Equality Analysis

¶®ÒõµÛ Analysis Report

EA Name	Impacts Of Cuts Research
Directorate	Economy
Service Area	Corporate Strategy Team
Type	New/Proposed Policy
EA Summary	To produce ethical research (on the impacts of BCC cuts) that identifies and manages risks associated with equalities and diversity (such as access), specifically in relation to the protected characteristic groups.
Reference Number	EA000273
Task Group Manager	Kamaljit.Caulton@birmingham.gov.uk
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Date Approved	2014-09-30 01:00:00 +0100
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Introduction

The report records the information that has been submitted for this equality analysis in the following format.

Overall Purpose

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

Relevant Protected Characteristics

For each of the identified relevant protected characteristics there are three sections which will have been completed.
- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

1 Activity Type

The activity has been identified as a New/Proposed Policy.

2 Overall Purpose

2.1 What the Activity is for

What is the purpose of this Policy and expected outcomes?	The purpose of this research project is to explore and gain in in-depth understanding of the impact of ¶®Òõµ Û's service savings on vulnerable residents in ¶®Òõµ Û, specifically older adults and adults with specialist support needs(i.e. learning disabilities, physical disabilities and mental health), and vulnerable families.
	The aim of the research is inform future decisions on service savings, by providing an evidence base to help understand how vulnerable groups are currently faring with existing cuts. This should enable the research team to reflect on how these groups would fare with future/proposed service changes. The findings will be fed to services to use. The scope for the research team ends at the point of reporting the findings.
	The research will explore: the impact of existing savings on vulnerable residents and their coping strategies, the value residents attach to different services, and, what the Council and its partners can do to mitigate any existing and future negative consequences of the cuts.
	The research will be conducted by SRT and BMG using the following methods: focus groups, interviews, and, an existing questionnaire, the ¶®Òõµ Û Tracker (insert a relevant question(s) within the tracker)
	Participants for the research will be enlisted through various service providers and utilisation of the Peoples Panel.
	Initial analysis will be undertaken by SRT and BMG. The final analysis, final report (pulling together the findings from the various research activities) and feedback of findings to EMT will be conducted by SRT.

For each strategy, please decide whether it is going to be significantly aided by the Function.

Public Service Excellence	Yes
A Fair City	Yes
A Prosperous City	Yes
A Democratic City	Yes

2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
Will the policy have an impact on employees?	No
Will the policy have an impact on wider community?	Yes

2.3 Analysis on Initial Assessment

Explain how the research project will significantly aid: public service excellence, fairness, prosperity, and, democracy.

Public Service Excellence:
This research will help understand the impacts of cuts and decisions that have already been made to enable more informed decisions in the future. The research will enable informed decision making by providing evidence about the services most valued by vulnerable groups, taking this into consideration in budget reduction decisions. This will be provided to services to incorporate into their thinking about future models and changes.

Fairness:
The research will help identify potential inequalities as a result of changes that have been made and/or proposed changes to services, particularly in relation to deprivation, vulnerability and people with additional support needs. The research will also need to be assessed by the internal research governance process prior to it commencing, ensuring it is ethical and fair.

Prosperity:
The research could help identify potential barriers to success (including factors relating to education, being economically active and wellbeing) as a result of the changes that have been made and/or proposed changes to services.

Democracy:
The research will enable the residents from key groups to share their views and experiences regarding impacts of cuts and have these considered prior to decisions being made.

Explain how the research project will affect: service users, employees and wider community.

Service Users
The research will affect service users as they will be required to speak to the research team about their experiences relating to the changes in services and proposed changes to services.

There is no anticipated adverse impact on the research participants. The following aspects will help ensure this:
voluntary participation informed consent is required,
the researchers will stress that any service proposals/change is discussed are options and not firm decisions,
the researchers will seek advice from service providers on how to engage effectively with their users who may have specific needs (including accesibility issues), and,
focus groups (lead by SRT and/or BMG) will be held with participants to gain their perspectives on service user feedback and to help encourage engagement. These findings will be fed back to EMT to provide a more comprehensive understanding and inform decision making, including how to prevent and/or reduce adverse impact.

