifically.

Who should be expected to benefit and why don't they?

No group specifically

4. Response to Analysis, Action Plan and Monitoring,

In this section please outline what actions you propose to take to minimise the negative, and maximise the positive, impacts that have been identified through the analysis. By considering and implementing these actions the policy or action can be refined to make sure that the greatest benefits are achieved for the people of Sunderland. The performance monitoring process should also be set out to explain how ongoing progress is going to be followed to make sure that the aims are met.

From the analysis four broad approaches can be taken, (No major change, continue with the policy/action despite negative implications, adjust the policy/decision/action or stop the policy/action). Please indicate, using the list below, which is proposed.

- No Major Change ()
- Continue Despite Negative Implications ()
- Adjust the Policy/Decision/Project/Activity ()
- Stop ()

Action Plan

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS

2.13 Review of operational arrangements for Responsive Local Services, to reduce demand:

2.13.2 Community Clean Up



EQUALITY ANALYSIS

Please refer to Part 2 of the Equality Analysis Guidance

Name of Policy/Decision/Project/Activity:

'Community Clean Up'. Continual reduction of demand and transfer of responsibility to the community/community organisations

Date:

29/1/15

Version Number:

Equality Analysis completed by:

Name/Job title:

Ian Richardson Assistant Head of Streetscene

Responsible Officer or Group:

Name/Job title:

Ian Richardson Assistant Head of Streetscene

Is the Activity:

New/Proposed ()	Changing/Being Reviewed (x)	Other ()
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1. Purpose and scope

Purpose

In this section outline briefly:

- what the policy, decision or activity is and what the intended outcomes/benefits are (linked to the Corporate Outcomes Framework)
- over what period of time the outcomes will be achieved
- why it needs to be implemented or revised
- what populations are affected by the proposal
- who is expected to benefit and how, i.e. young people, older people, carers, BME groups, ward areas/communities, etc
- whether there are any overlaps with regional, sub-regional, national priorities.

<p>Purpose – To manage demand for environmental maintenance services provided by the council.</p> <p>Scope – Responsive Local Services currently undertakes street cleansing and grounds maintenance activity throughout the city and it is felt that the greater use of more focussed intelligence arising from the Intelligence Hub and creating stronger links with communities and the Voluntary and Community Sector will allow us to better understand aspirations, synergise efforts and transfer responsibility for activity where appropriate.</p>
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Intelligence and Information

Please describe:

- What sources of information have been used to inform this assessment/analysis (this should include but is not limited to consultations, resident/service user feedback and statistical data and intelligence)
- **What the information is telling you** – this should be broken down by each of the protected characteristics or other identified groups which could be disadvantaged.

<p>The sources of information used include the following;</p> <ul style="list-style-type: none">• Initial discussions with OCE Senior Management Team including Deputy Chief Executive, the Customer Services Network, Human Resources & Communications;
--

- Experience and knowledge from the current Responsive Local Services management team.
- A steering group is in place led by Head of Streetscene, under the OCE Change Management Team.

Gaps in intelligence and information

Having analysed the information available to you:

- are there any gaps in intelligence or areas where understanding needs to be improved? Please describe what these are and what actions you intend to take to obtain/improve the information. These actions should be covered in the action plan.
- are there any groups who should be expected to benefit who do not? Please describe why not and whether you will amend the decision to change this outcome. This should also be covered in the action plan.

Additional Impacts

The policy or action may also have an impact on other groups or individuals which are not covered by statutory requirements. Please outline any additional individuals or groups which have not already been covered. This could include socio-economic groups, voluntary and community sector, carers or specific communities which face additional challenges (such as former coal mining areas or areas of high deprivation)

The Council and wider council service users will benefit in respect of increased efficiency through reduced core budget spend and less pressure on statutory services elsewhere.

The number of employees involved in delivering the service will reduce slightly- However these reductions will be achieved by voluntary severance or early retirement through the councils workforce planning scheme.

2. Analysis of impact on people

In this section you must **review the intelligence described above and summarise the intended and potential impact of the policy, decision or activity** on the people of Sunderland. This includes specific consideration of the impact on individuals, groups with protected characteristics and communities of interest within the city. Please briefly outline any positive, neutral or negative impacts on the specific groups below. Please note that any negative impacts should have a corresponding action in the action plan in the page below.

In this assessment it is important to remember the **Council is required to give due regard to:**

- **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.**
- **Advance equality of opportunity between people who share a protected characteristic and those who do not.**
- **Foster good relations between people who share a protected characteristic and those who do not.**

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age	The change impacts across all characteristic groups equally		
Disability	The change impacts across all characteristic groups equally		
Gender/Sex	The change impacts across all characteristic groups equally		
Marriage & Civil Partnership	The change impacts across all characteristic groups equally		
Pregnancy and maternity	The change impacts across all characteristic groups equally		
Race/Ethnicity	The change impacts across all characteristic groups equally		
Religion/belief	The change impacts across all characteristic groups equally		
Sexual Orientation	The change impacts across all characteristic groups equally		

Trans-gender/ gender identity	The change impacts across all characteristic groups equally		
Council employees			The change will result in the reduction in the number of employees involved in delivering the service. This will be addressed through the Councils workforce planning scheme to seek volunteer leavers through retirement or severance.

Please add any additional groups mentioned in “additional impacts” above to this table.

3. Response to Analysis, Action Plan and Monitoring

In this section please outline what actions you propose to take to minimise the negative, and maximise the positive, impacts that have been identified through the analysis. By considering and implementing these actions the policy or action can be refined to make sure that the greatest benefits are achieved for the people of Sunderland. The performance monitoring process should also be set out to explain how ongoing progress is going to be followed to make sure that the aims are met.

From the analysis four broad approaches can be taken, (No major change; continue with the policy/action despite negative implications; adjust the policy/decision/action; or stop the policy/action). Please indicate, using the list below, which is proposed.

No Major Change ()

Continue Despite Negative Implications ()

Adjust the Policy/Decision/Project/Activity ()

Stop ()

Action Plan

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
Steering group is established & meetings are arranged until the change is implemented & embedded.	Assistant Head of Streetscene Representatives from Area coordination team.	Monthly	Project Plan is in place & is maintained by Change Management & Transformation team
Work closely with customer services network and area coordination team to ensure the public and ward councillors are involved in decision making process on changes to services.	Assistant Head of Streetscene Representatives from Area coordination team	Ongoing	Review the level of contact received, identify trends in information requests and provide additional information as required
Work closely with affected employees and their Trades Union Representatives throughout the process	Assistant Head of Streetscene Representatives from Change Management & Transformation	Ongoing	Consult closely through the project working group and utilise the Councils workforce planning scheme to allow employees to volunteer to leave on severance or retire.

2.13 Review of operational arrangements for Responsive Local Services, to reduce demand:

2.13.3 Winter Maintenance



EQUALITY ANALYSIS

Please refer to Part 2 of the Equality Analysis Guidance

Name of Policy/Decision/Project/Activity:

Review of winter service delivery

Date:29/1/15

Version Number:

Equality Analysis completed by:

Name/Job title:
Ian Richardson Assistant Head of Streetscene

Responsible Officer or Group:

Name/Job title:
Ian Richardson Assistant Head of Streetscene

Is the Activity:

New/Proposed () Changing/Being Reviewed (x) Other ()

1. Purpose and scope

Purpose

In this section outline briefly:

- what the policy, decision or activity is and what the intended outcomes/benefits are (linked to the Corporate Outcomes Framework)
- over what period of time the outcomes will be achieved
- why it needs to be implemented or revised
- what populations are affected by the proposal
- who is expected to benefit and how, i.e. young people, older people, carers, BME groups, ward areas/communities, etc
- whether there are any overlaps with regional, sub-regional, national priorities.

Purpose

To review delivery of winter maintenance service to maximise efficiency

Scope

Carriageways throughout the City have been afforded priorities according to their perceived importance in the maintenance of the safe movement of highway users. Those priorities are as follows:

Strategic routes ie commuter corridors and linking routes between commercial centres including all of the derestricted dual carriageways.

Distributory roads.

Local roads ie residential areas.

Using the categorisation carriageways have been incorporated into gritting routes which reflect those priorities. Consideration is to be given to route efficiency, process efficiency and supervisory arrangements.

Intelligence and Information

Please describe:

- What sources of information have been used to inform this assessment/analysis (this should include but is not limited to consultations, resident/service user feedback and statistical data and intelligence)
- **What the information is telling you** – this should be broken down by each of the protected characteristics or other identified groups which could be disadvantaged.

The sources of information used include the following;

- Initial discussions with OCE Senior Management Team
- Experience and knowledge from the current Responsive Local Services management team.

It is not envisaged that the overall level of service will diminish.

Gaps in intelligence and information

Having analysed the information available to you:

- are there any gaps in intelligence or areas where understanding needs to be improved? Please describe what these are and what actions you intend to take to obtain/improve the information. These actions should be covered in the action plan.
- are there any groups who should be expected to benefit who do not? Please describe why not and whether you will amend the decision to change this outcome. This should also be covered in the action plan.

Additional Impacts

The policy or action may also have an impact on other groups or individuals which are not covered by statutory requirements. Please outline any additional individuals or groups which have not already been covered. This could include socio-economic groups, voluntary and community sector, carers or specific communities which face additional challenges (such as former coal mining areas or areas of high deprivation)

2. Analysis of impact on people

In this section you must **review the intelligence described above and summarise the intended and potential impact of the policy, decision or activity** on the people of Sunderland. This includes specific consideration of the impact on individuals, groups with protected characteristics and communities of interest within the city. Please briefly outline any positive, neutral or negative impacts on the specific groups below. Please note that any negative impacts should have a corresponding action in the action plan in the page below.

In this assessment it is important to remember the **Council is required to give due regard to:**

- **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.**
- **Advance equality of opportunity between people who share a protected characteristic and those who do not.**
- **Foster good relations between people who share a protected characteristic and those who do not.**

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age		The change impacts across all characteristic groups equally	
Disability		The change impacts across all characteristic groups equally	
Gender/Sex		The change impacts across all characteristic groups equally	
Marriage & Civil Partnership		The change impacts across all characteristic groups equally	
Pregnancy and maternity		The change impacts across all characteristic groups equally	
Race/Ethnicity		The change impacts across all characteristic groups equally	
Religion/belief		The change impacts across all characteristic groups equally	
Sexual Orientation		The change impacts across all characteristic groups equally	
Trans-gender/		The change impacts across all characteristic	

gender identity		groups equally	
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Please add any additional groups mentioned in “additional impacts” above to this table.

3. Response to Analysis, Action Plan and Monitoring

In this section please outline what actions you propose to take to minimise the negative, and maximise the positive, impacts that have been identified through the analysis. By considering and implementing these actions the policy or action can be refined to make sure that the greatest benefits are achieved for the people of Sunderland. The performance monitoring process should also be set out to explain how ongoing progress is going to be followed to make sure that the aims are met.

From the analysis four broad approaches can be taken, (No major change; continue with the policy/action despite negative implications; adjust the policy/decision/action; or stop the policy/action). Please indicate, using the list below, which is proposed.

No Major Change ()

Continue Despite Negative Implications ()

Adjust the Policy/Decision/Project/Activity ()

Stop ()

Action Plan

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
Monitoring of service delivery standards and expenditure on this aspect of service	Assistant Head of Streetscene	Ongoing	Review level of contact received (service requests / complaints) and budget monitoring meetings with colleagues from finance.

3.2 Review of Integrated Teams – Development of multi-disciplinary teams to support social care customer journey and pathways



EQUALITY ANALYSIS

Name of Policy/Decision or Activity: An Integrated Model of Delivery for Early Intervention and Safeguarding

Equality Analysis completed by:

Responsible Officer:

Name /Job Title:
Sandra Mitchell
Head of Community and Family Wellbeing

Purpose and Scope

Purpose

To review and determine a better model of delivery for services working directly with children and families whilst children remain in the family to identify and remove areas of duplication and to provide a holistic approach to delivery which is seamless and removes duplication across the spectrum of need.

Scope

This would include pre Children in Need (Common Assessment Framework and Early Intervention), Children in Need and Child Protection. The review will look at the points of intervention with families across a range of services and consider areas of duplication or where better integrated working would offer better outcomes for the family. It will be based on a single assessment of need and a better coordinated response to identified needs and will provide the basis for greater multi-agency integrated working in the future.

