

Equality Impact Analysis (EIA) of main Budget proposals for 2016/2017

1. Overview and Summary

The Council is obliged to set a balanced budget and Council Tax charge in accordance with the Local Government Finance Act 1992. The purpose of this EIA is to assess the main items in the budget that is likely to be proposed to Full Council on 26th February 2016, following discussion of the proposed Budget at the Finance and Delivery Policy and Accountability Committee on 3rd February 2016, as well as at Cabinet on 8th February 2016.

The revenue part of the budget and associated equality impacts was also discussed at the following Policy and Accountability Committees:

- Community Safety, Environment & Resident Services 18th January 2016
- Children & Education 18th January 2016
- Economic Regeneration, Housing & the Arts 19th January 2016
- Health, Adult Social Care & Social Inclusion 2nd February 2016

The revenue part of the budget is found at Section D of this EIA.

For 2016/2017, a balanced budget is proposed, based on various growth areas, efficiency savings, fees and reserves. On the basis of that budget, the Council proposes to freeze Council Tax. Further information is set out in the accompanying Report.

A public authority must, in the exercise of its functions, comply with the requirements of the Equality Act 2010 and in particular section 149 (the Public Sector Equality Duty). This EIA is intended to assist the Council in fulfilling its public sector equality duty ("PSED"). It assesses, so far as is possible on the information currently available, the equality impact of the budget, including the proposal to freeze Council Tax. The requirements of the PSED and case law principles are explained in the Legal Implications section of the report to Full Council. The Equality Implications section of that report is informed by this analysis.

2. Methodology

The analysis looks, first, at the impact of freezing Council Tax and, secondly, at the budget on which that decision is based. It is not, however, feasible or appropriate to carry out detailed EIAs of all the individual proposed policy decisions on which the budget is based at this stage. Detailed EIAs will be carried out of policy decisions that have particular relevance to the protected groups prior to any final decision being taken to implement those policy decisions. This will happen throughout 2016/17 as part of the Council's decision-making process, and changes will be made where appropriate.

The aim in this document is to identify the elements of the budget that may have a particular adverse or a particular positive impact on any protected group so that these can be taken into account by the Council when taking a final decision on the budget and the level of Council Tax. Generally, it is not possible at this stage, and prior to any detailed EIA, to identify measures that will mitigate the adverse effects of any particular policy decision, although where this is possible mitigating measures are identified at the appropriate point in this document.

3. Analysis of the impact of Council Tax remaining at current level

As part of the budget setting process in 2015/16 a detailed analysis of the equality impacts of a 1% reduction in council tax was carried out. For 2016/17 it is proposed that council tax remains at its current level which means that there is no new impact resulting from the setting of council tax for this budgetary year, either positive or negative.

The government initiative in the Autumn statement to allow local authorities to raise council tax by 2% (with the proviso that the extra funds generated be ring-fenced for spending on social care) (“the social care precept”) means that the Council needs to assess the impact of not taking this option. Were the Council to take this option it would mean that the Council would have £1.07m additional income ring-fenced for spending on adult social care (ASC).

Users of ASC services comprise customers with physical support, learning disability and mental health needs and their carers. Based on the latest population data (please see Appendix 1), 20% of the Borough population have a long term health condition or disability and 9% of the population are above 65. 69% of carers assessed by the Council are women carers (whereas only 51.3% of the population as a whole is female), so carers are disproportionately more likely to be female. For ASC residential and nursing placements and for community based services, 33% of customers are from Black, Asian, mixed or other ethnicity groups, 65% of customers are White and 2% remain unclassified. This is based on published information in the Short and Long term Care return. In contrast, data from the 2011 Census indicates that the proportion of Black, Asian, mixed or other ethnicity groups in the Borough population as a whole is 32% so these groups are marginally over-represented among service users. Given that the provision of ASC services in general promotes equality of opportunity for these groups, a decision not to use the social care precept is potentially a decision to forego a chance to promote equality of opportunity for these groups and/or a decision not to avoid a negative impact on these groups.

However, the equality impact analysis of the currently proposed ASC budget, later in this document, shows that the savings that it is proposed to make from the social care services budget are not themselves likely to have any significant adverse impact on any individual service user or carer and the council will continue to meet its statutory duties on the basis of the current budget. The additional £1.07 million which could be raised through the social

care precept is not therefore necessary to address any significant adverse impact of the present ASC budget since no such impact has been identified. ASC's proposed budget also incorporates a growth of £1.475m, details of which are set out in paragraph 4.1.8 of this EIA. That growth, which is assessed below to have positive impacts, is achievable without the need to use the social care precept.

An additional £1.07m income could, though, be used for: (i) providing further additional discretionary ASC services; and/or (ii) meeting any non-anticipated ASC budget pressures, eg if demand for social care services is greater than expected in any area. Of those, option (i) would be capable of contributing further to the promotion of equality of opportunity for some users of ASC services and their carers. Option (ii) might also have such an effect, though if there were a shortfall in the Council's provision of services to meet its statutory duties, the Council would in any event find that money from reserves if there were insufficient money in the social care budget.