Employees
There is no direct negative impact on employees expected. There is potential for a change in the way of working or reduction in services that may affect staff, however, but this will be as a result of decisions made by EMT and not the Strategic Research Team.

Wider Communities
The main activities (focus groups and interviews) will have no direct negative impact on wider communities expected.

However, the tracker survey will include some additional questions on council budget reductions. The tracker survey will be completed by 750 households identified via a random stratified sample. This may increase residents awareness of budget cuts. The questions are general and therefore, it is not anticipated that it will cause undue anxiety.

There is potential for a change in services, however, but this will be as a result of decisions made by EMT and not the Strategic Research Team.

Explain how the research project is considering the protected characteristics?
Scope:
An initial desktop financial analysis was completed to prioritise services that were most affected by the cuts and establish the scope of the research project. Following this, priority vulnerable groups that were most likely to be affected were identified.

The groups that research is focussing on are:
older adults (60+ years old) and adults (18+ years old) with support needs (i.e. learning, physical and/or mental health

support needs), and,

vulnerable families (i.e. one or more adult with parental responsibility for one or more child, living in deprived areas).In addition, we are focussing on families whose members have additional support needs (i.e. learning, physical and/or mental health support needs).

Representation:

It is not the aim of the research to be representative. The aim is to focus on groups that are likely to be affected most by the changes and cuts to council services and are likely to be vulnerable to them; and gain a deep understanding of their experiences. Within these groups will be a range of people from protected characteristics will be included. In particular, women (gender), older people (age) and people with additional support needs (disability) will be actively targeted.

The following actions have also been considered to enable a larger variety of individuals to participate and thus enable a more diverse sample:

focus groups to enable greater numbers of people to be involved,

some individual or paired interviews may be conducted where this is more appropriate for participants needs, (e.g. for participants whose first language is not English and require interpreters; and for participants with particular physical or other disabilities/needs, who may require a home based interview), helping the research to be more inclusive,

tailored questions within the ¶®ÒõµÛ Tracker survey would allow the exploration of larger proportion of perceptions, experiences and thoughts about BCC service savings, and,

where possible, research activities will take part in the venues of host organisations as these should be familiar and accessible for the client group.

The value of this research lies in the ability to focus on those most likely to be impacted and that are most in need rather than a general/representative population, and will provide comprehensive data based on the experiences of these people.

3.1 Age

3.1.1 Age - Differential Impact

Age	Relevant

3.1.2 Age - Impact

Describe how the Policy meets the needs of Individuals of different ages?	Older people have been identified as a key group that is more likely to be impacted by the council cuts. Opportunity to participate in the research: The research will focus on impacts and needs of adults, older adults and vulnerable families and will cover services that affect many ages. This will allow people of many ages to participate and/or be represented (carers will be asked to participate to represent views of older adults) in the research. Flexibility in research method (e.g. interview instead of focus group) will allow adults with additional support needs a greater chance to participate in the research. Access to venue: Where possible, research activities will take part in the venues of host organisations as these should be familiar and accessible for the client group. In some cases where adults have additional needs, interviews will be set up to take place in their homes. Accessibility of materials: All of the research materials (recruitment/information/reporting) will be written using plain language and formatted in a way that is appropriate for the audience. The materials will also be available in various formats such as electronically and hardcopy. Questions: The questions being asked will be as easy to understand as possible.. Participants will also be encouraged to ask questions or request clarification should they not understand the question.
Do you have evidence to support the assessment?	Yes