The current delivery across early intervention and child protection services has some inherent weaknesses predominantly because they are considered to be separate services. This includes confusion for families with already complex lives as they come into contact with a range of different staff, interventions and activities are duplicated and support is “stop/start” as they move between thresholds.

In scoping the review a number of key areas have to be addressed as follows:

- To better understand current client groups and ways of working and understand how these could deliver better outcomes by working in a more integrated way
- The need to respect professional domains within integrated operational management.
- To agree service outcomes deliverable within a reduced budget
- Analyse available performance data
- Recognise Council and partner delivery in a phased approach

Intelligence and Information

Consultation will be carried out including with staff, partners and service users. Current performance will be reviewed.

Analysis of Impact on People

This section offers an opportunity to assess the intended and potential impact of the policy, decision or activity on the people of Sunderland. This includes specific consideration of the impact on individuals, groups with protected characteristics and communities of interest within the city. Please briefly outline any positive, negative or neutral impacts on the specific groups below. In this assessment it is important to remember the Council is required to give due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age	A new model will mean a more streamlined delivery with continuous and seamless transfer between services		Some service users could be affected if the service becomes more targeted to those with identified need
Disability	A new model will mean a more streamlined delivery with continuous and seamless transfer between services		
Gender/Sex		Current legislation prevents discrimination	
Marriage and Civil Partnership		N/A	
Pregnancy and maternity	A new model will mean a more streamlined delivery with continuous and seamless transfer between services		Some service users could be affected if the service becomes more targeted to those with identified need
Race/Ethnicity		Provision is available to all regardless of race/ethnicity	
Religion/belief		Provision is available to all regardless of religion/belief	
Sexual Orientation		Provision is available to all regardless of sexual orientation	
Trans-gender/gender identity		Provision is available to all regardless of transgender/gender identity	

Other individuals or groups impacted on.

Through the course of the review and the consultation period it is anticipated that any groups who have been missed from initial consideration will be identified and their needs incorporated into future plans.

Summary of Impacts and Response to Analysis

Please provide a summary of the overarching impacts that have been highlighted through the analysis process through the three questions below. It is important to recognise that individuals may belong to one or more of these characteristic groups and the combined impact could be greater than any single impact.

Who will the policy/activity impact on and who will benefit?

The review will impact on all children and families both with and without identified need

Through the review and consultation it is anticipated that the focus will be to identify the range of similar support being delivered by a range of services and to identify critical points of transfer which present potential risks. It will use learning from case studies, both positive and negative to support the development of an appropriate model which better meets family's needs and removes duplication. The service will retain a range of support from universal delivery through to specialist support.

Who doesn't benefit and why not?

Through the course of the review and the consultation period it is anticipated that any groups who have been missed from initial consideration will be identified and their needs incorporated into future plans.

Who should be expected to benefit and why don't they?

Through the course of the review and the consultation period it is anticipated that any groups who have been missed from initial consideration will be identified and their needs incorporated into future plans.

Response to Analysis, Action Plan and Monitoring Arrangements

In this section please outline what actions you propose to take to minimise the negative, and maximise the positive, impacts that have been identified through the analysis. By considering and implementing these actions the policy or action can be refined to make sure that the greatest benefits are achieved for the people of Sunderland. The performance monitoring process should also be set out to explain how ongoing progress is going to be followed to make sure that the aims are met.

From the analysis four broad approaches can be taken, (No major change, continue with the policy/action despite negative implications, adjust the policy/decision/action or stop the policy/action). Please indicate, using the drop down list below which is proposed.

Continue with the policy. However, if any significant gaps are identified the Equality Impact Assessment will be revisited through consultative arrangements and any actions required incorporated into future service plans.

Action Plan and Monitoring

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
To understand the existing model of delivery and client groups for all in scope services	Council and partners Commissioning team	During and following consultation Oct 2014 to date	People DMT Project Group Commissioning team
Identify Case studies which inform of practice which in turn informs the new arrangements Review commissioned services to determine appropriate delivery within budgetary constraints	Council and Partners Service Users	As above	As above
Develop and implement new model including appropriate process maps and policies	Council and Partners Service Users	As above	People DMT Project Group SSCB
Ensure provision and resource is prioritised to ensure the new model is delivering safe and effective support	Council and Partners Commissioning team Provider Network	As above	People DMT Project Group Commissioning team SSCB

3.4 Home to School Transport – review of commissioning arrangements, eligibility criteria and an offer to parents of personalised budgets where appropriate



EQUALITY ANALYSIS

Equality Analysis completed by:

Name(s)/Job Title:

Beverley Scanlon, Head of Educational Attainment and Lifelong Learning

Date: 17/12/14

Responsible Officer:

Beverley Scanlon, Head of Educational Attainment and Lifelong Learning

Date: 17/12/14

Purpose and Scope

Purpose

Discretionary transport to faith schools and bus provision that has arisen through school place planning was reviewed in 2013/14 with proposals implemented from 2014/15. The next stage of the review is to examine the way that statutory transport is provided to achieve further efficiencies of 25% of budget (£450k savings from a budget of £2.2 million).

Scope

The Council has a statutory duty to provide home to school/ college transport for pupils with special educational needs and disabilities up to the age of 25. Currently the Council transports approximately 950 SEND children and young people over approximately 250 routes, usually by taxi.

Personal Travel Budgets £0.150m

Personal Travel Budgets (PTBs) will be offered on a voluntary basis for all families with Special Education Needs and Disabilities pupils. If taken up, these will allow parents to arrange their child's home to school travel arrangements in a way that suits their personal circumstances;

Proposal to offer PTBs for children aged 4-16, based on HMRC recommended mileage rate of 45p per mile. Based upon average travel costs for SEND pupils across the city, 105 pupils using PTBs rather than taxis would achieve the above saving. However this number is only based upon average costs and logistics involving length of routes etc would need to be taken into account.

PTBs can be offered to all families with immediate effect and will be built in to the personalisation offer for new Education, Health and Care Plans (EHCPs).

Education, Health and Care (EHCP) planning process - £0.200m

In addition to offering PTBs, a review of eligibility and need will be undertaken through new EHCP planning process with a view to reducing numbers of pupils receiving free transport as an element of the EHCP. For example pupils who attend Alternative Provisions currently can be in receipt of taxi transport. Discussions are already underway with the PRU in relation to this.

Review also being undertaken of Independent Travel Training to reduce payment into regional programme (£30k) secure future savings. Historically 30 pupils per year have engaged in independent travel training which enables them to travel independently to place of learning in future years.

Post 16 travel - £0.100m

A review of the current post 16 Special Education Needs and Disabilities travel offer and commissioned places post 16 will be undertaken with the aim of reducing travel costs.

DfE statutory guidance states that Council's can ask for contribution towards travel costs but must take into account low income families and the length of time that some young people e.g. those with learning difficulties and disabilities are in learning.

Current cost of post-16 SEND transport is circa £0,600m. Various options have been considered; preferred option to achieve above saving is to introduce a contribution for each student aged 16- 25 equivalent to £629.00 or £553.00 (based upon the average Tyne & Wear bus pass cost for all zones or two zones within the city) towards the cost of the Council providing the transport. Low income families would continue to make no contribution to the service. Other options e.g. to cease any concessions for ages 19-25 would achieve greater savings but may reduce numbers of learners post 19.

These arrangements could be implemented from September 2016.

Intelligence and Information

Extensive research has been undertaken with Local Authorities both regionally and nationally to determine how they have approached this issue and there are similar reviews in many of them; Data held by the LA on home to school transport provision and costs has been scrutinised;

Consultation on proposals to introduce contributions for post-16 transport will be subject to consultation following Council approval for the proposals. The plan is to implement proposals from September 2016.

Analysis of Impact on People

This section offers an opportunity to assess the intended and potential impact of the policy, decision or activity on the people of Sunderland. This includes specific consideration of the impact on individuals, groups with protected characteristics and communities of interest within the city. Please briefly outline any positive, negative or neutral impacts on the specific groups below. In this assessment it is important to remember the Council is required to give due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age			The scope of the review impacts upon pupils and students with special educational needs who are aged 16-25. Currently this group would not be asked to make a contribution towards transport costs
Disability	Direct Travel Payments (DTPs) will have a positive benefit if these provide a better fit with the needs of the families involved. DTPs are only offered on a voluntary basis.	The proposals will equally apply to individuals who have a disability.	Proposals to seek a contribution for post-16 travel will impact upon individuals aged 16-25 and their families. Low income families who meet the criteria will continue to receive free transport
Gender/Sex	N/A		N/A
Marriage and Civil Partnership	N/A	This is not relevant	N/A
Pregnancy and maternity	N/A	This is not relevant	N/A
Race/Ethnicity	N/A	This is not relevant	N/A
Religion/belief	N/A	This is not relevant	N/A
Sexual Orientation	N/A	This is not relevant	N/A
Trans-gender/gender identity	N/A	This is not relevant	N/A

Other individuals or groups impacted on.

None

Gaps in intelligence and information

Upon implementation the impact of the proposal will be subject to monitoring and review

Summary of Impacts and Response to Analysis

Who will the policy/activity impact on and who will benefit?

It is anticipated that in the main the review will have positive impacts for pupils and students with SEN. In the longer term the review will enable;

- An increase in the number of service users who manage their transport from home to school with personalised budgets;
- Reduced costs

Who doesn't benefit and why not?

As take up DTPs and personalised budgets through EHCPs is voluntary this will not impact upon the significant majority of service users. However there will be an impact upon post-16 learners from whom a contribution to transport will be sought.

Who should be expected to benefit and why don't they?

There are positive benefits of personalised travel if these fit better with the needs of the families involved.

Response to Analysis, Action Plan and Monitoring Arrangements

In this section please outline what actions you propose to take to minimise the negative, and maximise the positive, impacts that have been identified through the analysis. By considering and implementing these actions the policy or action can be refined to make sure that the greatest benefits are achieved for the people of Sunderland. The performance monitoring process should also be set out to explain how ongoing progress is going to be followed to make sure that the aims are met.

From the analysis four broad approaches can be taken, (No major change, continue with the policy/action despite negative implications, adjust the policy/decision/action or stop the policy/action). Please indicate, using the drop down list below which is proposed.

Continue with the project and monitor implementation.

Action Plan and Monitoring

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
EIA will continue to be monitored as project proposals are implemented.	LA and CCG Commissioning Teams	As issues arise	Through

3.5 Youth Provision – review of provision and commissioned contracts

3.5.1 Youth Commissioned



EQUALITY ANALYSIS

Equality Analysis completed by:

Responsible Officer:

Name /Job Title:
Sandra Mitchell
Head of Community and Family Wellbeing

Purpose and Scope

Purpose

To review commissioned and other ward based youth delivery

Scope

To review Council funded regular ward based delivery of youth activities. This will include delivery through commissioned service contracts as well as delivery support from Council seconded staff.

In scoping the review a number of key areas have to be addressed as follows:

- Recognise current contract arrangements
- Agree service outcomes deliverable within a reduced budget
- Analyse available performance data
- Identify and review any ad-hoc/historical arrangements to support delivery of efficiencies

Intelligence and Information

Consultation will be carried out in partnership with People Boards, young people and providers. Current performance will be reviewed.

Analysis of Impact on People

This section offers an opportunity to assess the intended and potential impact of the policy, decision or activity on the people of Sunderland. This includes specific consideration of the impact on individuals, groups with protected characteristics and communities of interest within the city. Please briefly outline any positive, negative or neutral impacts on the specific groups below. In this assessment it is important to remember the Council is required to give due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.

- Foster good relations between people who share a protected characteristic and those who do not.

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age			Some service users could be affected If the number and spread of activities are reduced
Disability			Some service users could be affected If the number and spread of activities are reduced
Gender/Sex		Current legislation prevents discrimination	
Marriage and Civil Partnership		N/A	
Pregnancy and maternity		N/A	
Race/Ethnicity			Some service users could be affected If the number and spread of activities are reduced
Religion/belief		Provision is available to all regardless of religion/belief	
Sexual Orientation		Provision is available to all regardless of sexual orientation	
Trans-gender/gender identity		Provision is available to all regardless of transgender/gender identity	

Other individuals or groups impacted on.

