Borough of Poole Council

The Medium Term Financial Plan (MTFP)

Equalities Impact Assessment (EQIA)

Aims of the function

1 The MTFP is a financial forecast setting out the expenditure and resourcing needs of the organisation over a 3 year planning horizon. The current MTFP runs from 2009/10 to 2011/12 inclusive. It is a strategic assessment of the resources needed to achieve the Council's long term ambitions alongside maintaining services and ensuring the Council discharges its proper functions. It impacts on all recipients of Council services our employees and the wider community at large, including local taxpayers.

Main users of the strategy

2 All Council' stakeholders including members of the public, tax payers, Councillors, Corporate Management Team, Service Unit Heads, Budget Holders, Accountancy Staff, Government departments and agencies, partner organisations and the Council's auditors and inspectors.

3 Senior Officers and Service Unit Heads will be required to carry out impact assessments to identify equalities issues across their individual budget areas of responsibility, as part of the MTFP and annual budget setting process to better inform the resource allocation process with immediate effect.

Policy Aims

4 The MTFP is a key strategic planning tool for the council and supports the delivery of the Councils Corporate Strategy, key objectives and priorities, specifically to support the following corporate objectives of the Council:

1 Supporting Children & Young People

2 Promoting Health & Well-being

3 Protecting Poole's Environment

4 Strengthening our Communities

5 Developing a Dynamic Economy

5 As a key Council Strategy it will also aim to support the following key priorities:

1 Revitalising our Town Centre

2 Transforming our Schools for the Future

3 Improving Housing for Local People

4 Reducing Poole's Carbon Footprint

5 Meeting the Needs of our Ageing Population

6 Improving Efficiency & Effectiveness

6 The MTFP also sets out how the Council allocates resources to ensure it effectively discharges its statutory obligations for Equal Pay Legislation, Disability Discrimination Act (1995) – DDA requirements and Other equalities legislation including The Race Relations (Amendment) Act 2000 and the Equality Act 2006.

Equality Strand: People from different age groups

7 **Key Findings are:**

a) Poole is a popular retirement town with an ageing population that is above the national average. Poole aging population is increasing at a rate in line with England and Wales, however the proportion in this age group in Poole runs approximately 5% higher than the proportion of 85+ year olds in England and Wales. The highest concentrations of 85+ year olds live in Canford Cliffs, Poole Town (which is among the most deprived 25% of areas in England) and Parkstone. (Poole's Older People Strategy)

b) Those aged 65+ are concentrated in the southeastern part of Poole. The 65-84 year olds are centred along the seafront from Parkstone to Canford Cliffs. These are also among the most affluent 25% of areas in England.

c) Currently, there are around 54,500 people aged 50+ in Poole. Of these 26,000 are aged 50-64, 24,500 are aged 65-84 and 4,000 are aged 85+. These represent almost 40% of the total population.

d) By 2011 the Office for National Statistics project that there will be 59,000 people aged 50+ in Poole. This will comprise an even larger proportion of the overall population. While the number aged 50-64 and 65-84 will increase by around 6% and 7% to 2011, the most marked rise will be for those aged 85+. This age group is projected to increase to over 5,000 people by 2011, around 28% growth.

e) As some people get older it becomes financially more difficult to maintain their properties and keep them in a condition that can be classed as ‘decent’. According to the Housing Conditions Survey 2005, the majority of houses in Poole which are classed as ‘non decent’ fall into that category due to poor thermal efficiency.

f) 23% of Poole’s population is aged 0-19, this proportion is likely to fall in future years. High concentrations of 0-19 year olds in Poole are in Hamworthy West (Turlin Moor), Alderney (Belbin/Bedford Road area), Canford Heath (around Ashdown) and Broadstone (south of Springdale Road). Canford School and Bournemouth University may account for the high concentrations around Canford Magna and east of Talbot Heath.