Please record the type of evidence and where it is from?	An initial desktop financial analysis was completed to prioritise services that were most affected by the cuts and establish the scope of the research project. Following this, priority vulnerable groups that were most likely to be affected were identified. One of the groups that the research is focussing on is older adults (60+ years old) and adults (18+ years old) with support needs (i.e. learning, physical and/or mental health support needs).
Have you received any other feedback about the Policy in meeting the needs of Individuals of different ages?	No
You may have evidence from more than one source. If so, does it present a consistent view?	Not applicable
Is there anything about the Policy and the way it affects Individuals of different ages which needs highlighting?	No

3.1.3 <u>Age - Consultation</u>

Have you obtained the views of Individuals of different ages on the impact of the Policy?	No
If not, why not?	There are plans to consult relevant individuals
Have you obtained the views of relevant stakeholders on the impact of the Policy on Individuals of different ages?	Yes
If so, how did you obtain these views?	The impacts of the research activity have been considered. Support organisations such as Age Concern will be consulted with regards to any additional support that may be required for participants. It is not realistic to consult with participants before undertaking the research as there are time and resources restrictions that would make this very difficult and delay the project.
Is there anything about the Policy and the way it affects Individuals of different ages which needs highlighting?	No

3.1.4 <u>Age - Additional Work</u>

Do you need any more information to complete the assessment?	Yes

Please explain how individuals may be impacted.	Additional needs of adult participants (especially including older people) will be considered when organising the venue, producing supporting material (e.g. leaflets, consent forms etc), reporting findings and general methods of communication throughout the process. In addition, the research will help gain an in-depth understanding of adults (including older people) perspective, which could help to identify discrimination and/or potential discrimination.
Please explain how.	The research will share the perspective of adults and older adults which could help people who do not share this characteristic understand their experiences and issues they might be facing.
Please explain what information you need.	Support organisations and participants will be asked about any additional support that may be required for service users to take part.
Is there any more work you feel is necessary to complete the assessment?	No
Do you think that the Policy has a role in preventing Individuals of different ages being treated differently, in an unfair or inappropriate way, just because of their age?	Yes
Do you think that the Policy could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	Yes

3.2 Disability

3.2.1 Disability - Differential Impact

Disability	Relevant

3.2.2 Disability - Impact

3.2.1 Disability - Differential Impact

Disability	Relevant

Describe how the Policy meets the needs of Individuals with a disability?	An initial desktop financial analysis was completed to prioritise services that were most affected by the cuts. Following this, priority vulnerable groups that were most likely to be affected were identified. The groups that research is focussing on are: older adults (60+ years old) and adults (18+ years old) with support needs (i.e. learning, physical and/or mental health support needs), and, vulnerable families (i.e. one or more adult with parental responsibility for one or more child, living in deprived areas). In addition, we are focussing on families whose members have additional support needs (i.e. learning, physical and/or mental health support needs). Flexibility in research method (e.g. interview instead of focus group) will allow older adults or adults with additional support needs a greater chance to participate in the research. Access to venue: Where possible, research activities will take part in the venues of host organisations as these should be familiar and accessible for the client group. In some cases where adults and older adults have additional needs, interviews will be set up to take place in their homes. Accessibility of materials: All of the research materials (recruitment/information/reporting) will be written using plain language and formatted in a way that is appropriate for the audience. The materials will also be available in various formats such as electronically and hardcopy. Questions: The questions being asked will be as easy to understand as possible.. Participant swill also be encouraged to ask questions or request clarification should they not understand the question.
Do you have evidence to support the assessment?	Yes

Please record the type of evidence and where it is from?	An initial desktop financial analysis was completed to prioritise services that were most affected by the cuts and establish the scope of the research project. Following this, priority vulnerable groups that were most likely to be affected were identified. One of the groups that the research is focussing on is older adults (60+ years old) and adults (18+ years old) with support needs (i.e. learning, physical and/or mental health support needs).
Have you received any other feedback about the Policy in meeting the needs of Individuals with a disability?	No
You may have evidence from more than one source. If so, does it present a consistent view?	Not applicable
Is there anything about the Policy and the way it affects Individuals with a disability which needs highlighting?	No