Through the course of the review and the consultation period it is anticipated that any groups who have been missed from initial consideration will be identified and their needs incorporated into future plans.

Summary of Impacts and Response to Analysis

Please provide a summary of the overarching impacts that have been highlighted through the analysis process through the three questions below. It is important to recognise that individuals may belong to one or more of these characteristic groups and the combined impact could be greater than any single impact.

Who will the policy/activity impact on and who will benefit?

The review will impact on all children aged 8 to 19 (up to 25 with a disability)

Through the review and consultation it is anticipated that the focus of services delivered will be to support the opportunity for engagement in positive activities whilst relaxing requirements for the achievement of recorded and accredited outcomes. The service will remain a universal service and all activities will be open to all young people within the specified age ranges.

Who doesn't benefit and why not?

Through the course of the review and the consultation period it is anticipated that any groups who have been missed from initial consideration will be identified and their needs incorporated into future plans.

Who should be expected to benefit and why don't they?

Through the course of the review and the consultation period it is anticipated that any groups who have been missed from initial consideration will be identified and their needs incorporated into future plans.

Response to Analysis, Action Plan and Monitoring Arrangements

In this section please outline what actions you propose to take to minimise the negative, and maximise the positive, impacts that have been identified through the analysis. By considering and implementing these actions the policy or action can be refined to make sure that the greatest benefits are achieved for the people of Sunderland. The performance monitoring process should also be set out to explain how ongoing progress is going to be followed to make sure that the aims are met.

From the analysis four broad approaches can be taken, (No major change, continue with the policy/action despite negative implications, adjust the policy/decision/action or stop the policy/action). Please indicate, using the drop down list below which is proposed.

Continue with the policy. However, if any significant gaps are identified the Equality Impact Assessment will be revisited through consultative arrangements and any actions required incorporated into future service plans.

Action Plan and Monitoring

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
To assess proposals based on consultation and identify any gaps/duplication of services in individuals/communities	People Boards Commissioning team Provider Network	During and following consultation Sept 2014 to date	People Boards Commissioning team
Review commissioned services to determine appropriate delivery within budgetary constraints	As above	As above	As above
Review seconded staffing arrangements	Commissioning team Professional Lead	As above	As above
Ensure provision and resource is prioritised to ensure an appropriate offer is maintained in all wards and for all age groups	People Boards Commissioning team Provider Network	As above	As above

3.5 Youth Provision – review of provision and commissioned contracts

3.5.2 Youth XL



EQUALITY ANALYSIS

Name of Policy/Decision or Activity: A New Model of Delivery and Funding for XL

Equality Analysis completed by:

Responsible Officer:

Name /Job Title:
Sandra Mitchell
Head of Community and Family Wellbeing

The EIA is not required as alternative funding has been identified to maintain current delivery for 2 years from April 2015.

3.7 Personalisation – Implement national eligibility criteria as required by Care Act prescribed by central government



EQUALITY ANALYSIS

Name of Policy/Decision or Activity: Care Act Implementation

Equality Analysis completed by:

Name(s)/Job Title:

Graham King

Head of Integrated Commissioning

Date:

Responsible Officer:

Name /Job Title:

Graham King

Head of Integrated Commissioning

Date: 19/12/14

Purpose and Scope

Purpose

The council is required to implement the Care Act but this is being done in two distinct phases. The majority of the Act is being implemented in 2015, with major changes to funding reform expected from 2016.

To ensure that the acts requirements are successfully implemented the council has established a Programme Implementation Board to oversee all required activity (for both 2015 and 2016).

Given this is a national implementation individual council activity is also being supported by a national Programme Management Office and regional groups / networks, and there are also planned national communications campaigns

Scope

The Council is required to implement the Care Act. Part 1 of the act contains 79 sections and in essence these together with the linked guidance / regulations replace all current social care legislation

To deliver the actual changes required 7 separate work streams have been created with a Head of service responsible for delivering that work streams discrete actions / on-going action plan

Intelligence and Information

The Care Act 2014 sets out an updated and consolidated statutory framework for all areas of adult social care (including transitions from children's services) and aspires to provide a national fit for purpose Social Care System able to meet future challenges , including those linked to demographic and funding pressures

The Act is intended to

- promote individual wellbeing and have strategies in place to prevent and delay individuals needs for care and support, including additional support for carers
- to support this , and to cover wider responsibilities council are also to cover wider responsibilities , councils are also under a duty to develop and promote in conjunction with partners more universal offers . These include a more diversified care and support market , and the development of an accessible Advice & Information Service

The act is expected to increase demands and costs in some areas – these include additional support for carers and meeting some people's needs in future where they would previously have been classed as self-funding

Co design and co-production are emphasized throughout the Act as being key to successful delivery and both locally and nationally this involves working with partners such as Age UK , carers Centres and Registered Social landlords

Analysis of Impact on People

This section offers an opportunity to assess the intended and potential impact of the policy, decision or activity on the people of Sunderland. This includes specific consideration of the impact on individuals, groups with protected characteristics and communities of interest within the city. Please briefly outline any positive, negative or neutral impacts on the specific groups below. In this assessment it is important to remember the Council is required to give due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age	<p>As the majority of current social care customers (both those that the council helps and those that arrange their own services) are elderly the positive improvements are expected to benefit them, and their carers the most in the short term</p> <p>Longer term the Care Act is intended to mean that less people require these services and / or are able to finance these themselves – and where they do require these will benefit from increasingly integrated social care / health provision</p> <p>Some customers are also expected to pay less for their care services through the operation of a care caps (limiting maximum contributions towards their care services)</p>	<p>As the majority of current social care customers (both those that the council helps and those that arrange their own services) are elderly the positive improvements are expected to benefit them, and their carers the most in the short term</p> <p>Longer term the Care Act is intended to mean that less people require these services and / or are able to finance these themselves – and where they do require these will benefit from increasingly integrated social care / health provision</p>	<p>The only potential negative impact arising from Care Act implementation links to the adoption of the new national eligibility criteria.</p> <p>There is potential for some customers that are currently in low / moderate FACS bands to lose out by moving to this potentially higher eligibility threshold however the councils commitment to prevention and early intervention services will ensure people in sunderland continue to receive the support that they need , including through different types of provision (including reablement and advice and information).</p> <p>The precise impacts of changing assessment processes and eligibility criteria are being modelled in January via desktop exercises</p>
Disability	<p>Disabled people and their carers are the other main recipients of care and Support services –</p> <p>The information above applies equally to them</p> <p>Some customers are also expected to pay less care services through the operation of a care caps (limiting</p>	<p>Disabled people and their carers are the other main recipients of care and Support services –</p> <p>The information above applies equally to them</p>	<p>Disabled people and their carers are the other main recipients of care and Support services –</p> <p>The information above applies equally to them</p>

	maximum contributions towards their care services) For people with disabilities this is expected to benefit those with Learning disabilities most as they should receive services free (if their needs began before they became 18)		
Gender/Sex	Care Act requirements apply equally to men and women	Care Act requirements apply equally to men and women	Care Act requirements apply equally to men and women
Marriage and Civil Partnership		This is not relevant	
Pregnancy and maternity		This is not relevant	
Race/Ethnicity		This is not relevant	
Religion/belief		This is not relevant	
Sexual Orientation		This is not relevant	
Trans-gender/gender identity		This is not relevant	

Other individuals or groups impacted on.

None

Gaps in intelligence and information

The Care Acts Implementation is being overseen by a Programme Implementation Board and is being delivered via a number of work streams. One of these covers Performance, Finance & Data and is actively looking at identifying additional demands, costs via council and partner information, and that available via wider sources such as JSNA.

Policy/Decision Activity Title: Better Care Fund

Responsible Officer: Graham King

Summary of Impacts and Response to Analysis

Who will the policy/activity impact on and who will benefit?

The implementation of the Care Act is expected to benefit a wide range of residents in Sunderland in terms of promoting their wellbeing and preventing and delaying people's needs for care and support. Measures include;

- Increasing access and awareness with regard to Universal and preventative services - including an accessible advice and information offer
- Reducing duplication by improving and integrating assessments and service provision (both between council services and with partners such as Health

- Encouraging an on-going change in peoples behaviours , to improve their health and wellbeing and to reduce some of the longer term demands on health and social care services due to demographic change

Who doesn't benefit and why not?

The Care Acts implementation is expected to benefit the majority of residents in the longer term, if implementation achieves the Care Acts national aspirations

Who should be expected to benefit and why don't they?

It is not anticipated that this will apply.

Response to Analysis, Action Plan and Monitoring Arrangements

In this section please outline what actions you propose to take to minimise the negative, and maximise the positive, impacts that have been identified through the analysis. By considering and implementing these actions the policy or action can be refined to make sure that the greatest benefits are achieved for the people of Sunderland. The performance monitoring process should also be set out to explain how ongoing progress is going to be followed to make sure that the aims are met.

From the analysis four broad approaches can be taken, (No major change, continues with the policy/action despite negative implications, adjust the policy/decision/action or stop the policy/action). Please indicate, using the drop down list below which is proposed.

Continue with Care Act implementation.

Action Plan and Monitoring

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
EIA issues will continue to be monitored as part of the Care Acts implementation by the Programme Implementation Board established for that purpose	The Council, CCG and via on-going engagement with key partners	As issues arise	Programme Implementation Board monitor progress monthly

3.8 Better Care Fund – review all services provided and funded by the LA and CCG to realign with BCF outcomes



EQUALITY ANALYSIS

Name of Policy/Decision or Activity: People Services, Implementation of Better Care Fund with Sunderland CCG

Equality Analysis completed by:

Name(s)/Job Title:

Graham King

Head of Integrated Commissioning

Date:

Responsible Officer:

Name /Job Title:

Graham King

Head of Integrated Commissioning

Date: 16/12/14

Purpose and Scope

Purpose

To review intermediate care and reablement pathways

Both the local authority and Sunderland Clinical Commissioning Group finance a range of initiatives that support early discharge from hospital and intensive support (reablement) to help individuals to return to their own homes and reduce longer term reliance on health and social care.

Scope

The scope of the proposal is to formally review the Time to Think element of the reablement service alongside Farmborough Court and the Reablement at Home service.

Intelligence and Information

Over the last year, on behalf of the Out of Hospital Board, a formal evaluation of the City's Time to Think schemes was undertaken. Time to Think was introduced in 2012 with a purpose of providing an individual with a temporary place in a residential or nursing home alongside intensive input from therapists to maximise the opportunities for individuals to return home. There are four schemes currently operating within the City. The review concluded that there was little impact of the schemes in terms of improved outcomes for social care and reductions in admissions to care. The review acknowledged some health benefits in terms of creating capacity within the system which facilitated discharges from hospital and minimised 'delayed discharges'. It is proposed that the Time to Think schemes are decommissioned from April – November 2015.

The review of Farmborough Court and the Reablement at Home service has been led by a working group of LA officers, health and social care providers and CCG commissioners. A draft business case has been produced which proposes an expansion of Farmborough Court from 38 to 52 beds and when necessary to offer nursing care. The business case also proposes the merging of the community integrated care teams from South Tyneside NHS FT and the reablement at home teams currently provided by Sunderland Care and Support Ltd. The new service will be launched as the Recovery at Home Service.

The impact of the new pathways has been modelled in relation to long term demand for home care and admissions to hospital and subsequent savings. A discussion is also continuing on the funding arrangements for Farmborough Court as the new purpose will provide more health benefits rather than social care.

The final business case is to be submitted to the Out of Hospital Board in January 2015.

Analysis of Impact on People

This section offers an opportunity to assess the intended and potential impact of the policy, decision or activity on the people of Sunderland. This includes specific consideration of the impact on individuals, groups with protected characteristics and communities of interest within the city. Please briefly outline any positive, negative or neutral impacts on the specific groups below. In this assessment it is important to remember the Council is required to give due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age	The proposed new pathway should reduce the number of older people who develop a long term reliance on health and social care services and allow more people to live independently	The age range of those receiving services will remain the same across the new pathway. Predominantly those over 65 or people with long term conditions	
Disability		The new service will equally apply to individuals who have a disability	
Gender/Sex		New model is not gender specific	
Marriage and Civil Partnership		This is not relevant	
Pregnancy and maternity		This is not relevant	
Race/Ethnicity		This is not relevant	
Religion/belief		This is not relevant	
Sexual Orientation		This is not relevant	
Trans-gender/gender identity		This is not relevant	

Other individuals or groups impacted on.

