

Cumulative Equality Impact Assessment 2016/17

1. Executive Summary

- 1.1. In line with the law LBS seeks to identify and mitigate where appropriate any negative impacts changes will have upon the protected groups. Steps have been taken where possible to re-shape service delivery so that the protected groups and most vulnerable still have access to core services.
- 1.2. We have improved our system for alerting officers of the need to complete and EIA and then supporting them in the production and quality assurance of the document. This has improved to some extent both the number and quality of impact assessments that are being produced.
- 1.3. Overall, this assessment shows that no one group has been systematically disadvantaged by LBS starting, stopping or changing what it does.

2. Introduction and context

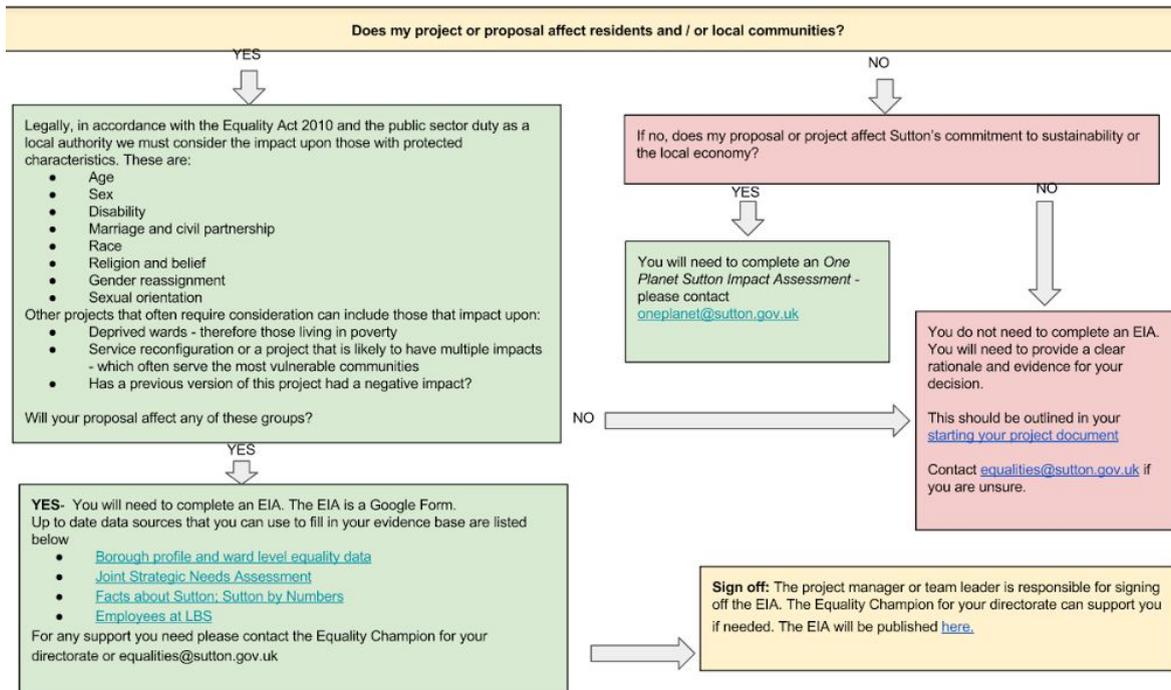
- 2.1. The Council continues to manage significant budget and delivery risks arising from government funding reductions, demographic growth and government policy developments, such as the Care Act, that may not be fully funded. Despite the difficult financial situation and uncertainty in a number of key policy areas the Council has continued to deliver the majority of its priorities as planned.
- 2.2. Over the last year, the council has been reviewing its role in Sutton the borough and how it will need to function in the future. This work has taken the form of Smaller Bigger Different and the Sutton Plan. The Smaller Bigger Different project, sets out the vision, purpose and corporate values; to ensure that the organisation is culturally ready for the changing local and national context. This new organisational development strategy explains the ambition and culture of Sutton and redefines the council's PRIDE values. These values were agreed by members and launched in May 2017 as part of Staff Conference Week. The D in PRIDE still stands for Diversity, signifying a continued commitment to supporting all protected characteristics.
- 2.3. Following an LGA Peer Review in February 2016, Sutton began to consider where there may be opportunities to improve working across the public sector. The Sutton Plan launched in April 2017, is a borough wide partnership initiative aiming to improve the service offer for all who live and work in Sutton. The output of this work will prioritise four key areas which partners have committed to focus on.
- 2.4. Sutton also has a digital programme, launched in November 2016 which aims to identify and develop digital improvements across the organisation to improve self service, move people to less expensive methods of contact and