Mitigating actions and positive investment

Older People

8 Resourced actions include those identified as part of the Council’s Promoting Equality, Respecting Diversity policy, which outlines how the Council seeks to address age equality. The *Older People’s Strategy* identified the following priorities:

a) An increase in the proportion of older people who are eligible for benefits being in receipt of Housing Benefit or Council Tax Benefit.

b) A minimum of 200 older people referred to the Home Safety Scheme and 120 older people living in warmer homes through improved energy efficiency measures.

c) Extend library services to older people who are housebound or living in residential and nursing homes and provide more reading groups for older people living in sheltered housing.

d) A ‘Silver Active 3x30’ Club for older residents, that will encourage and support older people to take part in thirty minutes of moderate exercise three times a week, and provide increased access to related schemes.

e) Introduction of a new Intermediate Care Service jointly funded with Bournemouth and Poole Primary Care Trust, which will result in fewer inappropriate hospital admissions and fewer delayed discharges from hospital. And these have been resourced.

9 Services aimed at Older People include the following resource allocations:

a) £27m of its gross revenue budget is allocated to services associated directly with Older People (over 65)

b) A £1.672m improvement fund for Fourways/Sea View Day Centre (capital expenditure)

c) £1.3m has been allocated to support the Concessionary Fares Scheme (over and above resources received from Government)

d) £604k - Cost of managing the Social Services Passenger Transport Fleet on behalf of Social Services clients

e) £468k investment over the MTFP in private sector renewal – warmth & well being grants (capital expenditure)

f) £10k investment in the Exercise referral scheme

g) £942k – support to bus subsidies including £49k extra in 2009/10

h) £1.983m capital investment to provide a new Hamworthy Community Library

i) £121k across the MTFP to upgrade the ICT network including public PC's within the Library and Museum Service

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Children and Young People (CYP)

10 The *CYP Plan* identifies the following priorities:

a) Improve the life chances for vulnerable children and young people in targeted areas of the town and for vulnerable groups, such as children with a disability, children looked after and children from settled Traveller families.

b) Children and young people feel safe and are not bullied or threatened in their home, school and in public areas.

c) Healthy lifestyles are achieved for all children and health inequalities are reduced in targeted areas.

d) Parents feel supported and able to improve their children's safety and well being, especially in targeted areas.

e) Children and young people have access to a range of interesting and enjoyable activities, in and out of school, which support them in reaching their potential and high-level ambitions.

f) Poole has confident, employable young people who have a positive relationship with their community and these have been resourced.

11 Services aimed at Younger People

a) £126m of gross expenditure in the Children's Service Portfolio of the Council. This includes £146k extra in Looked After Children due to above inflation cost increase and high cost placements,

as well as an additional £181k investment in the Council's Team that supports the Children's Services Capital Programme.

b) £65m of capital investment over the MTFP period. This will include improvements to schools, the provision of Children's Centres etc.

c) The revenue budget includes specific funding in schools for pupils with English as an additional language.

d) £4k additional investment in playground inspections – this is an extra investment on top of the base budget for playground management & maintenance of £21,500.

e) £942k – support to bus subsidies including £49k extra in 2009/10

f) £1.983m capital investment to provide a new Hamworthy Community Library

g) £121k across the MTFP to upgrade the ICT network including public PC's within the Library and Museum Service

Equality Strand: Disabled people

12 **Key Findings are:**

a) In Poole there were around 4,500 people claiming a disability living allowance in 2004. This equates to a claim rate of 3.2% for Poole, lower than the average for England and Wales of 4.5%. Of these 560 (12%) were aged 0-16, 2375 (54%) are aged 17-59 and, 1485 (34%) are aged over 60.

b) Poole Social Services also hold a register, recording people with a disability by five categories: visual, hearing, physical, learning and mental health. The number of registered people by disability category for 2005 is: Hearing 871, Learning 115, Physical 2,539, Visual 957, Mental health 205, total 4,687

c) In the 2001 Census 25,500 people identified themselves as having a limiting long-term illness. That is around 18% of the total population. Over half of these were aged over 65.

d) Poole Town Centre is one of these areas with large numbers of elderly people with limiting long-term illness (LLI). For some areas, however, particularly in Alderney (around Evering Avenue and Arne Avenue), which has the highest number with a LLI, this is not the case. Data from the health and disability domain from the 2004 Index of Multiple Deprivation identifies additional areas with health and disability issues, including Turlin Moor