None

Gaps in intelligence and information

Upon implementation the impact of the new service pathway will be subject to monthly monitoring.

Policy/Decision Activity Title: Better Care Fund

Responsible Officer: Graham King

Summary of Impacts and Response to Analysis

Who will the policy/activity impact on and who will benefit?

The service review will have a positive impact on older people and people with Long Term Conditions in the City

The benefit achieved from this review will be to:

- Reduced demand for home care
- Reduced admissions to residential care and emergency admissions to hospital
- Improve collaboration between providers so customers receive a more joined up service
- Reduce costs within health and social care economy

Who doesn't benefit and why not?

It is anticipated that the implementation of the review will not disadvantage any group.

Who should be expected to benefit and why don't they?

It is not anticipated that this will apply.

Response to Analysis, Action Plan and Monitoring Arrangements

In this section please outline what actions you propose to take to minimise the negative, and maximise the positive, impacts that have been identified through the analysis. By considering and implementing these actions the policy or action can be refined to make sure that the greatest benefits are achieved for the people of Sunderland. The performance monitoring process should also be set out to explain how ongoing progress is going to be followed to make sure that the aims are met.

From the analysis four broad approaches can be taken, (No major change, continue with the policy/action despite negative implications, adjust the policy/decision/action or stop the policy/action). Please indicate, using the drop down list below which is proposed.

Continue with the project and review implementation.

Action Plan and Monitoring

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
EIA will continue to be monitored as project proposals are implemented.	LA and CCG Commissioning Teams	As issues arise	Through Integration Board and Out of Hospital Board

3.10 Learning Disabilities – review of service offer including a review of day centre and support living offer and support for people with complex needs



EQUALITY ANALYSIS

Name of Policy/Decision or Activity: People Services, Implementation of Better Care Fund – Review of Service for People with Learning Disabilities

Equality Analysis completed by:
Name(s)/Job Title:
Graham King
Head of Integrated Commissioning
Date:

Responsible Officer:
Name /Job Title:
Graham King
Head of Integrated Commissioning
Date: 16/12/14

Purpose and Scope

Purpose

To review services for adults with learning disabilities in the City.

Scope

The scope of the proposal includes all services currently offered to adults for people with learning disabilities in the City.

Intelligence and Information

Overall, when compared with other Local Authorities Sunderland is in the top quartile for spend on Learning Disabilities. A spend analysis undertaken has highlighted a number of areas that could be considered for improvement. These include:

- Ensuring that all spend is brought onto existing contracts. Non-contracted spend is currently at higher rates than contracted. They are also a number of clients who currently are in residential placements but are also receiving day care.
- Contracts for day centres are currently on block arrangements. The intention is to move this to a cost per case basis which has been agreed with the current provider.
- In partnership with the CCG, Valuing Care has been engaged to undertake a review of high cost placements, covering both Local Authority and Continuing Health Care Clients
- A review of Independent Futures service will be undertaken.
- A review of all high cost community based packages will be undertaken. There are currently 91 clients receiving home care packages that are greater than £500 per week.
- A base budget review is underway of costs for Sunderland Care and Support Limited including non-delegated recharges.
- Within supported accommodation schemes a number of voids are currently in place. In future new clients will be placed in void placements first before being considered for other accommodation.
- A learning disabilities pooled budget with the CCG currently operates for all hard to place high cost clients with the clinical commissioning group. The pool has been closed to new clients for some time now. The proposed arrangement is to disaggregate the pool between health and social care costs
- The Care Act includes the adoption of new national minimum eligibility criteria which includes people with learning disabilities.
- A new model is being considered for Beckwiths/Bishopwearmouth Community Interest Companies alongside council staff that supports employees within the CIC. The new model is expected to go live in April 2015.

Analysis of Impact on People

This section offers an opportunity to assess the intended and potential impact of the policy, decision or activity on the people of Sunderland. This includes specific consideration of the impact on individuals, groups with protected characteristics and communities of interest within the city. Please briefly outline any positive, negative or neutral impacts on the specific groups below. In this assessment it is important to remember the Council is required to give due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age		The scope of the review is not impacted by age	
Disability	<p>Sourcing of suitable accommodation for new clients will be speedier than current arrangements</p> <p>Increased number of people with Learning disabilities gaining access to permanent employment opportunities</p>	The new service will equally apply to individuals who have a disability.	<p>As part of the review of current clients consideration may have to be given to clients moving from their current provider to an alternative. In some instances this may also involve a move in accommodation.</p> <p>In the medium term a procurement exercise may need to be undertaken for care at home services for people with learning disabilities.</p> <p>Moving all clients over to contracted spend may limit the choice of providers for individuals</p>
Gender/Sex		New model is not gender specific	
Marriage and Civil Partnership		This is not relevant	
Pregnancy and maternity		This is not relevant	
Race/Ethnicity		This is not relevant	
Religion/belief		This is not relevant	
Sexual Orientation		This is not relevant	
Trans-gender/gender identity		This is not relevant	

Other individuals or groups impacted on.

None

Gaps in intelligence and information

Upon implementation the impact of the new service pathway will be subject to monthly monitoring.

Policy/Decision Activity Title: Better Care Fund - Review of Learning Disabilities Service

Responsible Officer: Graham King

Summary of Impacts and Response to Analysis

Who will the policy/activity impact on and who will benefit?

It is anticipated that in the main the review will have a neutral impact on people with learning disabilities in the short term. In the longer term the review will enable;

- An increase in the number of customers accessing universal services and undertaking day opportunities outside and alongside of traditional services such as day care.
- The review of Beckwiths & Bishopwearmouth will increase the number of employment opportunities for individuals.
- Reduced costs within health and social care economy

In certain circumstances individual reviews may highlight that alternative accommodation or providers may offer a more suitable alternative to meeting the needs of individuals. In such circumstances discussions will be held with the service user and their family to determine the way forward. Both the LA and CCG have worked in this way previously, particularly in returning people in out of city placements back to Sunderland.

Who doesn't benefit and why not?

It is anticipated that the implementation of the review will not disadvantage any group.

Who should be expected to benefit and why don't they?

It is not anticipated that this will apply.

Response to Analysis, Action Plan and Monitoring Arrangements

In this section please outline what actions you propose to take to minimise the negative, and maximise the positive, impacts that have been identified through the analysis. By considering and implementing these actions the policy or action can be refined to make sure that the greatest benefits are achieved for the people of Sunderland. The performance monitoring process should also be set out to explain how ongoing progress is going to be followed to make sure that the aims are met.

From the analysis four broad approaches can be taken, (No major change, continue with the policy/action despite negative implications, adjust the policy/decision/action or stop the policy/action). Please indicate, using the drop down list below which is proposed.

Continue with the project and review implementation.

Action Plan and Monitoring

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
EIA will continue to be monitored as project proposals are implemented.	LA and CCG Commissioning Teams	As issues arise	Through Mental Health and Learning Disabilities Partnership Board

3.11 Sport and Leisure – development of Joint Venture

EQUALITY ANALYSIS

Please refer to Part 2 of the Equality Analysis Guidance

<u>Name of Policy/Decision/Project/Activity:</u> Sport and Leisure Service Review - Service Delivery Model for Leisure Centres	
Equality Analysis completed by: Name / Job Title: Richard Lowes Date: 22 September 2013	Responsible Officer: Name /Job Title: Julie D Gray, Head of Community Services Date: 24 September 2013

Is this a: Policy () Strategy () Function () Service (<input checked="" type="checkbox"/>) Project () Other ()
Is it: New/Proposed () Changing/Being Reviewed (<input checked="" type="checkbox"/>) Other ()

1. Purpose and Scope

Purpose

In this section outline briefly what the policy, decision or activity is, what the intended outcomes/benefits (linked to the Corporate Outcomes Framework) are and over what period of time will the outcomes be achieved. Why does it need to be implemented or revised?

Background The Sport and Leisure Review was tasked with identifying how services could be delivered in a way that would be flexible, responsive and sustainable whilst engaging the local community to ensure improved and tailored customer outcomes. Leisure Centres formed part of the review. Sunderland City Council, along with most other councils, currently faces significant budgetary pressures for this financial year and future years. The Council is taking a proactive approach to identifying areas that can release efficiencies, including consideration of the most appropriate method of delivering services to promote a sustainable approach.

To achieve this, the Council has implemented a programme (“Sunderland Ways of Working” – SWOW) to identify efficiencies that can be achieved without significant impact on the delivery of services to customers.

The review recognises the need to seize the opportunity to change, embed the Sunderland Way of Working and the Council’s core values, deliver tangible benefits, whilst at the same time meet a service efficiency target. Key drivers for the proposed Leisure Centres alternative delivery arrangements are to:

- Release efficiencies
- Focus service delivery for those most in need
- Improve services to the public
- Deliver improved outcomes for the Council
- Be consistent with the Sunderland Approach and Sunderland Way of Working

National Context

Sport and Physical Activity

DCMS Strategy – Creating a sporting habit for life: A new youth sport strategy
Sport England Strategy 2012 – 2017
National Governing Body Whole Sport Plans
Start Active, Stay Active 2011

Key themes

Raise the proportion of 14 – 25 year olds who play sport and develop a lasting network of school and sport club links

Take sport to where people are and support communities and the voluntary sector

Working with and through National Governing Bodies (NGBs) of sport
Grow, sustain and excel

Establishes, the type and amount of physical activity required at different stages of the life-course.

Local Context

As identified in the Corporate Plan 2012-2015, sport and physical activity, in its own right, plays a key role in what the Council aims to achieve. As one of four priority outcomes under the People theme, Sunderland’s vision is to become ‘**a city where everyone is as healthy as they can be and enjoys a good standard of wellbeing**’. Sport and physical activity is recognised within the Plan as playing its part in improving the health and wellbeing of residents and increasing participation is viewed as a key service outcome. Success will be measured by more residents participating in sport and physical activity. Through the Community Leadership Programme Elected Members will take more responsibility for working within their communities to support residents and help provide solutions to their problems.

The city’s leisure complexes make a positive contribution to a range of priorities, including:

- A city where everyone is as healthy as they can be – there are 2m+ “visits” to leisure complexes each year. 545,000 to Wellness Centres, 650,000 swims including almost 3,000 participants in Learn to Swim programmes and 1m participate in dry sports – including bowls, squash, football and club based activities. The facilities are an important resource to deliver a range of targeted programmes including exercise on referral and specialist weight management. Numbers attending these programmes are 85,000 per annum. Other areas of activity include a partnership with Health, Housing and Adult Services where arrangements are in place to provide support and a personalised service to clients and carers to enable them to access swimming and fitness.

- Developing the reputation and influence of the Council and the city – Sunderland Aquatic Centre is the only Olympic sized swimming pool between Leeds and Edinburgh. The Sunderland Tennis Centre stages Lawn Tennis Association satellite events.

Modernisation of Services

Sunderland’s history of investing in its sport and leisure facilities is unprecedented in the region. Guided by the Leisure Facilities Plan (2004), the Council together with its partners have invested over £67m of capital resource in new and replacement sport and leisure facilities to meet its objectives of improving health outcomes by encouraging and supporting increased participation in sport and physical activity.

Customer Insight

Net satisfaction with leisure centres has similarly increased, from 46% in 2007 to 63% in 2010. The opening of the Sunderland Aquatic Centre in April 2008 marked the start of the leisure facility development programme and new facilities such as the 25m pools at Silksworth and Hetton have been a catalyst for improved resident satisfaction levels, but also to the service being more responsive to customer needs.

In 2012 resident satisfaction levels for leisure centres remained stable at 57%.

23% of residents surveyed were frequent users

59% used leisure centres in the last year

41% were non users

Frequent users of leisure centres are most likely to be

People with children

24-44 years of age

Residents working

Owner occupiers

Women

Non Users are most likely to be

45+ years of age

Those in poor health

Retired residents

Unemployed
Those with a disability
Single person households

Beacon Status for Hard to Reach Groups

It should be noted that the service area's good practice has been built on the foundations of nationally acclaimed performance for its commitment in tackling health inequalities and targeting hard to reach groups. This has been recognised by Central Government in recent years through the award of Beacon Status in 'Culture and Sport for Hard to Reach Groups' and 'Reducing Health Inequalities'.