The Council must give due weight to these impacts when determining council tax and the budget for 2016/17. The Council will need to balance the impact of not using the social care precept against the wider benefits of not raising council tax or implementing the social care precept this year.

In considering this decision, the Council will also need to take into account what the equalities impact would be of introducing the social care precept of 2%. A detailed equality impact analysis of the effect of reducing council tax was undertaken for the purposes of last year's Budget. It is possible to draw on that analysis in order to consider the potential impact of introducing the social care precept, which would essentially produce the inverse picture to last year's reduction. In other words:

- those who are eligible for full Local Council Tax Support ("LCTS") would not be affected;
- those who are not eligible for LCTS would bear the bulk of the increase (likely to amount to £14.56 per year for a Band D Council Tax payer);
- those who are eligible for partial LCTS would bear a smaller increase.

Appendix 2 provides details of LCTS claimant data. In terms of equality impact, the group that will be most significantly affected by any increase in council tax and/or the introduction of the social care precept will be those with low incomes that are just above the threshold for LCTS or who qualify for partial LCTS for whom the increase will represent a larger proportion of their disposable income. No specific data is held for this group, but the profile is likely to be similar to that of those who are eligible for LCTS. Of the 16,634 LCTS claimants, approximately 68-70% are female (significantly higher than the proportion of females in the borough population as a whole, which was 51.3% according to the 2011 Census. Pensioners are also disproportionately represented (35.10% of LCTS claimants, but only 9% of Borough residents). Based on ONS data on low income groups, it is also likely that disabled residents, ethnic minority groups, women on maternity leave, single parents (who are normally women) and families with young children will be

disproportionately represented in the affected group. Any children present in such households may be indirectly affected by the decrease in household income. Further, in line with social trends, there is likely to be a group of pensioners who are asset rich but cash poor who occupy some of the more expensive properties in the borough and will thus be subject to a greater negative financial impact as a proportion of their disposable income. For example, a 2% increase on a property banded at G would result in an increase of £34.10pa.

As such, introducing the social care precept by 2% would likely have a disproportionate negative impact on pensioners, women, the disabled, ethnic minority groups and (indirectly) on children. The Council will need to weigh this negative impact against the potential positive impact of raising an additional £1.07m ring-fenced income for ASC services.

4. Analysis of overall impact of the proposed Budget

4.1. Adult Social Care (ASC)

4.1.1. Efficiencies, Savings, Growth and Fees and Charges

The 2016/17 efficiencies proposals are detailed in this report. They are grouped into transformation projects, procurement and contract efficiencies, reconfiguration of services, investment from Health and other efficiencies.

Any efficiencies with a potential equalities impact on staff will be considered as part of the staffing establishment reorganisations. Other items are to do with more efficient ways of delivering services to the customers and carers and those are detailed below.

Also included in this report is new growth and proposed fees and charges.

Detailed EIAs will be carried out at the time the proposals are in development when the impact can be fully assessed.

4.1.2. Transformation Portfolio Projects

The strategic plan for Adult Social Care over the coming years is to improve frontline services and deliver on major service transformation programs. This will be done through:

	H&F 2016/17 Savings
Customer Journey Operations Alignment	£1.333m
Prevention strategy with the aim to reduce costs by investing in assistive technology	£0.275m

4.1.2.1. Customer Journey Operations Alignment £1.333m

The aim of the measure is to design and implement a single ASC operating model and organisation structure which will include a core service offer to meet local service requirements. This is likely to have a positive impact for the customer as it would:

- improve the customer and carer experience, streamline processes and make the best use of the operations staff.
- enable the Council to deliver a better quality of service to customers and carers by reducing bureaucracy.
- put the customers and carers in charge of their information that goes through the system and improve integration with social care workers when the information required is always readily available. There is now a people first website where customers and social work practice can obtain information and advice which would help in the assessment of services.
- Streamline the access of services and align the hospital discharge process.

Organisational models of alternative ASC Operations structures are under management review, prior to assembly of a business case for presentation in January 2016. This will include a full EIA impact assessment.

4.1.3. Prevention strategy with the aim to reduce costs by investing in assistive technology £0.275m

This would have a positive impact for customers as it requires investment in assistive technology. This proposal is based on increasing the number of people using tele care thereby enabling them to stay at home for longer, while also reducing the cost of home care services. 19.9% of the borough population have long term health needs or disability and this would be a positive benefit to them.

This project is at the stage of a case audit seeking to verify the current impact of the project with a view to testing that the operational and customer benefits are being delivered and are linked to a whole systems approach.

4.1.4. Procurement and Contract Efficiencies

	H&F2016/17 Savings
Reviewing of Care Pathways	£0.748m
Supporting People reprocurring of Contracts	£0.190m
Public Finance Initiative contractual savings resulting from the renegotiation of the contract.	£0.492m

4.1.4.1. Reviewing of Care Pathways £0.748m

The aim of the contract efficiency savings is to reduce the cost of the Adult Social Care services currently commissioned through external providers. This may also benefit customers by increasing service efficiency. The process will involve:

- Benchmarking against the market to ensure contracts represent the best value for money and are competitively priced.
- Renegotiating contract terms and reprocurring services where necessary to secure the best value and minimise concentration of risk.
- Reducing the number of contracts to ensure these can be effectively managed within available contract management resources.
- Harmonising contract management processes and systems.

