

# APPENDIX B.6

## WAVERLEY BOROUGH COUNCIL

EXECUTIVE – 25 JANUARY 2011

---

**Title:**

**EQUALITY IMPACT ASSESSMENT OF THE STAR CHAMBER PROPOSALS FOR  
2011/12**

**[Portfolio Holder: Cllr Mike Band]  
[Wards Affected: All]**

---

**Summary and purpose:**

This paper sets out the key points identified in the Equality Impact Assessment (EqIA) of the Star Chamber Proposals.

---

**How this report relates to the Council's Corporate Priorities:**

The Corporate Equality Scheme set out Waverley's vision of providing equal life chances for all. This relates directly to our Corporate Priority of Improving Lives, particularly for the more vulnerable members of our society.

**Equality and Diversity Implications:**

These are contained within the report and EqIA.

**Resource/Value for Money implications:**

This EqIA covers the Star Chamber recommendations, which set out budget recommendations for 2011/12.

**Legal Implications:**

The EqIA provides evidence that we are meeting our statutory equalities duties.

---

**Background**

1. Each year we complete an Equality Impact Assessment (EqIA) of the Star Chamber proposals with a view to understanding the impact they might have on equality target groups and vulnerable and disadvantaged members of our society and to help us consider what actions we might take to minimise negative impacts and magnify positive impacts.
2. The proposals themselves are presented in more detail elsewhere on the agenda.

## **Consideration**

3. The Star Chamber process has identified a significant amount of savings the majority of which have no direct equalities impacts. Some of the savings identified are service delivery efficiencies and the EqIA does note that although efficiency savings may not appear to have direct service-level impacts they can increase service-delivery risks, particularly during periods of increased workload.
4. There are proposals that will bring about positive impacts such as the apprenticeship and graduate trainee schemes which will have a positive impact on young people and their ability to secure employment. Improvements in the Disabled Adaptations procurement may also have a positive impact on those people needing alterations to their house as a result of a disability.
5. Some of the proposals may however contain some negative impacts which may not be clear immediately but should be kept under review. These are set out in the EqIA itself and are summarised here:
  - 10% savings on grants through the Community Partnership Fund and Tri-Partite fund may adversely affect the ability of the voluntary sector to help target groups. Those organisations affected by the reductions were informed of the possibility in the spring of last year to enable them to plan for a possible cut in grant. To mitigate the overall effect, the Council is exploring ways of working more effectively with community organisations and the voluntary sector.
  - Reduction of £31,000 from the Don't Lose Your Home Project may have an adverse impact on people using this service. However by mainstreaming this budget and by closer working with the Housing team there is an undertaking to ensure that there is minimal impact on clients.
  - £50,000 saving in Benefits service could have an adverse affect on the most vulnerable at a time of increasing workloads. However, the introduction of new ways of working should lead to reduced telephone and post volumes and as this reduction is achieved the Benefits manager will reassess the resources required to maintain the current level of performance.
  - £20,000 savings on the rents and council tax service could potentially have an impact on more vulnerable people if the level of support from the Housing rents team is compromised or reduced. However the Foresight review will aim to deliver the savings with minimal impact on customers partly through closer working between the revenues team and the housing rents team.
  - Standardising charges for the Careline service could have an adverse financial impact on the users of the system who are predominantly elderly. Although the impact may be low it is recommended that a specific EqIA on the Careline standardised charges be undertaken to consider how best to minimise any negative impacts and risks associated with this proposal.

- Supporting people budget reductions may have an impact across all target groups but efforts are being made in reconfiguring the service to ensure the service level is not diminished.
- Change of format of Making Waves to A4 may have an impact on people who are visually impaired. It will important to consider their needs in the redesign.

### **Conclusion**

6. There are three proposals which are likely to bring significant positive equality impacts. There are several potential negative impacts but Heads of Service are aware of these and will be working hard to mitigate these impacts. A specific EqIA is recommended to consider the impact of standardised charging for the Careline service on existing clients.

### **Recommendation**

That the Executive notes the EqIA.

---

### **Background Papers**

- Equality Impact Assessment of the Star Chamber proposals for 2011/12.

---

### **CONTACT OFFICER:**

**Name:** Louise Norie

**Telephone:** 01483 523464

**E-mail:** louise.norie@waverley.gov.uk

G:\bureau\comms\executive\2010-11\250111\025 equalities.doc