National Benchmarking Service

During January and February 2012, 4 swimming pools (Aquatic Centre, Silksworth, Hetton and Washington) undertook a National Benchmarking survey. The customers who completed the survey provided postcode information. Out of the 949 questionnaires completed, 799 contained a postcode. The results from the satisfaction survey can be seen in Appendix 4.

Pricing and Affordability

Access to facilities is promoted by the Affordable Pricing Policy – the focus being ability to pay – and facilitated via the "Lifecard". The card enables discounted access or concessions for a range of key target groups, including:

- Those in receipt of benefits such as Job Seekers Allowance, Council Tax Benefit etc.
- Looked after children, Carers and those seeking asylum
- Under 18's (where parents are in receipt of some benefits), customers age 60+, full time students

Pricing for non-concessionary users is competitive with the local market and mechanisms are in place to respond to market changes e.g. from other fitness providers in order to ensure business retention. All pricing is subject to annual review.

Challenges facing the Council

Sunderland has a higher percentage of people in poor health than both the regional and national average

IMD statistics show that 35.9% of the city's population are living in 20% of the most deprived wards in the country

57% of Sunderland's adult population do not participate in any form of sport or physical activity, compared to the national average of 49% (Active People Survey 6).

The Public Health White Paper 'Healthy Lives, Healthy People' describes a new era for public health, with a higher priority and dedicated resources. Local authorities have a new role in improving the health and wellbeing of their population. The service have a central role to play in promoting public health

The drive for Councils to become “intelligent commissioners” of services has increased the consideration of the benefits of Alternative Service Delivery (ASD).

The Government’s aim is to strengthen local democracy to provide citizens, communities and local government with the power and information they need to work together to overcome the challenges they face.

Scope

In this section consider who or where is the target for the policy or activity, this could be specific groups of people or organisations, individual wards, neighbourhoods or communities or the entire city. Links to, and overlap with, wider, local, sub-regional, regional or national priorities or activities should also be considered.

Over the next 3 years the City Council has to make efficiencies of £110million. £2-3 million is to be made by leisure centres.

The changes may potentially impact all leisure facility customers, staff and stakeholders to some degree. However, as the preferred delivery option has not been selected it will be difficult at this stage to assess potential impacts, as each option is intrinsically different in nature.

The following leisure centres are included in the review.

1. Sunderland Aquatic Centre and Wellness Centre
2. Seaburn Centre and Wellness Centre
3. Washington Leisure Centre and Wellness Centre
4. Houghton Sports Centre and Wellness Centre
5. Hetton Sports Complex and Wellness Centre
6. Sunderland Tennis Centre and Community Pool, and Wellness Centre
7. Bunnyhill Wellness Centre
8. Raich Carter Sports Centre
9. Silksworth Sports Complex

Services Provided

The services and activities that leisure centres provide can be summarised as follows:

- Comprehensive services for residents (and visitors) to encourage and grow participation levels, and in particular for those where price is a perceived barrier to access
- In partnership with the Wellness Service a range of programmes to target inactive individuals or those with specific health conditions to safely increase activity levels
- Opportunities to develop sporting skills consistent with the pathways established by the national governing bodies of sport eg. swimming, tennis

All of the above makes a positive contribution to improving health outcomes in Sunderland. There is a wealth of compelling evidence that physical activity is important for health and has great potential for health gains.

Alternative Delivery Options

At the time of drafting this Equalities Impact Assessment, the preferred delivery option has not been selected.

The Council has stipulated that they must focus service delivery on residents most in need and improving services. In order to achieve this, the Council are exploring the following delivery models.

The following options were identified as potential delivery options which the Council could implement in order to achieve fulfilment of the objectives:

- Option 1: Base Case – the Council continues with the current in-house approach but undergoes some service redesign to increase customer volumes and improve financial sustainability;
- Option 2: Spun Out Charitable Trust - the assets and services are held in trust and managed by trustees with clear objectives. The trust must be independent of the Council to have charitable status;
- Option 3: Long Term Outsource – the Council outsources the management and responsibility of operational service delivery for a period of time via a contract in consideration for a management fee / subsidy reduction;
- Option 4: Equity Joint Venture – the Council establishes a corporate Joint Venture (JV) with a strategic partner, which could be a private sector partner and / or a social enterprise or charity. The Council and partner contribute assets / investment and expertise to share in the benefits and risks;
- Option 5: Sale and Leaseback – this option can be linked to a number of other options, in one scenario the Council sells its assets to a partner and leases them back for a period of time, whilst procuring a contractor to be responsible for the operational delivery of the services.

Wellness programmes are not included within these negotiations and if/when the proposals are agreed, negotiations will take place on how these will continue to operate within the leisure/wellness centres.

Should the proposals be agreed, the timescales for implementation will be:

1. Procurement complete by April 2014
2. Operational by July 2014

Preferred Option

Through the business case analysis, it is clear that SCC needs to establish a structure which allows for a partnership approach with commercial investors for the Council to achieve its objectives.

Due to the nature of the services, SCC would need to work closely with a partner to ensure certain areas are handled with sensitivity. This would include:

- Ensuring a commitment to quality sport and leisure facilities;
- Ensuring a partner has strong values of Corporate Social Responsibility;

- Maintain and create links to local communities;
- Ensuring a commitment to providing services to the elderly and those on low income.

At this stage it is recommended that an Equity Joint Venture would be the preferred option.

Intelligence and Information

What sources of information have been used to inform this assessment/analysis? This should include but is not limited to consultations, resident/service user feedback and statistical data and intelligence.

Data available and analysed:

1. Sport Centres Facility Attendances 2012-2013 (Appendix 1). These attendances have been broken down into the following categories

- Lifecard holders
- Non Lifecard holders
- Wellness Centre Package holders
- Non Activity visits

2. Sport Centre Current Package Holders (Appendix 2)

These package holders have been broken down into the following categories

- Residents
- Non Residents
- Residents / Non Residents Combined

3. Sport Centre Holders (Appendix 3)

These package holders have been broken down into the following categories

- Residents
- Non Residents
- Residents / Non Residents Combined

4. National Benchmarking Service–Satisfaction Survey (Appendix 4)

During January & February 2012, the 4 pools within Sunderland City Council (Aquatic Centre, Hetton, Silksworth and Washington) undertook a National Benchmarking survey. The customers who completed the survey provided postcode information. Out of the 949 questionnaires completed, 799 contained a postcode.

5. National Benchmarking Service–Socio Economic (Appendix 5)

The socio economic status of customers using the Aquatic Centre, Hetton, Silksworth and Washington Pools

6. Sports Centre Users, House Types and Socio Economic Data (Appendix 6)

7. JSNA and Sport England Active People Headlines

JSNA profiles about health issues – to be reviewed once the JSNA is updated

Active People Survey results show that in Sunderland 19.62% of adults participate in 3x30minutes of moderate physical activity per week. From this survey we also know that 22.5% of the city's male population, and 17% of the city's female population participate in 3x30minutes per week. There is a clear difference here between the numbers of active males versus active females.

Further analysis shows that:

- 30.5% of the city's 16-25yr old residents are active 3x30minutes per week
- 25.2% of the city's 35-54yr old residents are active 3x30minutes per week
- 10% of the city's 55+ residents are active 3x30minutes per week

8. Building a Sustainable and Lasting Legacy in Sport and Physical Activity 2011/12 Scrutiny Review – see below evidence

As part of a review by Scrutiny Committee into Building a Sustainable and Lasting Legacy in Sport, the following barriers to sports participation were identified

Barriers to Participation in Sport – *what did Scrutiny say?*

Barriers to participation can affect people of all ages, ethnicities and socio-economic groups, however they are often more apparent for socially excluded groups, including workless or low-income families, homeless people, young people, women, BME groups, people with disabilities and older people.

The Council's Community Spirit panel in 2010 were asked how easy or difficult it is for them to be physically active in their local area. Overall, the majority of residents said this was easy, however a fifth of respondents said it was difficult.

Residents with a disability were significantly more likely to say they find it difficult to be physically active than those without a disability. The analysis also showed that males were slightly more likely to say they find it easy to be physically active in their local area than females.

The vast majority of comments around this question were from those who believed that they have the opportunity to exercise if they wish, which some said they were already doing. The majority of opportunities identified by respondents included visiting a Leisure Centre, where the cost was not felt to be prohibitive, or for general walking, jogging or cycling out and about in the local area.

The main reasons given from those who found it difficult to be physically active were around disability or because they felt they were too old. Other reasons included costs, distance, fear of crime in the local area or that it is not maintained well enough to do physical activity in. The most significant barriers to being physically active were identified by residents as being:

<u>Barrier</u>	<u>Percentage</u>
Lack of time	47%
Cost of activities	46%
Location of activities	30%
Disability/ill health	28%

Residents were asked to identify things that would encourage them to be more physically active. These included:

<u>Encouraging factor</u>	<u>Percentage</u>
Activities available at times that suit me	43%
Promotional discounted activities	39%
Opportunities in other facilities (not leisure centres)	35%

Other consultation and engagement

The service area engaged with residents, partners and activity providers to understand the type of sports and physical activity people would like to see available in the city. Within this consultation individuals also asked to identify where and when they would like to take part in sport and physical activity.

The cost of accessing sports facilities – *what did Scrutiny say?*

In order to reduce barriers associated with cost to sports facilities, the Council's aim as far as its sport and leisure pricing policy is concerned, is to direct funding to services for the benefit of its residents. Subsidies are targeted towards those residents who least can afford to pay for sport and physical activity.

Overcoming barriers for Targeted Groups – *what did Scrutiny say?*

The Council and the industry has long recognised the barriers its residents have to participation in sport and physical activity and Sport and Leisure have supported the community for a number of years by providing assistance, developing sport opportunities, raising awareness and tackling prejudice within communities, specifically with regard to ethnic minority groups.

BME Groups/Community Cohesion – *what did Scrutiny say?*

A project established with the Young Asian Voices group and Raich Carter Sports Centre engaged more than 50 males throughout 2011. Following the success of these sessions, an adult 11 a side Asian football team was developed who now compete in the North East Christian Fellowship League. The Raich Carter Sports Centre is located in an area of proportionately high BME groups for the city and work undertaken in recent years has included:-

- Outreach coaching at the Bangladeshi Centre;
- Programming specific gym and swim sessions for the Bangladeshi Centre
- Supporting the Refugee Centre Training Programme, by offering two refugees volunteer training in administration and life guarding;
- Programming badminton for the Indian Cultural Centre on Sunday afternoons;
- Midnight football for late night restaurant workers;

- Private swimming for Bangladeshi women; and
 - Young Asian Voices provide sessions for young people 9-19 years.
- The group work in conjunction with Centre staff and programme a number of activities throughout the year including football, gym and swim.

Using football to tackle community cohesion issues, an annual tournament has been developed at the RCSC to bring together communities who would not normally participate or positively interact. The service supports the annual Show Racism the Red Card festival and activities (multi club football event) organised by the SAFC Foundation, Sunderland Samba and Young Asian Voices.

Women – what did Scrutiny say?

Sangini is a women's organisation aiming to reach BME disadvantaged and excluded groups in an innovative and creative way whilst providing opportunities for tackling inequalities in health. The group have been proactive in the development of community wellness opportunities and have received assistance in accessing training and educational opportunities. The group have a gym and swimming sessions one morning a week at Raich Carter.

Funding secured from the ASA has been used to develop a women's swimming network. The Council has engaged a number of organisations including We're Out, University of Sunderland and Wearside Women in Need. Currently two groups have been established with 30 participants.

People with a disability – what did Scrutiny say?

The role of the Sunderland Disability Forum is to work with children who have physical and/or medical needs and who are attending a mainstream school within the city and to ensure these children the equality of opportunity through the provision of inclusive physical education and discrete disability sport events within an accessible and supportive environment. The Forum consists of representatives from Sport and Leisure, and other partners such as SAFC Foundation. Currently the Forum is coordinating a Sportsability Morning to be held on 19 January 2012, at Silksworth Community Pool, Tennis and Wellness Centre. The event is open to young people in Years 5, 6, 7, 8 and 9 with physical and/or medical difficulties attending mainstream secondary schools in Sunderland. The sports on offer include seated volleyball, sports hall athletics, tennis, wheelchair basketball and boccia.