4.1.4.2. Supporting People reprocurring of Contracts £0.190m

This proposal is centred around the reprocurement of homelessness contracts which is likely to have a positive impact on customers as aspects of this measure will involve reprocurring to ensure that a more efficient service is being provided. Such decisions are subject to the usual decision-making process which may include carrying out an Equality Impact Analysis at which stage the impact can be fully assessed.

4.1.4.3. Review Private Finance Initiative contractual savings resulting from the renegotiation of the contract £0.492m

This nursing home placements and extra care sheltered PFI long term contract has been renegotiated with the provider leading to full-year savings. This settlement resulted in significant one-off savings for the Council and for Health. The Council saved (£1.66m) which was reflected in the outturn figures in 2014/15. This is likely to have a neutral effect for customers as a result of the savings as there will be no change in service provision.

4.1.5. Reconfiguration of Services.

	H&F2016/17 Savings
In Borough / At home support for younger adults through Learning Disability Supported Accommodation	£0.089m
Review of all high cost and high needs placements for continuing Health funding and review of Direct Payment Packages through a case file approach	£0.752m

4.1.5.1. In Borough / At home support for younger adults through Learning Disability Supported Accommodation £0.089m

This will have a positive impact for Adult Social Care customers as these changes aim to meet the projected increase in demand for services by people with Learning Disabilities in the borough through the remodelling existing accommodation services. High quality specialist housing provision in the borough to meet current and future complex health, social care and physical needs is in short supply.

The department is working with housing to deliver re-modelled in-borough housing and support options for customers. The Council's aim is to provide access to a range of quality local housing provision avoiding the need for out-of-borough expensive residential care provision. Thus the intention is to be in a position to provide more accommodation at lower cost, hence the positive impact on customers despite the savings being made.

4.1.5.2. Review of all high cost and high needs placements for continuing Health funding and review of Direct Payment Packages through a case file approach £0.752m

The proposal is to review high cost placement and care packages with a view, where appropriate, to referring individuals to NHS continuing health care for funding, thus potentially reducing the Council's expenditure, but not negatively affecting the individuals who would continue to receive the same services (or alternative services appropriate to their needs), but funded by the NHS rather than the Council. This is a review of high cost and direct care packages to ensure assessed needs are being met and services are tailored to the requirements of the customers. Impact on customers should therefore be neutral or positive where (as a result of the review) services are changed to ensure more timely and appropriate interventions and a more integrated and co-ordinated approach to care services.

4.1.6. Investment from Health.

	H&F 2016/17 Savings
Improve Outcomes and reduce dependency amongst customers through better joint services with the NHS	£0.965m
Delivering on outcomes based Commissioning and accountable care through Whole Systems approach with Health	£0.200m

4.1.6.1. Improve Outcomes and reduce dependency amongst residents through better joint services with NHS £0.965m

This item relates to money being received by the Council from the NHS to benefit health and social care outcomes. This will have a positive impact in protecting front line services for all care groups who require a care package.

5% of the Borough population are above 65 with a further 4% above 75+ with ever increasing care needs.

4.1.6.2. Delivering on outcomes based Commissioning and accountable care through Whole Systems approach with Health £0.200m

The proposal is to integrate care and to work increasingly with health care colleagues and having a joint commissioning programme of services. The aim is for this to have a positive impact on the customer through joint services for all care groups who require a care package. 5% of the Borough population are over 65 with a further 4% above 75+ with ever increasing health and social care needs.

4.1.7. Other Efficiencies.

	H&F 2016/17 Savings
Review of Supporting People Balances	£0.200m
Parkview review of costs	£0.077m

4.1.7.1. Review of Supporting People (SP) Balances £0.200m

The proposal is to fund supporting people services from the SP reserve and will have no impact on customers.

4.1.7.2. Parkview review of costs £0.077m

The proposal is to fund the remaining net revenue budget of £0.77m from S106 funding leaving no general fund contribution and has no impact on customers.

4.1.8. Growth.

4.1.8.1. Increase in demand for Home care services, Direct payment services and Independent Living Fund: £2.370m.

4.1.8.1.1. Increase in demand

Similar to the previous year, there are increasing pressures on the Home Care Packages and Direct Payments budgets as part of the out of hospital strategy, to support customers at home and avoid hospital admission or to enable early discharge. This has led to an increase in home care costs above that which would have normally occurred. There is a net projected overspend of £0.732m in 2015/16.

The department jointly with the CCG have commissioned a piece of work to understand the pressures on the health system and what is causing the overspend in Home Care. There will be additional cost pressures on the

Home Care budget with the tendering of the new Home Care contracts from 2016/17 - both from an increase in prices to improve quality and a potential increase in demand. For 2016/17 this will be funded from the ASC reserve and from 2017/18, a new growth bid has been proposed.