to deliver more cost effective services. A digital strategy is being produced which will outline how we intend to use technology and this will be supported by an EIA.

- 2.5. This Cumulative Equality Impact Assessment for 2016/17 takes into account the Equality Impact Assessments (EIA) that accompany the major decisions the council made between January 2016 - April 2017. In addition to changing or stopping some services, Sutton has taken a range of steps to respond to reductions in funding. These include externalising, sharing services, 'spinning out' and an increased focus on commercialisation (further detail of this can be found in the Quarter 4 Performance and Finance report to which this document is attached). These changes have been taken in order to protect frontline services and have considered potential impacts on vulnerable groups and protected characteristics.
- 2.6. EIAs are the way we can evidence where the council seeks to mitigate against any disproportionate negative impact. However, it is necessary to consider our decisions as a whole to ensure that particular areas or protected groups are not being negatively impacted by the totality of change.

3. Approach to EIA's

- 3.1. In the last year we have implemented changed the way we deliver EIAs, stripping down the form and introducing a system for alerting and supporting responsible officers. The flowchart below outlines the process and the information and support on offer. In order to ensure EIAs are considered at an early stage, a CC&G officer reviews the forward plan, and forthcoming consultation and Commissioning Board items and contacts relevant officers if an EIA might be required. The Google Form approach allows for EIAs to be collated centrally.
- 3.2. EIA Process



4. Knowing our borough

4.1. Sutton Population Overview

- Population: 195,900
- Working age Population: 126,800
- Unemployment: 2%
- 21% Black, Asian and Minority Ethnic (BAME)

Gender

- ##### 4.2. There are 49% men and 51% women in Sutton.

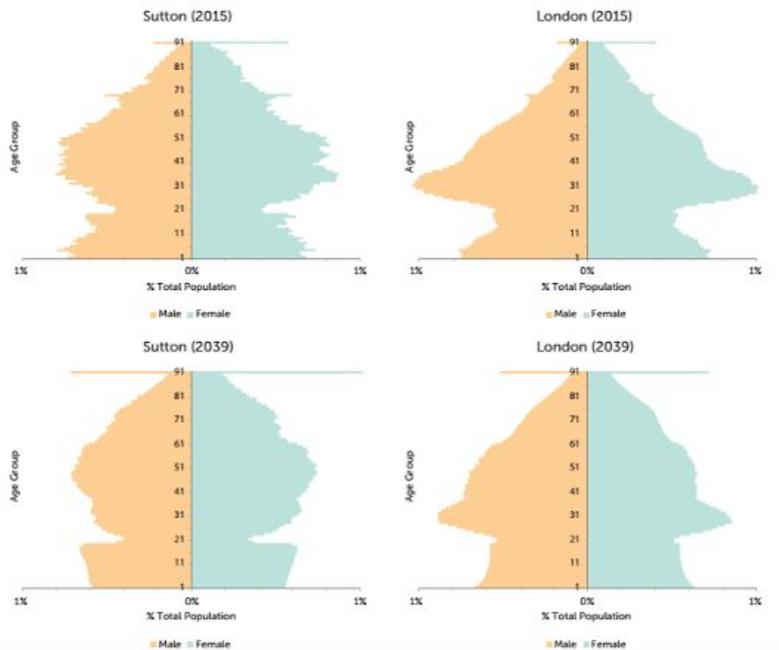
Ethnicity

- ##### 4.3. Sutton has become increasingly more diverse over the last decade. According to the 2011 census around 79% of people living in Sutton were white, Fig. 1. This is a higher proportion than for London overall (60%), but lower than England (85%). The breakdown of ethnicity within the white population at the time of the census was as follows:

- White British 71%
- Other White 6% (often other European communities (up from 3.4% in 2001)
- White Irish 2%
- 12% of Sutton's population is from Asian or Asian British ethnic groups compared to 18% in London, and 8% in England.
- The 2014 Sutton school census data indicates that after English, the top three first languages after English in primary schools were Polish, Urdu and Tamil.

Age

4.4.



Religion and Belief

4.5. In the 2011 Census people living in Sutton reported their religion as:

- Christian 58.4% (compared to 48.4% in London and 59.4% nationally).
- ‘No religion’ 24.6%
- Hindu (4.2%)
- Muslim (4.1%).

The profile of religious affiliation in Sutton is closer to the national profile than to London.

4.6. Alongside the changes to major services, there are a number of equality related projects that are taking place. These aim to increase the council’s awareness of the issues that are most important for residents and the protected groups, address the issues affecting them and improve relationships between communities within the borough. To address residents needs, we are also working closely with the third sector and other partners.

4.7. Sutton Fairness Commission

The Sutton Fairness Commission was set up for a number of reasons. Firstly, it draws on the thinking behind the Sutton Plan, that to solve complex problems there is a need to work across the borough and all sectors. There is also a recognition that it is more effective to engage different groups of people on current issues in the borough and to allow residents and voluntary groups to drive the agenda. The Commission is made up of leaders from across the public, private and voluntary sector and has met twice so far to scope its work. The Commission will focus on Fairness for children in the

borough and will take evidence through the summer with a view to reporting in late December or early January 2018.

4.8. Runnymede Race Equality Scorecard

The Runnymede Trust is in the process of producing a Race Equality Scorecard for Sutton borough and has done similar work in other London boroughs such as Kingston and Croydon. The scorecard draws upon data from a variety of areas to look at possible differences in outcomes for all ethnic groups. Comparisons are drawn from the following areas:

- Education
- Employment
- Housing
- Health
- Criminal justice
- Civic participation
- Support for the BME voluntary sector

The London Borough of Sutton has engaged with and supported this process and the findings will be included in the work of the Fairness Commission.

4.9. Community Cohesion work with London Borough of Merton

As a borough we are aware that in particular wards on the border of Sutton and Merton, there are concerns about social cohesion. In 2017, we are commissioning, jointly with the London Borough of Merton a piece of research into six wards; St. Helier, Lower Morden, and Ravensbury Wandle Valley, and Stonecot and Lower Merton where we know there are similar demographics, levels of well being, income and health outcomes.

- 4.10. The aim of the project is to provide an understanding of the hopes, aspirations and worries of residents in these wards, in particular identifying any concerns around social inequality and factors that might weaken community cohesion. Findings should also help both boroughs design and deliver smarter and better focused services in-and-for these areas, enabling both to respond more effectively to residents' views, needs and concerns. Through gaining a greater understanding of any potential issues and concerns, we hope the research will allow both authorities to consider what future programmes of work might be required to address the issues identified through the course of the study.

4.11. Equalities Healthcheck

The Council is currently reviewing its overall approach to equalities through an internal 'healthcheck.' This process will use the Equality Framework for Local Government (EFLG) as its basis and will consider evidence from across the Council and the sector more widely. The project will make recommendations for improvements which will form part of our Equality Objectives for 2017/18.

5. Consultation with our residents

5.1. Through the Sutton Consultation Hub, we have had over 3,500 responses from residents to various online surveys. Some of the services we have consulted on include;

- Housebound Library Service
- Sutton Looked After Children Survey
- Council Tax Reduction Survey
- Sutton Family Information Service Satisfaction Survey
- Early Years Help Survey

5.2. We have also consulted over 1000 residents (online and face to face) as part of the Sutton Plan. We have also tried to meet people where they are as opposed to expecting them to come to us, especially where there is a hard to reach group involved.