The Sunderland Tennis Programme has developed a new Sound Tennis Club for people who are visually impaired. The adapted game is played on a short tennis court with a special foam ball with ball bearings inside, which shake to alert the player to where the ball has bounced. A series of taster sessions has also been delivered in schools with over 20 regular participants.

Modernisation and Area Provision

The Council has undertaken a significant investment and modernisation programme to assist those with disabilities. One area where significant progress has been made is ensuring that each area of the city has a

swimming pool and Wellness Centre, therefore encouraging community involvement, access and participation. In planning new facilities the service has ensured that residents have access to facilities which are fully compliant with DDA legislation, such as the Aquatic Centre, new 25m pools, City Adventure Play Park and the Tennis Centre Sensory Room.

2. Analysis of Impact on People

This section offers an opportunity to assess the intended and potential impact of the policy, decision or activity on the people of Sunderland. This includes specific consideration of the impact on individuals, groups with protected characteristics and communities of interest within the city. Please briefly outline any positive, negative or neutral impacts on the specific groups below. In this assessment it is important to remember the Council is required to give due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

(**) – note for Neutral Column ie. excluding over 70's and Under 18's

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age	<p>All physical activities developed and delivered by Leisure Centres are accessible to people of all ages. A number of activities including tea dances, bowls may appeal more to older age groups but do not restrict access to younger participants in the way that age specific services would.</p> <p>All led activities are delivered by instructors trained to accommodate a wide age range and offer easier/harder alternatives to ensure that activities are safe, effective and appropriate for all.</p>	<p><u>Aquatic Centre</u> Lifecard Holders (**) Dominant Age group is 20-24 Non Dominant Age group is 55-59</p> <p><u>Bunnyhill</u> Lifecard Holders Dominant Age group is 30-34 Non Dominant Age group is 65-69</p> <p><u>Hetton</u> Lifecard Holders Dominant Age group is 65-69 Non Dominant Age group is 50-54</p> <p><u>Houghton</u> Lifecard Holders Dominant Age group is 45-49 Non Dominant Age group is 20-24</p> <p><u>Seaburn</u> Lifecard Holders</p>	<p>Consultation results will inform this area further</p>

		<p>Dominant Age group is 65-69 Non Dominant Age group is 20-24</p> <p><u>Silksworth Pool</u> Lifecard Holders Dominant Age group is 60-64 Non Dominant Age group is 20-24</p> <p><u>Washington</u> Lifecard Holders Dominant Age group is 60-64 Non Dominant Age group is 50-54</p> <p><u>Raich Carter</u> To be confirmed</p>	
Disability	<p>Activities led by the Leisure Centres can have a positive impact on the health and well being of people with disabilities. Where ever possible and practical, provision is made to accommodate those with a disability and some services/activities are delivered from venues which can provide specialist assistance.</p>	<p>No specific impact has been identified for this characteristic at this time, although all services will be more customer focussed.</p>	<p>Consultation results will inform this area further</p> <p>Some facilities (ie Tennis Centre) are regarded as a city provision but provide key facilities for those with disabilities ie wheelchair tennis, sound tennis and the sensory room. Again consultation can inform this</p>
Gender/Sex	<p>All services are available to all genders.</p>	<p><u>Aquatic Centre</u> Package Holders Male = 1520 Female = 1367</p> <p>Lifecard Holders Male = 3588 Female = 3797</p> <p><u>Bunnyhill</u> Package Holders Male = 336 Female = 317</p> <p>Lifecard Holders Male = 116 Female = 196</p> <p><u>Hetton</u> Package Holders</p>	<p>Consultation results will inform this area further</p>

		<p>Male = 392 Female = 456</p> <p>Lifecard Holders Male = 1135 Female = 1444</p> <p><u>Houghton</u> Package Holders Male = 362 Female = 444</p> <p>Lifecard Holders Male = 507 Female = 770</p> <p><u>Seaburn</u> Package Holders Male = 279 Female = 207</p> <p>Lifecard Holders Male = 118 Female = 164</p> <p><u>Silksworth Pool</u> Package Holders Male = 864 Female = 1086</p> <p>Lifecard Holders Male = 2208 Female = 2618</p> <p><u>Washington</u> Package Holders Male = 743 Female = 600</p> <p>Lifecard Holders Male = 1850 Female = 2636</p> <p><u>Raich Carter</u> To be confirmed</p>	
Marriage and Civil Partnership	All programmes and services are available for those who are single, married or in a civil partnership.	No specific impact has been identified for this characteristic at this time, although all services will be more customer focussed.	Consultation results will inform this area further
Pregnancy and maternity	Specific provision for this group is made through a partnership with the Wellness Service ie. the Specialist Exercise Practitioner – Maternity for pre and post natal women up to 1	No specific impact has been identified for this characteristic at this time, although all services will be more customer	Consultation results will inform this are further

	<p>year after giving birth. Activities are programmed to accommodate their lifestyles and routines, specific activities are designed to be safe and effective at each stage of pregnancy and after giving birth.</p> <p>Some activities ie. Mums on the Move and Mums in the Pool have been specifically designed to include the infant, therefore negating the need for additional childcare.</p> <p>Residents requiring this service may attend general access sessions or be referred by a health care professional.</p>	focussed.	
Race/Ethnicity	<p>All Leisure Centre led services are available to people of any race or ethnicity.</p> <p>To engage further with specific communities, Leisure Centres do where appropriate work with BME groups and those with specific requirements to deliver activity taster sessions and courses to promote further integration into mainstream activity.</p>	No specific impact has been identified for this characteristic at this time, although all services will be more customer focussed.	<p>Consultation results will inform this area further</p> <p>Some facilities (ie Raich Carter) are located in an area of proportionally high BME groups compared to other areas of the city. Therefore the future of say Raich Carter will be important to this protected characteristic</p>
Religion/belief	<p>All programmes and services are available to individuals whatever their religion / belief. Individual needs are accommodated wherever it is practical to do so.</p>	No specific impact has been identified for this characteristic at this time, although all services will be more customer focussed.	<p>Consultation results will inform this are further</p> <p>Again similar to Race/Ethnicity the future of say Raich Carter will be important to this protected characteristic</p>
Sexual Orientation	<p>All programmes and services are available to individuals who are gay, lesbian or heterosexual.</p>	No specific impact has been identified for this characteristic at this time, although all services will be more customer focussed.	Consultation results will inform this area further
Trans-gender/gender identity	<p>All programmes and services are available to trans gender / gender identity individuals and</p>	No specific impact has been identified for this characteristic	Consultation results will inform this area further

	every effort is made to accommodate specific identified needs for changing / toilet facilities where it is practical to do so.	at this time, although all services will be more customer focussed.	
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Other individuals or groups impacted on:

The policy or action may also have an impact on other groups or individuals which are not covered by the statutory requirements. Please outline any additional individuals or groups which have not already been covered. This could include socio-economic groups, voluntary and community sector, carers or specific communities which face additional challenges (such as former coal mining areas or areas of high deprivation)

Voluntary and community sector groups may become more involved in the process of running the leisure complexes if a structure with charitable objects is selected.

People on low incomes could potentially be affected by any changes to the pricing policy. Whilst an internal review of the pricing policy is being undertaken there are no plans to change the pricing policy as part of the new delivery mechanism.

Gaps in intelligence and information:

Having undertaken the analysis are there any areas of intelligence or information which need to be improved? Please outline and areas where the current information is not complete enough to take a decision. Addressing this gap should be covered in the action plan.

Statistics are available for age and gender but are not for the other protected groups. There are gaps in the information that is available to look at all of the 'protect characteristics'. Information on current users of the leisure centres is taken from the membership database which retains details of all people with an active Lifecard and who are Package holders.

When applying for a Lifecard members are asked to provide information such as age, gender and if they are eligible for certain disability entitlements. Historically people have been unhappy with being asked to provide extra information, such as ethnicity, so this information is no longer required to complete the membership form.

For this reason there is no information held on marriage status, pregnancy, ethnicity, religion and sexual orientation. It is therefore difficult to determine how any changes would affect such groups as we are not aware of how many people fall into these protected categories actually access the service.

There are also gaps in the information with regards to casual users of the facilities who are not Lifecard members and just pay to use the facilities without being a member. For example Washington had 293,551 visits during 2012/13 and 541,562 visits were from non Lifecard holders and it is therefore difficult to establish the impacts on users who just use the service on a pay as you go basis.

Work will continue to refine the EIA as the process for developing an alternative delivery model progresses

Policy/Decision/Project/Activity Title: Richard Lowes

Responsible Officer: Julie Gray

3. Summary of Impacts and Response to Analysis

Please provide a summary of the overarching impacts that have been highlighted through the analysis process through the three questions below. It is important to recognise that individuals may belong to one or more of these characteristic groups and the combined impact could be greater than any single impact.

Who will the policy/decision/project/activity impact on and who will benefit?

At this point, there are expected to be positive impacts for a number of groups in the hope that the service will be maintained and be more customer focussed.

Impacts for specific proposals will be analysed following consultation.

Who will not benefit and why not?

Consultation will inform proposals and potential negative impacts. These will be highlighted in a revised Equality Impact Assessment. Each of the options for future service delivery will bring with it advantages and disadvantages. Once the preferred option is identified more focus can be made on identifying those groups that will not benefit.

Who should be expected to benefit and why don't they?

Not known at this point in time

4. Response to Analysis, Action Plan and Monitoring,

In this section please outline what actions you propose to take to minimise the negative, and maximise the positive, impacts that have been identified through the analysis. By considering and implementing these actions the policy or action can be refined to make sure that the greatest benefits are achieved for the people of Sunderland. The performance monitoring process should also be set out to explain how ongoing progress is going to be followed to make sure that the aims are met.

From the analysis four broad approaches can be taken, (No major change, continue with the policy/action despite negative implications, adjust the policy/decision/action or stop the policy/action). Please indicate, using the list below, which is proposed.

No Major Change – at this stage (✓)

Continue Despite Negative Implications ()

Adjust the Policy/Decision/Project/Activity ()

Stop ()

Action Plan

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
Look at gaps in current information and identify ways to fill these.			
Undertake consultation and engagement with users and non users across the city, with representatives from all communities to seek the views on the city's leisure centres			
Fully evaluate all qualitative and quantitative information to enable effective contribution towards the outline proposals			
Revise Equality Impact Assessment following consultation on the future service offer, to include proposals and recommendations – this will inform future Cabinet report			
Detail what requirements are needed to be added to the new delivery arrangements to ensure it meets Public Sector Equality Duty.			
Ensure agreement with new operator includes equality training for all new staff and volunteers			
Any changes to pricing, programs and access should only be taken after an Equality Analysis.			