4.1.8.2. Direct Payment

Due to the introduction of the new Home Care contracts, which are outcome based, decisions need to be made regarding changing the Direct Payment rate for Home Care, to reflect the new higher contract rate in line with the London living wage to be paid to providers or to adopt an alternative method for calculating the Home Care direct payments rates. The DP rates could be calculated according to the Resource Allocation System (RAS) which would allocate resources based on what it costs the Council to provide and purchase services to meet the varying needs of our customers determined through the care assessment. A proposed growth allocation of £0.600m has been allowed in the budget process.

These will all be of high relevance to disabled people and will support the participation of disabled people in public life and help to advance equality of opportunity between disabled and non-disabled people. This proposal is thus likely to have a positive impact as there will be additional funding to meet the increase in the demand and needs of these customers and carers.

4.1.8.3. Independent Living Fund new Burden

LBHF took responsibility for the payment of Independent Living Fund (ILF) to 48 customers on 1st July 2015. The un-ringfenced grant determination issued by the Department of Communities and Local Government confirmed funding for LBHF of £671,292, which covers the ILF payments of the 48 ILF customers for the period 1st July 2015 to 31st March 2016. We anticipate a full-year revenue grant in 2016/17 of £895,000 and we are awaiting the final details from DCLG.

These customers have had annual reviews of their Adult Social Care needs by social workers. Subject to final confirmation, funding is now available for 2016/17 which should alleviate concerns and provide a positive impact on maintaining support and employment opportunities for these disabled customers.

4.1.9. Fees & Charges

4.1.9.1. Meals on Wheels: Proposed Price Reduction.

LBHF provides a meal service for customers of the borough under the Care Act and charges customers a flat rate contribution towards the service.

Meals services are provided to customers by the contractor Sodexho Ltd. There is a part of a contract framework agreement with Sodexho Ltd and

Hammersmith and Fulham Council is the lead authority. The contract commenced on 8th April 2013 and covers a five year period.

Reducing the price is expected to have a positive impact on the 122 current service users as it will improve their financial position and wellbeing.

4.1.9.2. Careline : Proposed Price Freeze

If there is no change on the careline charge from the 2015/16 price, this will be a positive impact as it will improve the financial position of customers in real terms.

4.2. Children's Services (CHS)

Key Protected Characteristics: Children with Disability, Maternity and Pregnancy, Age, Race, Religion, Gender

4.2.1. Growth Proposals (£3.164m)

The Council is seeking to continue to protect the most vulnerable members of the community in the face of increased financial burdens following legislative and case law changes. This will be achieved through the targeted allocation of resources to support homeless teenagers; assist children in care to stay with their foster families and enhance their education outcomes; support children leaving care and their foster families; support vulnerable refugees, unaccompanied asylum seekers and others with no recourse to public funds and ensure young people have the best support available from the Youth Offending Service. Investments in these measures are anticipated to have positive impacts on children and young people, including those in protected groups.

Particular consideration is given to the needs of our children with disabilities and their families as they seek to access our special school provision through the development of supported care and transport arrangements.

4.2.2. Saving Proposals

The Council has emphasised the need to improve services in the development of the savings proposals required by the reduction in Central Government funding for local authorities. Where individual items relate to staffing efficiencies, procurments or other major programmes, appropriate procedures will be applied to ensure equality impact assessments are considered. Detailed EIAs will be carried out as necessary when the proposals are in development so that the equality impacts can be fully assessed.

4.2.3. Family Services

Key Protected Characteristics: Disability, Age, Race, Religion, Gender

Family Services are developing an innovative approach to its support of families in need through the Focus on Practice Initiative that will see social workers providing more intensive support to families. When the Focus on Practice initiative was approved by Cabinet in November 2014, consideration was given to an equalities impact assessment and it was determined that an assessment was not required as the initiative would not have an impact on protected groups.

Family Services aims to deliver savings by achieving more effective permanent care solutions for children (through avoiding the need for care, return home project, and improvements in the process by which children move into permanent placements). This will reduce the number of looked after children and are a continuation of existing policies and initiatives. Part of the improvement will be achieved by increasing the number of in-house carers and proactively monitoring the implementation of children's plans to avoid delay and costly court proceedings. Therefore a positive equality impact is anticipated.

Staffing numbers would only be changed if Family Services are successful in achieving permanent care for children and therefore reducing the number of Looked After Children. Any such staff reorganisation would require a separate EIA.

4.2.4. Education and Schools

Key Protected Characteristics: Disability, Age, Race, Religion, Gender

Revise how lead adviser, data and educational psychology support is provided to schools.

These revisions will not lead to a significant change in the services provided but review how the services are funded (i.e. through Dedicated Schools Grant or buy-back from schools). Therefore no equalities impact upon service users is anticipated.

Reduce discretionary support to schools.

The withdrawal of the funding will not mean that these intervention programmes will cease. The additional resourcing has helped to establish the programmes and schools will continue to prioritise this work as part of their raising achievement plans. The Local Authority will also continue to offer advice in this area and make sure that schools make use of the best practice in raising achievement. Accordingly the equality impact should be neutral.