6. Equality groups

Age - Children and young people

6.1. This year the council conducted some major reviews of services affecting children and young people, including the Youth and Adolescence Service Review, the Children's Centre Review, the Libraries Service Review and considered proposals for two new secondary schools. The reviews all took place due to the need to save money and were necessary to undertake to meet savings targets.

6.2. The Youth and Adolescence Service provision was reviewed and narrowed down to provide targeted support to people Not in Employment, Education or Training (NEET)¹ and vulnerable groups of youths. As part of the review to the service to make savings, some of the resources for preventative work were reduced.

6.3. Analysis indicated that teenage parents would be disproportionately impacted, due to being a vulnerable group in need of extra support. Without targeted support, it was assessed that there would be a big impact on the ability of teenage parents to enter EET, gain parenting skills and access support networks.. To mitigate against this impact it was decided to retain the Teenage Parenting Worker post and Leaving Care Adviser and forgo additional saving.

¹ In March 2016, 2.6 % of the 173 Year 12-14s in Sutton were NEET with 554 (7.8%) of the in EET placement unknown. Of the 173 NEETs that are known, 55 of these 16-17 year olds had mental health problems and low attainment as significant barriers to participation, 22 have a Education, Care and Health Plan or statement of special needs. 17 are teenage parents seeking suitable EET opportunities and 35% have been NEET for more than 6 months.

- 6.4. The decision was taken to close the Amy Johnson Day Nursery, meant that some children would have to travel further to alternative provision and would need to settle into new provision. To mitigate against this impact, staff at new locations were notified that those children and parents would need additional support. 3 year olds were transferred to school nursery, resulting in a positive impact, as school nurseries provide better developmental opportunities, enhanced learning and increased school readiness. 2 year olds were provided with increased whole family support from children's centres.
- 6.5. The Children Centre Review reviewed the number of children's centre in the borough, in order to achieve budget savings. Children's centre are key access points for 0-5 year olds and their parents. The decision was taken to reduce the number of centres and levels of service. To mitigate against children's centres as sources of support disappearing completely, access points of support providing NHS services such as weighing-in for babies were retained. Although costs were introduced to access some children's centre sessions families on low incomes will not have to pay, ensuring that all new parents and their children retain the support they need.
- 6.6. The proposal for a new secondary school in the borough will impact children who are in Year 4 in 2018. The school will recruit predominantly from the following wards: Belmont, Sutton South, Sutton West, Central Sutton though it will serve a smaller number of pupils from a wider distance. Within these wards there are a range of Local Super Output Areas (LSOA) being the most deprived and least deprived wards in the borough. However, there is no evidence that any one particular socio-economic group would be positively or negatively affected by the proposal to locate a secondary school on the Sutton Hospital site. It would be located very close to one of the most deprived LSOAs in Sutton, offering more choice of secondary school provision than previously available.

Older people

- 6.7. Older people make up 74.7%² of the borough's population (60 years and older, with 14.7% over the age of 85), which is higher than the national average. It is also the fastest growing age group in Sutton. This year, changes to the Care Act Implementation, council tax reduction scheme and the mobile library service were potential impacts upon this group.
- 6.8. The council tax reduction review noted that pensioners are not adversely affected as their level of council tax support is statutory. However, to be classified as a 'pensioner' they have to have reached the qualifying age for retirement or qualify for Pension Credit. With the introduction of Universal Credit both partners will have to achieve the qualifying age to receive a

² https://www.sutton.gov.uk/downloads/file/1221/sutton_equality_and_diversity_datacard

reduction. This is not expected to affect existing claimants and so it will not lead to a negative impact on this group.