Appendix 1

Sport & Leisure Facility Visits

2012 - 2013 annual visits

	Life Card Only Visits						Non Lifecard Activity Visits		Wellness Centre Package Visits						Non Lifecard Non Activity Visits		Overall Visits
		1		2		3	4							5		Total Usage	
	Resident Usage	Resident Percentage	Non Resident Usage	Non Resident Percentage	Total Usage	Percentage	Total Usage	Percentage	Resident Usage	Resident Percentage	Non Resident Usage	Non Resident Percentage	Total Usage	Percentage	Total Usage	Percentage	
Aquatic Centre	39,346	88.0%	5,344	12.0%	44,690	8.8%	219,554	43.4%	156,723	87.2%	22,976	12.8%	179,699	35.5%	61,930	12.2%	505,873
Bunnyhill	1,947	99.8%	4	0.2%	1,951	5.8%	741	2.2%	27,944	90.1%	3,063	9.9%	31,007	92.0%	0	0.0%	33,699
Hetton Community Pool	18,031	82.0%	3,960	18.0%	21,991	10.4%	84,081	39.6%	62,561	84.4%	11,534	15.6%	74,095	34.9%	32,008	15.1%	212,175
Houghton Sports Centre	10,067	88.9%	1,260	11.1%	11,327	9.3%	54,266	44.6%	42,495	91.0%	4,178	9.0%	46,673	38.4%	9,315	7.7%	121,581
Seaburn Centre	4,279	99.7%	13	0.3%	4,292	7.1%	25,358	42.0%	13,403	96.2%	523	3.8%	13,926	23.1%	16,750	27.8%	60,326
Silksworth Community Pool	42,046	88.8%	5,292	11.2%	47,338	16.9%	81,919	29.2%	102,024	89.3%	12,286	10.7%	114,310	40.7%	37,080	13.2%	280,647
Washington Leisure Centre	34,252	95.3%	1,676	4.7%	35,928	12.2%	75,643	25.8%	81,962	93.1%	6,120	6.9%	88,082	30.0%	93,898	32.0%	293,551
Total Centre Usage	149,968	91.8%	17,549	8.2%	167,517	10.1%	541,562	32.4%	487,112	90.2%	60,680	9.8%	547,792	42.1%	250,981	15.4%	1,507,852

Key

1. Resident Percentage - % of Life Card only visits to the centre per annum who are residents.
2. Non Resident Percentage - % of Life Card only visits to the centre per annum who are non residents.
3. Life Card only visits as a % of the total annual usage of the centre.
4. Non Life Card activity visits are paying customers for sport and leisure activities including sports hall activities including 5-a-side, badminton, bowls, soft play and dry coaching. 4.9% (39,512) of this total are Wellness gym and classes users who hold a 'User' Card where customer contact details are captured.
5. Non Life Card non activities non paying admissions into the facilities. Examples include; special events, spectators and meeting room hire where attendances are inputted onto system retrospective

Appendix 2
Sport & Leisure Facility Current Package Holders

Residents																								
Age	Aquatic Centre			Bunnyhill			Hetton			Houghton			Seaburn			Silksworth Pool			Washington			TOTAL		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
0 - 4	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
5 - 9	3	0	3	0	0	0	0	1	1	0	0	0	0	0	0	2	1	3	0	0	0	5	2	7
10 - 14	45	31	76	10	7	17	13	6	19	7	6	13	6	7	13	25	12	37	13	12	25	119	81	200
15 - 19	231	190	421	44	24	68	52	41	93	63	45	108	33	19	52	120	116	236	127	60	187	670	495	1,165
20 - 24	308	261	569	52	45	97	41	63	104	38	46	84	25	21	46	118	141	259	106	68	174	688	645	1,333
25 - 29	195	183	378	46	50	96	46	59	105	32	39	71	29	17	46	80	134	214	72	66	138	500	548	1,048
30 - 34	122	117	239	38	44	82	28	45	73	35	51	86	26	14	40	72	98	170	85	60	145	406	429	835
35 - 39	78	86	164	15	26	41	22	35	57	23	34	57	20	19	39	46	84	130	39	37	76	243	321	564
40 - 44	115	89	204	20	32	52	32	35	67	25	41	66	19	12	31	67	87	154	40	50	90	318	346	664
45 - 49	81	105	186	19	29	48	22	28	50	25	41	66	15	24	39	69	96	165	40	47	87	271	370	641
50 - 54	64	66	130	14	16	30	20	18	38	22	25	47	15	15	30	58	82	140	36	41	77	229	263	492
55 - 59	44	44	88	19	7	26	14	17	31	14	28	42	20	17	37	41	58	99	27	30	57	179	201	380
60 - 64	46	49	95	16	12	28	20	28	48	26	30	56	19	15	34	44	61	105	47	45	92	218	240	458
65 - 69	65	43	108	17	11	28	17	14	31	29	39	68	14	14	28	60	63	123	49	50	99	251	234	485
70 - 74	31	27	58	10	5	15	9	4	13	14	6	20	20	6	26	36	36	72	30	22	52	150	106	256
75 - 79	4	3	7	7	2	9	2	1	3	7	3	10	4	2	6	13	5	18	15	8	23	52	24	76
80 - 84	3	3	6	3	0	3	0	0	0	1	0	1	5	3	8	3	4	7	5	0	5	20	10	30
85 - 89	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	4	0	4
90+	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	1	0	1
Total	1,436	1,298	2,734	331	310	641	338	395	733	361	434	795	271	205	476	854	1,078	1,932	733	596	1,329	4,324	4,316	8,640

Non Residents																								
	Aquatic Centre			Bunnyhill			Hetton			Houghton			Seaburn			Silksworth Pool			Washington			TOTAL		
Age	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
0 - 4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5 - 9	0	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2
10 - 14	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	2	0	2
15 - 19	14	10	24	1	1	2	0	2	2	0	0	0	1	0	1	0	0	0	1	0	1	17	13	30
20 - 24	9	7	16	0	1	1	6	11	17	0	2	2	1	0	1	0	1	1	1	0	1	17	22	39
25 - 29	14	12	26	0	1	1	4	4	8	1	0	1	1	0	1	1	2	3	0	1	1	21	20	41
30 - 34	9	8	17	1	0	1	4	3	7	0	3	3	1	0	1	0	2	2	1	1	2	16	17	33
35 - 39	8	8	16	2	2	4	8	3	11	0	0	0	0	0	0	0	0	0	1	0	1	19	13	32
40 - 44	7	9	16	0	2	2	4	5	9	0	0	0	0	0	0	2	2	4	1	1	2	14	19	33
45 - 49	8	4	12	0	0	0	2	12	14	0	2	2	1	0	1	2	0	2	0	1	1	13	19	32
50 - 54	2	4	6	1	0	1	5	5	10	0	1	1	1	0	1	1	0	1	0	0	0	10	10	20
55 - 59	1	4	5	0	0	0	3	8	11	0	1	1	0	1	1	1	0	1	1	0	1	6	14	20
60 - 64	5	2	7	0	0	0	5	3	8	0	1	1	1	0	1	1	1	2	0	0	0	12	7	19
65 - 69	4	1	5	0	0	0	6	4	10	0	0	0	0	0	0	0	0	0	0	0	0	10	5	15
70 - 74	2	0	2	0	0	0	2	1	3	0	0	0	0	0	0	1	0	1	3	0	3	8	1	9
75 - 79	0	0	0	0	0	0	3	0	3	0	0	0	1	1	2	0	0	0	0	0	0	4	1	5
80 - 84	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
85 - 89	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1
90+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	84	69	153	5	7	12	54	61	115	1	10	11	8	2	10	10	8	18	10	4	14	172	161	333

Combined Residents & Non Residents																								
	Aquatic Centre			Bunnyhill			Hetton			Houghton			Seaburn			Silksworth Pool			Washington			TOTAL		
Age	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
0 - 4	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
5 - 9	3	0	3	0	0	0	2	1	3	0	0	0	0	0	0	2	1	3	0	0	0	7	2	9
10 - 14	46	31	77	10	7	17	13	6	19	7	6	13	6	7	13	26	12	38	13	12	25	121	81	202
15 - 19	245	200	445	45	25	70	52	43	95	63	45	108	34	19	53	120	116	236	128	60	188	687	508	1,195
20 - 24	317	268	585	52	46	98	47	74	121	38	48	86	26	21	47	118	142	260	107	68	175	705	667	1,372
25 - 29	209	195	404	46	51	97	50	63	113	33	39	72	30	17	47	81	136	217	72	67	139	521	568	1,089
30 - 34	131	125	256	39	44	83	32	48	80	35	54	89	27	14	41	72	100	172	86	61	147	422	446	868
35 - 39	86	94	180	17	28	45	30	38	68	23	34	57	20	19	39	46	84	130	40	37	77	262	334	596
40 - 44	122	98	220	20	34	54	36	40	76	25	41	66	19	12	31	69	89	158	41	51	92	332	365	697
45 - 49	89	109	198	19	29	48	24	40	64	25	43	68	16	24	40	71	96	167	40	48	88	284	389	673
50 - 54	66	70	136	15	16	31	25	23	48	22	26	48	16	15	31	59	82	141	36	41	77	239	273	512
55 - 59	45	48	93	19	7	26	17	25	42	14	29	43	20	18	38	42	58	100	28	30	58	185	215	400
60 - 64	51	51	102	16	12	28	25	31	56	26	31	57	20	15	35	45	62	107	47	45	92	230	247	477
65 - 69	69	44	113	17	11	28	23	18	41	29	39	68	14	14	28	60	63	123	49	50	99	261	239	500
70 - 74	33	27	60	10	5	15	11	5	16	14	6	20	20	6	26	37	36	73	33	22	55	158	107	265
75 - 79	4	3	7	7	2	9	5	1	6	7	3	10	5	3	8	13	5	18	15	8	23	56	25	81
80 - 84	3	3	6	3	0	3	0	0	0	1	0	1	5	3	8	3	4	7	5	0	5	20	10	30
85 - 89	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	3	0	3	5	0	5
90+	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	1	0	1
Total	1,520	1,367	2,887	336	317	653	392	456	848	362	444	806	279	207	486	864	1,086	1,950	743	600	1,343	4,496	4,477	8,973

Appendix 3
Sports Centre Lifecard Holders

Residents																														
	Aquatic Centre			Bunnyhill			Crowtree			Hetton			Houghton			Seaburn			Silksworth Pool			Silksworth Ski Slope			Washington			TOTAL		
Age	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total			
0 - 4	686	600	1,286	4	4	8	29	18	47	105	120	225	66	78	144	2	3	5	472	446	918	10	7	17	166	124	290	1,540	1,400	2,940
5 - 9	805	806	1,611	8	9	17	98	115	213	281	295	576	138	207	345	7	2	9	563	535	1,098	101	57	158	512	622	1,134	2,513	2,648	5,161
10 - 14	530	503	1,033	15	18	33	69	87	156	148	147	295	66	98	164	3	4	7	263	237	500	195	130	325	349	368	717	1,638	1,592	3,230
15 - 19	237	256	493	9	12	21	13	17	30	50	47	97	19	37	56	6	7	13	98	124	222	91	68	159	111	176	287	634	744	1,378
20 - 24	206	242	448	6	21	27	3	3	6	11	48	59	9	19	28	3	6	9	56	94	150	72	43	115	53	100	153	419	576	995
25 - 29	105	135	240	7	18	25	0	2	2	21	50	71	9	28	37	10	10	20	45	113	158	40	31	71	48	118	166	285	505	790
30 - 34	76	136	212	6	25	31	5	9	14	16	68	84	20	31	51	4	9	13	58	116	174	42	25	67	49	151	200	276	570	846
35 - 39	75	129	204	7	11	18	7	11	18	21	49	70	13	17	30	7	5	12	61	109	170	28	35	63	52	127	179	271	493	764
40 - 44	92	119	211	11	12	23	4	8	12	26	49	75	5	39	44	6	19	25	81	121	202	57	31	88	58	132	190	340	530	870
45 - 49	75	108	183	8	14	22	6	7	13	26	42	68	22	40	62	8	17	25	64	100	164	44	23	67	58	99	157	311	450	761
50 - 54	65	86	151	8	18	26	3	4	7	15	37	52	20	21	41	7	13	20	62	110	172	18	11	29	52	85	137	250	385	635
55 - 59	49	66	115	8	9	17	9	7	16	22	32	54	19	26	45	7	15	22	57	100	157	11	5	16	54	90	144	236	350	586
60 - 64	66	100	166	5	7	12	9	10	19	29	59	88	22	28	50	7	11	18	61	150	211	3	2	5	62	159	221	264	526	790
65 - 69	93	111	204	7	8	15	20	23	43	38	43	81	26	30	56	14	13	27	77	99	176	1	1	2	79	124	203	355	452	807
70 - 74	46	47	93	2	7	9	8	26	34	22	19	41	18	16	34	13	14	27	28	56	84	1	1	2	38	55	93	176	241	417
75 - 79	24	14	38	3	1	4	14	22	36	8	11	19	5	10	15	4	7	11	24	28	52	1	0	1	28	32	60	111	125	236
80 - 84	11	4	15	1	0	1	4	6	10	2	1	3	7	1	8	6	4	10	10	10	20	0	0	0	14	10	24	55	36	91
85 - 89	3	1	4	0	0	0	0	1	1	0	0	0	1	0	1	2	1	3	1	0	1	0	0	0	2	3	5	9	6	15
90+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	1	0	1	1	1	2
Total	3,244	3,463	6,707	115	194	309	301	376	677	841	1,117	1,958	485	726	1,211	116	160	276	2,081	2,549	4,630	715	470	1,185	1,786	2,575	4,361	9,684	11,630	21,314