4.2.5. Commissioning

Key Protected Characteristics: Disability, Age, Race, Religion, Gender, Maternity and Pregnancy

Renegotiation of Information, Advice and Guidance contract includes direct award of existing contract from April 2016 at a reduced cost. Any Equalities Impacts will be assessed in negotiating the revised specification of the 2016/17 service.

Reduction in Joint Health Commissioning in respect of service now being delivered by the CCG in different way. There will be no change to the service provided.

Staffing - Reduction in Commissioning staff budgets Significant reorganisation of Children's Commissioning Directorate although with no negative anticipated impact upon frontline services. Proposals will be subject to staff consultation and the EIA will include the workforce profile to identify if any particular groups are disproportionately affected.

4.2.6. Finance and resources

Key Protected Characteristics: Disability, Age, Race, Gender, Maternity and Pregnancy

Staffing - Ahead of the consultation of staff affected by the reorganisation, it was assessed that the proposals would not have any significant implications for equalities within the workforce. There is no anticipated impact on frontline services

4.3. Environmental Services (ES)

The majority of the savings proposed are concerned with back office staff, accommodation, IT, renegotiation of contracts and recognising existing variances. As such there are no adverse equality implications for any particular user groups with protected characteristics. Where there are staff changes leading to savings, Equality Impact Assessments are carried out as part of the reorganisation process.

The proposal to improve enforcement of HMO licenses in the private rented sector seeks to target poor housing that is below a standard considered to be safe or fit for habitation as defined under the Housing Act 2004. Such housing is often inhabited by persons and families who are on low incomes and potentially vulnerable. Accordingly, this proposal should have a positive impact on those on low incomes. This typically includes a higher proportion of

ethnic minorities and single parent families (usually women) and therefore the proposal should have a positive equality impact.

Budget growth has been included to address existing budget pressures and as such does not involve any new actions. There are, therefore, no associated equalities implications.

4.4. Corporate Services (CS)

The majority of proposed savings are concerned with back office staff and functions. As such they will have no equalities impact on front line service users. Where there are staff changes leading to savings, EIAs will be carried out. However, some of the proposals are to do with more efficient ways of delivering services to the public and these are set out below.

4.4.1. Business Intelligence: £624k

A range of business intelligence projects are in progress that seek to validate discounts offered, payments made and grants claimed by the council.

The forecast benefit is £624k. By improving the validation process there will be a direct positive effect on all adults in the borough who pay Council Tax (regardless of age, race, sex, disability, etc). Funding will be generated that supports front line services.

4.4.2. Alternative Funding of Third Sector Investment: £350k

A net saving on the overall grants budget will be delivered through the identification of alternative funding. The Council's grant expenditure includes women's groups, BME groups, and groups for disabled residents. Overall funding, including other contributions, will increase and is therefore likely to have a positive impact and promote equality of opportunity for these groups.

4.4.3. Other Savings

There are a number of potential reorganisations in CS, and these are informed by EIAs as and when they occur. These are also savings from more effective procurement and other initiatives. The other savings are listed below:

- Savings from new contract arrangements £1,010k
- Reduction in reserves and contingencies £450k
- Review of subsidy/overpayment recovery assumptions £200k
- Review of Finance and Legal & Electoral Services £211k
- A reduction in the cost of managed services and other efficiencies for Human Resources £150k
- Reduction in external audit fee and insurance cost £130k
- Commercialisation of the Innovation and Change Management Division £50k

The savings given above are unlikely to have an impact on residents or service users, and represent better ways of providing services to frontline departments while ensuring that resources are allocated where they need to be. There are therefore unlikely to be any equalities impacts on service users.

4.5. Housing Services (HS)

4.5.1. Efficiency Savings

4.5.1.1. Hand back of Housing Association Leasing Scheme at Hamlet Gardens: £265k

This efficiency relates to a reduction in temporary accommodation procurement costs associated with the Council's Housing Associations Leasing Scheme following the hand back to the landlord of a scheme at Hamlet Gardens. The reduction in costs relates primarily to rent loss payments following the expiry of the lease at Hamlet Gardens. The effect on clients transferred from their accommodation at Hamlet Gardens is expected to be positive or neutral as the Council will maintain its on-going duty to provide accommodation to all households.

Alternative accommodation will be provided and in some cases, the households will be offered permanent accommodation in line with the Council's Scheme of Allocation and prioritisation process. Where alternative temporary accommodation is provided, consideration will be given to place all households within the borough in the first instance. However, as a result of challenges in securing suitable, affordable temporary accommodation in the borough, accommodation outside of the borough may be offered. All placements will be made in line with the Council's Temporary Accommodation Placement Policy. Where support is required, referrals will be made to the Council's Floating Support provision as a move outside of the borough may make it difficult to sustain existing support networks. Where temporary accommodation is provided, the family will remain on the housing register and will receive an offer of permanent accommodation in due course. This efficiency has already been partially achieved during 2015/16. Overall, this efficiency is expected to have a broadly neutral impact on service users and thus not to have any significant equalities impact.