- 6.9. Care Act Implementation began in Sutton this year, and the EIA stated that the Department of Health set out that the greatest benefits from the Care Act will be derived by older people requiring care alongside disabled adults and carers. These benefits should be replicated in Sutton so we do not intend to see any negative impact of this upon older people.
- 6.10. The review of the Sutton library service meant that the mobile library service was removed. To mitigate against any potential impact of this change, the service is now delivered to the same user group (and has been extended) through joint working with the meals on wheels service. This means that vulnerable people throughout the borough who are not always able to leave their homes, will still have access to books.

Disability

- 6.11. The changes impacting disabled people this year included the council tax reduction scheme, the Sutton Housing Partnership Delivery Plan and the libraries review.
- 6.12. The council tax reduction scheme proposes a level of protection for any claimant and/or their partner in receipt of a disability related benefit. 24% of current claimants are in receipt of full council tax reduction due to disability, therefore, this group will not be impacted. However, there are some people with a disability in the borough who are not entitled to full disability benefits. At the moment 2.7 % of residents with a disability only receive part reduction and therefore may be negatively affected by changes to the scheme. To mitigate against this, when calculating income, any disability related benefits that they receive will not be taken into account, reducing amount they will have to pay.
- 6.13. The Sutton Housing Partnership (SHP) Delivery Plan which aims to improve housing services in the borough. The EIA notes that by improving housing management there will be a variety of positive benefits. Health benefits resulting from improving the condition and thermal efficiency of properties via the 'decent homes' programme, and an improved approach to anti-social behaviour and its impact on communities. There are not expected to be any negative impacts of the delivery plan.
- 6.14. 38% of the mobile library users defined themselves as having a disability. As noted above the removal of the the mobile library service was mitigated by the introduction of a new service run by Meals on Wheels.

Gender

- 6.15. Gender is a difficult consideration to evidence, although it is taken into account where needed, when major decisions are made not many of the EIAs focused on the impact on gender specifically, as males/females are also part of other protected groups.
- 6.16. From national data we can assume that changes to services for children and young people are very likely to impact upon women since they are often the primary care providers. Consideration is made for this in EIAs and mitigation against negative impacts are documented where needed. Similarly, although not directly related to impacting residents, changes in internal LBS delivery arrangements, such as the introduction of shared services, impact upon staff. Where one gender may be negatively impacted mitigations are put in place.
- 6.17. Although there are no EIAs noting that women are disproportionately negatively affected, the library review data noted that the proportion of women library users was much higher than the general population.

Race/ethnicity

- 6.18. Ethnicity was taken into account within the major changes where LBS knew that a percentage of the service users affected would be Black and Minority Ethnic (BME). Action was taken to mitigate against any residents missing out on information about key changes by ensuring that communications strategies/consideration were made.
- 6.19. For example, as part of changes to housing rent and related charges to ensure that BME families do not miss out on receiving key information about changes to rent, the EIA notes that Sutton Housing Partnership (SHP) will ensure information about welfare rights and debt advice is regularly communicated to working households, particularly BME working households. SHP will also liaise with voluntary sector organisations to agree upon other communication channels to reach tenants from the BME community who may be facing difficulties in paying their rent.
- 6.20. As part of the Care Act implementation and consultation, the EIA notes that there should not be any negative impact upon any of the protected groups, including older people from a BME background. We know that Sutton's population is predominantly English speaking even though all the residents are not English. 29% of the population are from diverse communities and we know that the Polish, Urdu and Tamil communities are growing. To mitigate against this large section of the population not being able to access information about changes to care services, the EIA notes that communications will be made in the necessary languages and make sure the relevant translation mechanisms are made available.

Religion

- 6.21. As part of the EIA analysis process, it was not found that any of the major changes made would have a disproportionate or negative impact upon faith groups in the borough. The Care Act Implementation and consultation, when looking at deferred payment arrangements where the EIA gave due consideration to the fact that charging of interest may pose a barrier to faith groups who have objections on religious grounds. To mitigate against any negative impact and access to payment methods, the reform will allow for the careful development of financial products so that all sections of society can benefit.