Mitigating actions and positive investment

13 Resourced actions are identified as part of the Council's Promoting Equality, Respecting Diversity, which outlines how the Council seeks to address its disability equality duties. The following resource allocations have been made in setting the Budget for 09/10:

a) £16m on Adults with Physical or Sensory Disabilities, Learning Disabilities, or Mental Health Needs.

b) £1.82m is planned to be spent to meet the legislative requirements associated with the Learning Disability – Campus closure programme (capital expenditure)

c) £1.379m over the MTFP period of investment in Disabled Facilities Grants (capital expenditure)

d) Earmarked £344k as part of its Capital Programme to improve disabled access to Council owned or managed buildings. Coupled to this £25k per annum investment is planned to improve compliance of Open Space Facilities with the Disability Discrimination Act (1995).

e) £85k Community Transport base budget (includes older and disabled groups)

f) £50k New investment in a Community Transport Voucher Scheme

g) £10k increased contribution to fund 1 FTE booking co-ordinator

Equality Strand: People of different Faith or belief

14 **Key Findings are:**

a) Little detailed data exists currently regarding different faith groups within the community. However, the 2001 Census provides top-level data on the population of Poole by religion. Almost two thirds of the population categorized themselves as Christian, 16% stated they had no religion, for 8% religion was not stated, and the remaining 1% belong to other denominations.

Mitigating actions and positive investment

15 Resourced actions are identified as part of the Council's Promoting Equality, Respecting Diversity, which outlines how the Council seeks to address equality on the basis of faith and belief. The Council operates a Chaplaincy Service that supports staff and the public with matters of faith, guidance or reflection and the 2009/10 Budget includes an additional £12k to build support to interfaith forums and community events.

16 During 2008/09 the Council's charging policy for burials was amended in recognition of the specific faith requirements of the Muslim community, charging only for a single plot rather than two as previously charged due to the spatial orientation of Muslim burial plots.

Equality Strand: Gender/Trans people

17 **Key Findings are:**

b) Of the 137,100 total population of Poole – 71,400 are female (52%) and 65,700 are male.

c) The percentage of women of working age who are economically active is less than that of men; however, for those who are economically active the unemployment rate in Poole is higher for women than for men, the reverse of the national picture.

d) Nationally the median income of male full-time workers was £25,769 (Annual survey of Hours & Earnings 2005/06) and for female full time workers it was £20,131 (78% of the male figure)

e) The Borough of Poole supports the principle of equal opportunities in employment and believes as part of that principle that male and female employees should receive equal pay for the same work rated as equivalent and for work of equal value. This right to equal pay is also a fundamental principle of European Community law and conferred by United Kingdom legislation.

Mitigating actions and positive investment

18 Resourced actions are identified as part of the Council's Promoting Equality, Respecting Diversity policy, which outlines how the Council seeks to address its gender equality duties. The Council has set aside £1.959m per annum for 2009/10 to ensure the Council meets its obligations under Equal Pay Legislation. A £95k per annum investment has also been made to establish an ongoing team to support future job evaluation and equal pay assessment work.

19 Continued support to the Business development needs of Flippers Nursery (Council Staff Nursery). The operational costs of Flippers are covered by the nursery's fees and charges and nursery grant income.

20 £33k grant payment to Bournemouth Churches Housing Association to help fund the Domestic Violence support project.

Equality Strand: Black and Minority Ethnic people

21 **Key Findings are:**

a) At the last census there are 5,565 people from black and ethnic minorities in Poole, which equates to 4% of the total population.