4.6. Libraries

This summary sets out the proposed reductions to Libraries and Archives service budgets to set a balanced budget for 2016-17. In reducing its spending, the Council aims to:

- Protect customer-facing service as far as possible and continue to provide a high quality of service
- Seek cost reductions and improve efficiency and affordability
- Explore alternatives to cuts such as increased income and greater use of volunteering

4.6.1. Growth

There is a requirement for up to £65k for rental for Lilla Huset where the LBHF archive collections are held. This has previously been a peppercorn rent which is coming to the end of its term in 2016/17. Alternatives have been considered, but the most cost-effective option is to continue at the Lilla Huset facility. This may be partly funded by a drawdown of earmarked reserves of £38k in 2016/17. There is no predicted equalities impact.

4.6.2. Savings

There may be opportunities to increase income from utilisation of spaces for commercial activities, events and ceremonies. This is a modest proposal to generate £20k from further use, making more of attractive heritage buildings such as Fulham and Hammersmith libraries. There is a potential positive equalities impact through providing greater access for civil partnership ceremonies.

4.6.3. Fees & Charges

It is proposed that there are no increases to fees within Libraries. There is a trend of declining income from traditional sources such as hire of DVDs and overdue charges due to channel shift by customers and increasing such charges may deter lower income library users who rely more on these formats. There is no predicted equalities impact.

5. Conclusion on impact of the budget

5.1. Adult Social Care

The department has demonstrated that it is aware of its responsibility to assess, plan and monitor the impacts of the proposed changes from an equalities impact perspective. The overall assessment it has reached for the budget-setting process is that it can achieve its planned efficiencies and savings without any significant negative equalities impact on individuals or groups who have protected characteristics and concludes that the planned initiatives will have broadly positive impacts across the protected characteristics by providing better, more efficient service provision.

At this point in the budget-setting process the department has not identified any significant negative equalities impact risks that cannot be mitigated, but the service will carry out full EIA assessments on specific initiatives in line with the decision-making and governance processes before final decisions on proposals are taken.

5.2. Children's Services

The ambition to deliver savings by achieving more effective permanent care solutions will need to be closely monitored on an on-going basis with continuing consideration given to equality impacts. Achieving more effective permanent care solutions will have a positive equality impact.

There are no predicted negative impacts arising from changes proposed for schools.

All changes involving changes to job roles and reorganisations will be subject to consultation and EIA at the appropriate point in time.

5.3. Environment Services

The department has not identified any equalities risk arising from its budget proposals.

5.4. Corporate Services

The majority of proposed departmental savings are concerned with back office staff and functions. As such they will have no equalities impact on front line service users.

Alternative funding proposals for 3rd Sector organisations is predicted to result in positive equalities impact on individuals and groups with protected characteristics.

5.5. Housing Services

The department has not identified any equalities risks resulting from its internal budget proposals.

5.6. Libraries

The department has not identified any negative equalities impact and has proposed a potential positive equalities impact through providing greater access for civil partnership ceremonies.

5.7. Conclusion

Overall, the predicted equalities impact of the collective budget proposals is neutral, with some minor potential negative impacts, but also a number of positive impacts.

Ultimately if, on further analysis, it is decided that any particular proposed policy would have an unreasonable detrimental impact on any protected group, H&F could, if it is considered appropriate, use reserves or virements to subsidise those services in 2016/17.

There are no fees and charges increases that are relevant to equality.

In some cases, detailed EIAs will be required before the full nature of any impact can be assessed, or mitigating measures identified.

Appendix 1

Population Data

The data in this Annex is from the Borough Profile 2010, from the Census 2001, from the Census 2011 F, or, where information for H&F is not available, from other sources which are given below. The most up to date is given in each case and used in the analysis above.

Data

- Tables of data from the Office of National Statistics (ONS) Crown Copyright Reserved [from Nomis on 6 December 2013]
- Live Births by Usual Area of Residence: ONS 2012 (e.g. for pregnancy and maternity) Crown Copyright Reserved [from Nomis on 6 December 2013]
- H&F Framework-i
- Kairos in Soho, *London's LGBT Voluntary Sector Infrastructure Project*, 2007

**Table 4: Age
(QS103EW, ONS)**

Age	#	%
0-4	11,900	6.5
5-10	10,172	5.6
11-16	9,019	4.9
17-24	22,184	12.2
25-39	65,211	35.7
40-49	25,083	13.7
50-64	22,511	12.3
65-74	9,102	5.0
75+	7,311	4.0

**Table 5: Age and disability
Adults not in employment and dependent children and persons with long-term health problems or disability for all (KS106EW, ONS)**

Household Composition	2011	
	number	%
count of Household; All households	80,590	100.0
No adults in employment in household	21,192	26.3
No adults in employment in household: With dependent children	3,897	4.8
No adults in employment in household: No dependent children	17,295	21.5

Dependent children in household: All ages	18,479	22.9
Dependent children in household: Age 0 to 4	9,083	11.3
One person in household with a long-term health problem or disability	15,999	19.9
One person in household with a long-term health problem or disability: With dependent children	2,809	3.5
One person in household with a long-term health problem or disability: No dependent children	13,190	16.4