Non Residents

	Aquatic Centre			Bunnyhill			Crowtree			Hetton			Houghton			Seaburn			Silksworth Pool			Silksworth Ski Slope			Washington			TOTAL		
Age	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
0 - 4	47	45	92	1	0	1	1	0	1	50	66	116	0	12	12	0	1	1	12	9	21	7	3	10	13	7	20	131	143	274
5 - 9	97	90	187	0	0	0	1	1	2	146	114	260	16	13	29	0	0	0	17	16	33	44	49	93	18	21	39	339	304	643
10 - 14	51	36	87	0	0	0	1	1	2	19	14	33	0	9	9	0	0	0	27	16	43	116	91	207	8	3	11	222	170	392
15 - 19	20	19	39	0	0	0	0	0	0	1	9	10	0	0	0	0	0	0	6	1	7	37	19	56	1	1	2	65	49	114
20 - 24	13	18	31	0	0	0	0	0	0	3	6	9	0	0	0	0	0	0	3	1	4	1	0	1	1	0	1	21	25	46
25 - 29	12	12	24	0	0	0	0	0	0	2	9	11	0	0	0	1	0	1	6	2	8	1	0	1	3	2	5	25	25	50
30 - 34	16	16	32	0	1	1	0	0	0	6	15	21	1	1	2	0	0	0	4	3	7	0	2	2	4	4	8	31	42	73
35 - 39	10	10	20	0	0	0	0	0	0	11	12	23	1	0	1	0	0	0	9	1	10	1	0	1	1	3	4	33	26	59
40 - 44	14	11	25	0	0	0	0	0	0	4	6	10	0	2	2	0	1	1	7	2	9	0	3	3	2	4	6	27	29	56
45 - 49	10	6	16	0	0	0	0	0	0	8	9	17	0	2	2	0	0	0	9	2	11	1	2	3	6	2	8	34	23	57
50 - 54	7	14	21	0	1	1	0	0	0	2	9	11	0	0	0	0	0	0	4	2	6	1	0	1	3	1	4	17	27	44
55 - 59	7	10	17	0	0	0	0	0	0	4	9	13	0	0	0	1	0	1	4	6	10	0	0	0	0	0	0	16	25	41
60 - 64	12	14	26	0	0	0	0	1	1	10	23	33	0	0	0	0	1	1	6	3	9	0	0	0	1	3	4	29	45	74
65 - 69	18	17	35	0	0	0	0	0	0	19	22	41	1	4	5	0	1	1	9	4	13	1	1	2	0	6	6	48	55	103
70 - 74	3	9	12	0	0	0	0	0	0	4	3	7	2	1	3	0	0	0	2	0	2	0	0	0	0	4	4	11	17	28
75 - 79	5	5	10	0	0	0	0	0	0	4	1	5	1	0	1	0	0	0	1	1	2	0	0	0	1	0	1	12	7	19
80 - 84	2	1	3	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	5	1	6
85 - 89	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
90+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	1	0	1
Total	344	334	678	1	2	3	3	3	6	294	327	621	22	44	66	2	4	6	127	69	196	210	170	380	64	61	125	1,067	1,014	2,081

Combined Residents & Non Residents

	Aquatic Centre			Bunnyhill			Crowtree			Hetton			Houghton			Seaburn			Silksworth Pool			Silksworth Ski Slope			Washington			TOTAL		
Age	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
0 - 4	733	645	1,378	5	4	9	30	18	48	155	186	341	66	90	156	2	4	6	484	455	939	17	10	27	179	131	310	1,671	1,543	3,214
5 - 9	902	896	1,798	8	9	17	99	116	215	427	409	836	154	220	374	7	2	9	580	551	1,131	145	106	251	530	643	1,173	2,852	2,952	5,804
10 - 14	581	539	1,120	15	18	33	70	88	158	167	161	328	66	107	173	3	4	7	290	253	543	311	221	532	357	371	728	1,860	1,762	3,622
15 - 19	257	275	532	9	12	21	13	17	30	51	56	107	19	37	56	6	7	13	104	125	229	128	87	215	112	177	289	699	793	1,492
20 - 24	219	260	479	6	21	27	3	3	6	14	54	68	9	19	28	3	6	9	59	95	154	73	43	116	54	100	154	440	601	1,041
25 - 29	117	147	264	7	18	25	0	2	2	23	59	82	9	28	37	11	10	21	51	115	166	41	31	72	51	120	171	310	530	840
30 - 34	92	152	244	6	26	32	5	9	14	22	83	105	21	32	53	4	9	13	62	119	181	42	27	69	53	155	208	307	612	919
35 - 39	85	139	224	7	11	18	7	11	18	32	61	93	14	17	31	7	5	12	70	110	180	29	35	64	53	130	183	304	519	823
40 - 44	106	130	236	11	12	23	4	8	12	30	55	85	5	41	46	6	20	26	88	123	211	57	34	91	60	136	196	367	559	926
45 - 49	85	114	199	8	14	22	6	7	13	34	51	85	22	42	64	8	17	25	73	102	175	45	25	70	64	101	165	345	473	818
50 - 54	72	100	172	8	19	27	3	4	7	17	46	63	20	21	41	7	13	20	66	112	178	19	11	30	55	86	141	267	412	679
55 - 59	56	76	132	8	9	17	9	7	16	26	41	67	19	26	45	8	15	23	61	106	167	11	5	16	54	90	144	252	375	627
60 - 64	78	114	192	5	7	12	9	11	20	39	82	121	22	28	50	7	12	19	67	153	220	3	2	5	63	162	225	293	571	864
65 - 69	111	128	239	7	8	15	20	23	43	57	65	122	27	34	61	14	14	28	86	103	189	2	2	4	79	130	209	403	507	910
70 - 74	49	56	105	2	7	9	8	26	34	26	22	48	20	17	37	13	14	27	30	56	86	1	1	2	38	59	97	187	258	445
75 - 79	29	19	48	3	1	4	14	22	36	12	12	24	6	10	16	4	7	11	25	29	54	1	0	1	29	32	61	123	132	255
80 - 84	13	5	18	1	0	1	4	6	10	3	1	4	7	1	8	6	4	10	10	10	20	0	0	0	16	10	26	60	37	97
85 - 89	3	2	5	0	0	0	0	1	1	0	0	0	1	0	1	2	1	3	1	0	1	0	0	0	2	3	5	9	7	16
90+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	0	0	0	1	0	1	2	1	3
Total	3,588	3,797	7,385	116	196	312	304	379	683	1,135	1,444	2,579	507	770	1,277	118	164	282	2,208	2,618	4,826	925	640	1,565	1,850	2,636	4,486	10,751	12,644	23,395

Appendix 4
National Benchmarking Survey

	Aquatic		Hetton		Silksworth		Washington	
	Centre Score	Industry Ave	Centre Score	Industry Ave	Centre Score	Industry Ave	Centre Score	Industry Ave
Activity available at convenient times	4.67	4.58	4.64	4.58	4.41	4.58	4.4	4.5
Ease of booking	4.61	4.5	4.55	4.5	4.34	4.5	4.37	4.31
Activity charge/fee	4.46	4.24	4.33	4.24	4.24	4.24	4.06	4.2
Range of activities	4.64	4.35	4.49	4.35	4.36	4.35	4.24	4.34
Quality of flooring in sports hall							3.42	4.16
Quality of lighting in sports hall							3.78	4.07
Quality of equipment	4.58	4.38	4.57	4.38	4.27	4.38	3.79	4.3
Water quality in swimming pool	4.43	4.42	4.56	4.42	4.38	4.42	4.09	4.29
Water temperature in swimming pool	4.02	4.27	4.33	4.27	4.25	4.27	3.98	4.07
Cleanliness of changing areas	4.19	4.12	4.5	4.12	4.26	4.12	3.78	4.03
Cleanliness of activity spaces	4.49	4.33	4.53	4.33	4.2	4.33	3.91	4.22
Helpfulness of reception staff	4.57	4.55	4.64	4.55	4.81	4.55	4.6	4.42
Helpfulness of other staff	4.69	4.52	4.66	4.52	4.77	4.52	4.55	4.42
Standard of coaching/instruction	4.61	4.65	4.61	4.65	4.81	4.65	4.75	4.5
Value for money of activities	4.55	4.34	4.31	4.34	4.37	4.34	4.1	4.27
Overall satisfaction	4.6	4.48	4.55	4.48	4.47	4.48	4.16	4.35
Total (Net score)	63.11	61.73	63.27	61.73	61.94	61.73	65.98	68.45
	1.38		1.54		0.21		-2.47	

**Appendix 5
Socio Economic Status of Users**

Socio-economic Group

	Aquatic Centre	Hetton	Silksworth	Washington	Ave. 4 Pools
1 & 2 Higher & Lower Professional / Managerial	42.1%	53.2%	65.9%	41.2%	50.6%
3 Intermediate occupations	21.8%	22.9%	10.2%	23.5%	19.6%
4 Small employers & self employed	8.3%	5.5%	3.4%	4.2%	5.4%
5 Lower supervisory & technical	12.8%	5.0%	10.2%	11.5%	9.9%
6 & 7 Semi routine / Routine occupations	15.0%	13.3%	10.2%	19.6%	14.5%

**Appendix 6
Sports Centre Users, House Types and Socio Economic Data**

Chart identifies Sport & Leisure facilities centre users compared to overall Sunderland residents. Table is broken down into socio-economic groups by analysing mosaic profiles.

Group Code	Group Type	Total Houses within Sunderland	% Group Type by Total Houses	Aquatic Centre	Aquatic Centre Percentage	Heaton	Heaton Percentage	Silksworth Pool	Silksworth Pool Percentage	Washington Leisure Centre	Washington Leisure Centre Percentage	Total All Centres	Total All Centres Percentage
1	Residents of isolated rural communities	500	0.4%	0	0.0%	1	0.6%	0	0.0%	1	0.4%	2	0.3%
2	Residents of small and mid-sized towns with strong local roots	4961	4.0%	5	3.7%	11	6.3%	3	3.3%	14	6.2%	33	5.3%
3	Wealthy people living in the most sought after neighbourhoods	866	0.7%	1	0.7%	0	0.0%	5	5.5%	3	1.3%	9	1.4%
4	Successful professionals living in suburban or semi-rural homes	4692	3.8%	8	6.0%	11	6.3%	12	13.2%	20	8.9%	51	8.1%
5	Middle income families living in moderate suburban semis	14044	11.4%	21	15.7%	21	11.9%	26	28.6%	37	16.4%	105	16.8%
6	Couples with young children in comfortable modern housing	4008	3.2%	2	1.5%	21	11.9%	4	4.4%	17	7.6%	44	7.0%
7	Young, well-educated city dwellers	4623	3.7%	10	7.5%	0	0.0%	2	2.2%	0	0.0%	12	1.9%
8	Couples and young singles in small modern starter homes	3299	2.7%	3	2.2%	3	1.7%	1	1.1%	6	2.7%	13	2.1%
9	Lower income workers in urban terraces in often diverse areas	12021	9.7%	13	9.7%	6	3.4%	0	0.0%	16	7.1%	35	5.6%
10	Owner occupiers in older-style housing in ex-industrial areas	10612	8.6%	11	8.2%	26	14.8%	6	6.6%	17	7.6%	60	9.6%
11	Residents with sufficient incomes in right-to-buy social houses	26883	21.8%	19	14.2%	42	23.9%	10	11.0%	53	23.6%	124	19.8%
12	Active elderly people living in pleasant retirement locations	2833	2.3%	3	2.2%	5	2.8%	6	6.6%	6	2.7%	20	3.2%
13	Elderly people reliant on state support	10724	8.7%	15	11.2%	11	6.3%	7	7.7%	11	4.9%	44	7.0%
14	Young people renting flats in high density social housing	4049	3.3%	1	0.7%	0	0.0%	3	3.3%	4	1.8%	8	1.3%
15	Families in low-rise social housing with high levels of benefit need	19397	15.7%	22	16.4%	18	10.2%	6	6.6%	20	8.9%	66	10.5%
		123512		134		176		91		225		626	