3.2.3 <u>Disability - Consultation</u>

Have you obtained the views of Individuals with a disability on the impact of the Policy?	No
If not, why not?	There are plans to consult relevant individuals
Have you obtained the views of relevant stakeholders on the impact of the Policy on Individuals with a disability?	Yes
If so, how did you obtain these views?	Support organisations and participants will be asked about any additional support that may be required for service users to take part.
Is there anything about the Policy and the way it affects Individuals with a disability which needs highlighting?	No

3.2.4 <u>Disability - Additional Work</u>

Do you need any more information to complete the assessment?	Yes
Please explain how individuals may be impacted.	Additional needs of participants with disabilities will be considered when organising the venue, producing supporting material (e.g. leaflets, consent forms etc), reporting findings and general methods of communication throughout the process. In addition, the research will help gain an in-depth understanding of the perspective of people with disabilities, which could help to identify discrimination and/or potential discrimination.
Please explain how.	The research will share the perspective of people with disabilities which could help people who do not share this characteristic understand their experiences and issues they might be facing.

Please explain what information you need.	Support organisations and participants will be asked about any additional support that may be required for service users to take part.
Is there any more work you feel is necessary to complete the assessment?	No
Do you think that the Policy has a role in preventing Individuals with a disability being treated differently, in an unfair or inappropriate way, just because of their disability?	Yes
Do you think that the Policy could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	Yes
Do you think that the Policy will take account of disabilities even if it means treating Individuals with a disability more favourably?	Yes
Do you think that the Policy could assist Individuals with a disability to participate more?	Yes
Do you think that the Policy could assist in promoting positive attitudes to Individuals with a disability?	Yes

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3.3 Gender

3.3.1 Gender - Differential Impact

Gender	Relevant

3.3.2 Gender - Impact

Describe how the Policy meets the needs of Men and women?	The research will involve more women than men as women are more likely to be carers of children and family members with support needs. The research is therefore, likely to capture the disproportionate nature of the budget cuts on women. In planning the sessions, we are taking into considerations school holidays and planning sessions when children are most likely to be in child care. If service providers have crches available we will pay for these to be utilised.
Do you have evidence to support the assessment?	Yes
Please record the type of evidence and where it is from?	An initial desktop financial analysis was completed to prioritise services that were most affected by the cuts. Following this, priority vulnerable groups that were most likely to be affected were identified. One of the groups that the research is focussing on is vulnerable families (i.e. one or more adult with parental responsibility for one or more child, living in deprived areas). In addition, we are focussing on families whose members have additional support needs (i.e. learning, physical and/or mental health support needs). As mentioned in the previous section women are more likely to be carers of children and family members with support needs.
Have you received any other feedback about the Policy in meeting the needs of Men and women?	No
You may have evidence from more than one source. If so, does it present a consistent view?	Not applicable
Is there anything about the Policy and the way it affects Men and women which needs highlighting?	No

3.3.3 Gender - Consultation

Have you obtained the views of Men and women on the impact of the Policy?	No
If not, why not?	There are plans to consult relevant individuals
Have you obtained the views of relevant stakeholders on the impact of the Policy on Men and women?	Yes

If so, how did you obtain these views?	Support organisations and participants will be asked about any additional support that may be required for service users to take part.
Is there anything about the Policy and the way it affects Men and women which needs highlighting?	No

3.3.4 Gender - Additional Work

Do you need any more information to complete the assessment?	Yes
Please explain how individuals may be impacted.	Additional needs of female participants will be considered when organising the venue, producing supporting material (e.g. leaflets, consent forms etc), reporting findings and general methods of communication throughout the process. In addition, the research will help gain an in-depth understanding of females perspective, which could help to identify discrimination and/or potential discrimination.
Please explain what information you need.	Support organisations and participants will be asked about any additional support that may be required for service users to take part.
Is there any more work you feel is necessary to complete the assessment?	No
Do you think that the Policy has a role in preventing Men and women being treated differently, in an unfair or inappropriate way, just because of their gender?	Yes