Other groups: Marriage and civil partnership, gender reassignment, sexual orientation and pregnancy and maternity

- 6.22. We know that the Census does not collect data on sexual orientation; as a result there are no official figures on the heterosexual, lesbian, gay, or bisexual population in Sutton. However, the Census does collect information about marital status of residents 16 years and over. We know that 34.7% of the Sutton population were single (never married or never registered a same-sex civil partnership), 47.7% were married, 0.2% were in a registered same sex civil partnership, 2.7 % were separated (but still legally married or still legally in a same-sex civil partnership), 8.4% were divorced or formerly in a same-sex civil partnership which is now legally dissolved, and 6.3% of the population is widowed or surviving from a civil partnership only.
- 6.23. LBS does hold data on the Sutton Equality and Diversity Datacard³ for these groups. This means that making informed assessments and mitigations is more difficult. When making an assessment for these groups consultation and engagement are particularly important to identify any issues and national data and good practice can also be drawn upon.

Families and Lone parents

- 6.24. Although not officially protected characteristics, LBS has put in place mitigations in some cases because they are more likely to be vulnerable. As part of the Youth and Adolescence Service review mentioned previously, teenage parents were given careful consideration. Parents with on a low income with young children, (especially under 2s), are always given consideration due to their vulnerability. As part of the council tax reduction scheme review, the changes are likely to affect all working age employed households with children under 2, (1.7% of the caseload). To mitigate this the council set up a hardship fund to help vulnerable families who are likely to be affected, limiting the negative impact. The same principle will apply to working age non-working households and to those who are self-employed.

³ https://www.sutton.gov.uk/downloads/file/1221/sutton_equality_and_diversity_datacard

- 6.25. Low income parents were also considered as part of the children's centre review, and they will not be charged for services. Parents in need of mental health support were also considered as Children's Centres play a role in supporting parents facing isolation, anxiety and other mental health issues.

7. Analysis of EIAs

- 7.1. EIAs for this report have been collated⁴ from the following committees:

- Adult Social Services and Health Committee
- Housing, Economy and Business Committee
- Environment and Neighbourhood Committee
- Children, Family and Education Committee
- Strategy and Resources Committee
- Planning Committee

- 7.2. It is good practice to ensure that all major decisions going for a decision have an EIA attached. For the majority of decisions taken at committee an EIA has been completed however there have been a few instances where this has not been the case. Actions have been put in place to address this. It is also important to note that EIAs are iterative and will be reviewed and improved as projects progress and more information is acquired.

8. Conclusions

- 8.1. In line with the law LBS seeks to identify and mitigate where appropriate any negative impacts changes will have upon the protected groups. Steps have been taken where possible to re-shape service delivery so that the protected groups and most vulnerable still have access to core services.
- 8.2. We have improved our system for alerting officers of the need to complete and EIA and then supporting them in the production and quality assurance of the document. This has improved to some extent, both the number and quality of impact assessments that are being produced. Data collection has also improved since we last published a cumulative assessment and this is integral to our ability to identify and mitigate impacts. We will improve our knowledge of the needs of different groups in the borough through [The Sutton Plan](#) work and our partnership with the Sutton Fairness Commission. Furthermore, we will draw on the forthcoming work to consider issues with social cohesion in the borough and beyond.
- 8.3. Overall, this assessment shows that no one group has been systematically disadvantaged by LBS starting, stopping or changing what it does. This

⁴ EIAs for: Amy Johnson Nursery, Care Act Consultation, Children's Centres, Council Tax Reduction Scheme, Education Funding and Delivery, Housing Management review, Library service review, Local Plan, Mosaic Upgrade, New High School site, Rent setting, Review of community group involvement in neighbourhood plans, Shared Customer Contact Service, Shared Finance Service, Smaller, Bigger, Different, Sutton Housing Partnership delivery review, Youth and Adolescent Services.

assessment shows that there is a system in place for considering the impact of changes and where appropriate mitigating negative impacts on the protected characteristics. Over the next twelve months significant work will be done to improve our knowledge of the borough and to continue to ensure that these groups are considered and protected.