Table 6: Disability (Framework-i)

Rate of physical disability registrations for H&F:	38.7 registrations per 1000 people
Rate of physical disability registrations for Wormholt & White City:	56.6 registrations per 1000 people (the highest)
Rate of blind/visual impairment registrations for H&F:	6.2 registrations per 1000 people
Rate of blind/visual impairment registrations for Ravenscourt Park:	14.1 registrations per 1000 people (the highest)
Rate of deaf/hard of hearing registrations for H&F:	2.0 registrations per 1000 people
Rate of deaf/hard of hearing registrations for Shepherds Bush Green:	4.0 registrations per 1000 people (the highest)

**Table 7: Sex
Usual resident population (KS101EW, ONS)**

Variable	2011	
	number	%
All usual residents	182,493	100.0
Males	88,914	48.7
Females	93,579	51.3

**Table 8: Race
Ethnic group (KS201EW, ONS)**

Ethnic Group	2011	
	number	%
All usual residents	182,493	100.0
White	124,222	68.1
White: English/Welsh/Scottish/Northern Irish/British	81,989	44.9
White: Irish	6,321	3.5
White: Gypsy or Irish Traveller	217	0.1
White: Other White	35,695	19.6
Mixed/multiple ethnic groups	10,044	5.5
Mixed/multiple ethnic groups: White and Black Caribbean	2,769	1.5
Mixed/multiple ethnic groups: White and Black African	1,495	0.8

Mixed/multiple ethnic groups: White and Asian	2,649	1.5
Mixed/multiple ethnic groups: Other Mixed	3,131	1.7
Asian/Asian British	16,635	9.1
Asian/Asian British: Indian	3,451	1.9
Asian/Asian British: Pakistani	1,612	0.9
Asian/Asian British: Bangladeshi	1,056	0.6
Asian/Asian British: Chinese	3,140	1.7
Asian/Asian British: Other Asian	7,376	4.0
Black/African/Caribbean/Black British	21,505	11.8
Black/African/Caribbean/Black British: African	10,552	5.8
Black/African/Caribbean/Black British: Caribbean	7,111	3.9
Black/African/Caribbean/Black British: Other Black	3,842	2.1
Other ethnic group	10,087	5.5
Other ethnic group: Arab	5,228	2.9
Other ethnic group: Any other ethnic group	4,859	2.7

**Table 9: Religion and Belief (including non-belief)
Religion (KS209EW, ONS)**

Religion	2011	
	number	%
All categories: Religion	182,493	100.0
Has religion	123,667	67.8
Christian	98,808	54.1
Buddhist	2,060	1.1
Hindu	2,097	1.1
Jewish	1,161	0.6
Muslim	18,242	10.0
Sikh	442	0.2
Other religion	857	0.5
No religion	43,487	23.8
Religion not stated	15,339	8.4

**Table 10: Pregnancy and maternity
Live births (numbers and rates): age of mother and administrative area
of usual residence, England and Wales, 2012 (ONS 2012)**

Age of mother at birth								
All ages	Under 18	Under 20	20-24	25-29	30-34	35-39	40-44	45+
2,646	15	45	238	491	970	689	200	13

Age of mother at birth								
All Ages	Under 18	Under 20	20-24	25-29	30-34	35-39	40-44	45+
52.5	6.7	12.3	31.1	37.6	88.6	84.1	29.0	2.2

**Table 11: Marriage and Civil Partnership
Marital and civil partnership status (KS103EW, ONS)**

Marital Status	2011	
	number	%
All usual residents aged 16+	152,863	100.0
Single (never married or never registered a same-sex civil partnership)	85,433	55.9
Married	45,248	29.6
In a registered same-sex civil partnership	743	0.5
Separated (but still legally married or still legally in a same-sex civil partnership)	4,425	2.9
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	11,386	7.4
Widowed or surviving partner from a same-sex civil partnership	5,628	3.7

Table 12: Living arrangements (QS108EW, ONS)

Living Arrangement	2011	
All categories: Living arrangements	151,028	
Living in a couple: Total	60,569	40.1
Living in a couple: Married	40,917	27.1
Living in a couple: Cohabiting (opposite-sex)	17,046	11.3
Living in a couple: In a registered same-sex civil partnership or cohabiting (same-sex)	2,606	1.7
Not living in a couple: Total	90,459	59.9
Not living in a couple: Single (never married or never registered a same-sex civil partnership)	68,170	45.1
Not living in a couple: Married or in a registered same-sex civil partnership	3,820	2.5
Not living in a couple: Separated (but still legally married or still legally in a same-sex civil partnership)	3,698	2.4
Not living in a couple: Divorced or formerly in a same-sex civil partnership which is now legally dissolved	9,517	6.3
Not living in a couple: Widowed or surviving partner from a same-sex civil partnership	5,254	3.5

Information set 13: Gender Reassignment and Lesbian, Gay, Bisexual and Heterosexual People

'In 2005, the Department for Trade and Industry published a figure of 6% as the percentage of LGBT people in the general population...the number of LGBT people in London is thought to be anywhere between 6% and 10% of the total population, increased by disproportionate levels of migration.'