Of these 863 are from the White Irish ethnic group and 2,209 are from the White Other ethnic group. The next largest ethnic groups are Mixed White and Asian (351 people), Chinese (345 people) and Indian (317 people)

b) Ethnic minorities have much younger age structures than the overall population.

c) People from black and minority ethnic groups living in Poole tend to live around the Town Centre. Other areas with high numbers are Branksome East (east of Talbot Heath), Parkstone and Branksome West (along Ashley Road), and Broadstone (around Clarendon Road).

d) Currently, the 2001 Census is the main source of data on ethnicity. However, some groups may not be represented. For example the influx of Polish and other workers as a result of the regeneration of the central area.

e) There is currently one static Gypsy and Travellers site in Poole at Mannings Heath. It has 4 pitches and 9 people living there. Settled or resident Gypsies and Travellers are resident throughout Poole, principally in Alderney and Turlin Moor. However, there is no hard data on actual numbers or their characteristics.

f) From the data available it is understood that Gypsies and Travellers have a shorter life expectancy on average than the general population. It is estimated that on average women live 12 years less and men 10 years less than the general population nationally. Also Gypsy and Traveller children, particularly those of secondary age, have lower levels of school attendance than pupils from other groups. By Key Stage 3, it is estimated that only 15-20% of Traveller pupils are registered or regularly attend school.

Mitigating actions and positive investment

22 Resourced actions are identified as part of the Council's Promoting Equality, Respecting Diversity policy which outlines how the Council seeks to address its race equality duties. This includes

a) The provision of a corporate translation and interpretation service that is available to people whose first language is not English to enable these users to access our services.

b) A £1.914m capital investment over the MTFP period to renovate the Mannings Heath Gypsy & Traveller site.

c) The Minority Ethnic and Traveller Achievement Service which works strategically, building capacity in schools (via the provision of CPD opportunities for staff) with the aim of improving educational provision for Black and minority ethnic children and young people, including Travellers, working in

partnership with other school improvement professionals/agencies.

d) Limited direct support to EAL learners identified by schools (as determined by central funding arrangements (EMAG)) To monitor and quality assure schools' provision

Equality Strand: Lesbian, Gay or Bisexual people

23 **Key Findings are:**

a) There are no accurate demographic figures for the proportions of the population in Poole who regard themselves as heterosexual, gay, lesbian or bisexual. The government uses the figure of 5-7% of the national population, which is considered a reasonable estimate (Stonewall.org.uk).

b) There is a broad estimate that between 5% and 10% of the local population in the South West define themselves as lesbian or gay, with a further cohort of unknown size defining themselves as bisexual to a degree or context that affects their self-awareness or day-to-day life (A Firmer Foundation).

c) In Poole, 214 people aged 16 and over identified themselves as part of a same-sex couple, in the 2001 Census (Neighbourhood Statistics).

Mitigating actions and positive investment

24 Resourced actions are identified as part of the Council's Promoting Equality, Respecting Diversity, which outlines how the Council seeks to address its equality on the basis of sexual orientation.

Responsible officers

Liz Wilkinson
Head of Financial Services & Chief Finance Officer (S151)

Adam Richens
(Acting) Head of Accountancy & Deputy Officer (S151)

26 February 2009

MTFP EQIA ACTION PLAN

Action	Responsible	Time scale	Comments
Service Units Heads to consider and set out the equality impact issues in budget submissions including all growth and saving proposals as part of the annual refresh of the MTFP and the preparation of the detailed budget proposal for 2010/11.	Service Unit Heads Policy Directors	With effect from 1/4/2009.	Head of Financial Services to issue advice and guidance to organisation regarding new budgeting requirements and processes for 09/10
Corporate Management Team to ensure that the equality impact assessment processes are embedded within the financial planning cycle.	Corporate Management Team with support from Head of Financial Services	01/04/09 onwards	Head of Financial Services to issue advice and guidance to organisation regarding new budgeting requirements and processes for 09/10
Service Unit Heads to consider equality impact in changes to budgets on an ongoing basis and evidence, further to the monthly budget monitoring processes.	Service Unit Heads Head of Accountancy	01/04/09 onwards	Head of Accountancy to advise Service Unit Heads on new evidence requirements for budget monitoring processes
Service Unit Heads and Management Team to consult with relevant equalities groups as part of budget consultation processes.	Service Unit Heads Management Team	01/04/09 onwards	Head of Financial Services to reflect known requirements in the MTFP and budget planning process for 2010/11 onwards.