3.4 Race

3.4.1 Race - Differential Impact

Race	Relevant

3.4.2 Race - Impact

Describe how the Policy meets the needs of Individuals from different ethnic backgrounds?	Actions have also been considered to enable a larger variety of individuals to participate and thus enable a more diverse sample: - the sample is made up of residents from various deprived areas of the city (e.g. some areas have higher BME populations), and, - flexibility in research method - some individual or paired interviews may be conducted where this is more appropriate for participants needs, (e.g. for participants whose first language is not English and require interpreters) helping the research to be more inclusive.
Do you have evidence to support the assessment?	Yes
Please record the type of evidence and where it is from?	An initial desktop financial analysis was completed to prioritise services that were most affected by the cuts. Following this, priority vulnerable groups that were most likely to be affected were identified. The groups that research is focussing on are vulnerable and deprived families (i.e. one or more adult with parental responsibility for one or more child, living in deprived areas). Some of the most deprived areas in ¶®Òõ̂µÛ will be priortised for the reasearch, some of which will have high BME populations.
What evidence will be collected and when?	Equality information is being systematically recorded. Organisations will be requested to seek a diverse sample where possible. Equalities monitoring data, including ethnicity, will gathered. If isgnificant issues and patterns emerge, these will be reported and, where appropriate recommendations for research will be made.
Have you received any other feedback about the Policy in meeting the needs of Individuals from different ethnic backgrounds?	No
You may have evidence from more than one source. If so, does it present a consistent view?	Not applicable
Is there anything about the Policy and the way it affects Individuals from different ethnic backgrounds which needs highlighting?	No

3.4.3 Race - Consultation

Have you obtained the views of Individuals from different ethnic backgrounds on the impact of the Policy?	No
If not, why not?	There are plans to consult relevant individuals
Have you obtained the views of relevant stakeholders on the impact of the Policy on Individuals from different ethnic backgrounds?	Yes
If so, how did you obtain these views?	Support organisations and participants will be asked about any additional support that may be required for service users to take part.
Is there anything about the Policy and the way it affects Individuals from different ethnic backgrounds which needs highlighting?	No

3.4.4 Race - Additional Work

Do you need any more information to complete the assessment?	Yes
Please explain how.	Additional needs of participants from different ethnicities will be considered during the organisation of the research events. As well as focus groups, interviews will be offered to participants whose struggle or do not speak English, if such participants are identified during the participant recruitment. In addition, an effort will be made to try and have mixed groups. In addition, the research will help gain an in-depth understanding of perspectives of people from different backgrounds, which could help to identify discrimination and/or potential discrimination.
Please explain what information you need.	Support organisations and participants will be asked about any additional support that may be required for service users to take part.
Is there any more work you feel is necessary to complete the assessment?	No
Do you think that the Policy has a role in preventing Individuals from different ethnic backgrounds being treated differently, in an unfair or inappropriate way, just because of their ethnicity?	No
Do you think that the Policy could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	Yes

3.5 Concluding Statement on Full Assessment

The research is being conducted to help understand the impacts of cuts on the residents of ¶®ÒõµÛ who use council funded services. Steps are being taken to ensure that those that are most likely to be impacted are being actively targeted (e.g. women, older people and people with additional support needs). Participants will be sought from across the city, but there will be focus on the ten most deprived wards in ¶®ÒõµÛ.

Issues that could lead to inequality such as opportunity to take part in the research, accessibility of research materials and accessibility of venues will be considered and, where possible, mitigations put in place.

The value of this research lies in the ability to focus on those most likely to be impacted and those that are most in need rather than a general/representative population, and will provide comprehensive data based on the experiences of these people.

4 Review Date

31/07/15

5 Action Plan

There are no relevant issues, so no action plans are currently required.