The 2011 census recorded 17,046 people (or 11.3% of couples), aged 16 and over, living as same sex couples in Hammersmith and Fulham. The same census recorded 2,606 (or 1.7% of couples) as a registered same-sex civil partnership or cohabiting (same-sex) . Data on heterosexuality as such is also not collated although given the estimated numbers of LBGT people, it appears

that the majority of the population is heterosexual. Data on transgendered or transitioning people was not available.

Appendix 2

LCTS Claimant Data

Table 1: Composition of LCTS claimants in LBHF

	Households			Weekly Payment		
	Full	Partial	Total	Full	Partial	Total
Pensioners	4,289	1,544	5,833	67,516	17,214	84,730
	74%	26%	100%			
Non Pensioners	8,454	2,297	11,521	130,243	23,382	153,625
	79%	21%	100%			
Households with Children	3,086	1,201	4,287	51,935	12,869	64,804
	72%	28%	100%			
Households with Disabled Adult	3,107	129	3,236	47,638	1,500	49,138
	92%	8%	100%			
Households with Children & Disabled Adult	474	43	517	8,787	507	9,294
	92%	8%	100%			
Households without Children & Disabled Adult	6,155	2,163	8,318	92,251	22,110	114,361
	74%	26%	100%			
Overall Totals	12,741	3,841	16,584	197,759	40,596	238,355

Table 2: Council Tax bands of LCTS claimants

	A	B	C	D	E	F	G	H	Totals
Pensioners	324	804	1603	1649	852	380	218	3	5833
Working Age	865	1367	2775	3410	1598	536	193	7	10751
	1189	2171	4378	5059	2450	916	411	10	16584
	7%	13%	26%	31%	15%	6%	2%	0%	7%

Table 3: the composition of LCTS claimants by pensioner and non-pensioner claims where households have a disabled adult and the disability premium has been awarded, by male and female only, and by couple.

Total number of claims	16,552			
Total number of pensioner claims (includes households with a disabled adult where the disability premium has been awarded)	5,839	Number of female only claimants = 3,203 or 54.86%	Number of male only claimants = 1863 or 31.91%	Number of claiming couples = 773 or 13.24%
Total number of non-pensioner claims (includes households with a disabled adult where the disability premium has been awarded)	10,795	Number of female only claimants = 5,943 or 55.05%	Number of male only claimants = 3,218 or 29.79%	Number of claiming couples = 1,636 or 15.16%
Households with a disabled adult (where the disability premium has been awarded) as a standalone group of the total number of claims	3,347	Number of female only claimants = 1,668 or 49.84%	Number of male only claimants = 1356 or 40.51%	Number of claiming couples = 319 or 9.53%

Annex Three: Council Tax Exemptions (that apply and that do not apply)

Further information can be found on our website and a summary of exemptions is given here:

Council tax - exemptions

Exemptions and empty property discounts

Some properties are exempt from council tax. The different classes of exemption are listed below.

Properties occupied by:

- [full time students](#) (they must complete an [application form](#) and return it to us with a council tax certificate from their place of study);
- severely mentally impaired people;
- a foreign diplomat who would normally have to pay council tax;
- people who are under 18;
- members of a visiting force who would normally have to pay council tax; or
- elderly or disabled relatives of a family who live in the main property, in certain annexes and self-contained accommodation.

Unoccupied properties that:

- are owned by a charity, are exempt for up to six months;
- are left empty by someone who has moved to receive care in a hospital or home elsewhere;
- are left empty by someone who has gone into prison;
- are left empty by someone who has moved so they can care for someone else;
- are waiting for probate to be granted, and for six months after probate is granted;
- have been repossessed;
- are the responsibility of a bankrupt's trustee;
- are waiting for a minister of religion to move in;
- are left empty by a student whose term-time address is elsewhere;
- are empty because it is against the law to live there, including from 1st April 2007 where a planning condition prevents occupation;
- form part of another property and may not be let separately.

A pitch or mooring that doesn't have a caravan or boat on it is also exempt.

Note: Those who feel they are entitled to an exemption are encouraged to contact the Council and information on how to do that is in the following link:

http://www.lbhf.gov.uk/Directory/Advice_and_Benefits/Council_tax/Exemptions/35774_Council_Tax_Exemptions.asp?LGNTF=13

Council tax discounts and exemptions that no longer apply from 1st April 2013

Some discounts / exemptions no longer apply

From 1st April 2013 the following discounts and exemptions previously granted under statutory regulations will no longer apply to properties in Hammersmith & Fulham:

- **Class A exemption** (previously for 12 months), for empty property requiring or undergoing major structural repair works or alterations to make them habitable
- **Class C exemption** (previously for 6 months), for empty unfurnished property
- **10% discount** - (previously for an unlimited period), for second homes or long term empty property.

Information can be found here:

http://www.lbhf.gov.uk/Directory/Advice_and_Benefits/Council_tax/Exemptions/179569_Council_tax_discounts_and_exemptions_that_no_longer_apply_from_1st_April_2013.asp