Equalities in the budgeting process - Response from Dundee City Council

Education Department

• How were equalities issues taken into consideration in allocating budgets in 2012-137 (Please describe the process undertaken)

Allocation of budgets is aligned with the actions as set in the Education Action Plan of the Dundee City Council, Single Equality Scheme (SES) 2009 -12 and the Education Department, Accessibility Strategy 2009-12. The SES and the Accessibility Strategy are developed following extensive consultation and are currently subject to annual review. The budget for the Education Action Plan is incorporated within the Education Budget.

• Was the approach taken for the 2012-13 budget any different from that taken in 2011-127 (If YES, please describe what changed in your approach)

Budget allocation does not happen on a yearly basis, please see response above. The budget allocation for the Accessibility Strategy remains constant year on year. However, the management of the budget is the responsibility of a Finance Group within the Education Equalities Group. The group oversee the allocation of the budget dependent on the agreed strategy and applications for funding.

• Can you provide any examples of how equalities considerations influenced agreed budgets7 (Please provide up to THREE examples)

The agreed 3 year Action Plan or Strategy influence how budgets are allocated.

Equalities in mainstream services

• For your three most significant mainstream services (in terms of cost), please provide details of

a) The total budget for this service in 2011-12 and 2012-13

The final Education Department Revenue Budget for 2011/12 = £131,198,000
The final Education Department Revenue Budget for 2012/13 = £131,648,000

b) The impact (positive or negative) that this service has on equality groups

A core component of education is meeting learners needs. This all encompassing duty embraces all learners, irrespective of protected characteristics. The Education (Disability Strategies and Pupils’ Educational Records) Act 2002, requires us to have in place an Accessibility Strategy which fulfils our duty to make education accessible in terms of the curriculum, communication and the physical environment. Our practice and policy is also subject to Impact Assessment.
c) The impact (if any) that any budget changes have had on equality groups

Impact assessment of policy and practice ensure that any negative impact is recognised and where possible addressed.

Service provision for equalities groups

- For up to THREE services with a specific focus or provision for equalities groups, please provide details of

a) The total budget for this service in 2011-12 and 2012-13

Accessibility Strategy has a yearly budget of £189,000

b) The impact that this service has on equality groups

The positive impact on equality groups is reflected in the annual report to Committee for the SES. The Accessibility Strategy is kept under review by the Education Equality Group, a report to committee is then produced to review progress over the life of the strategy and agree an new 3 year strategy.

c) The impact (if any) that any budget changes have had on equality groups

Impact is monitored by employing impact assessments and through our ongoing review process. We are undoubtedly expected to do more with less, however, protecting the needs of the most vulnerable is a priority which requires us to be creative, flexible and seek new ways of working with partners such that negative impact is reduced.

Mainstreaming equalities

- What specialist services or programmes have been, or are being altered, in the interests of mainstreaming?

Mainstreaming for education is about building capacity at the universal stage, such that, more young people receive the support they need when they need it. The more we can develop the skills, which are perceived to be special, and offer them at an earlier stage and to a greater number of young people the greater the impact.

- What monitoring is in place to ensure that the relevant equality groups continue to access an appropriate service?

I have already mentioned a number of ways in which we monitor and review with regard to budgets, we can also call on a wide range of methods for gathering the views of our stakeholders e.g. Focus Groups, Pupil Surveys, Parent Surveys, Pupil Councils, Parent Councils, Champions Board (for LAC), Active School Report etc. We have a Bi-lingual Pupil Support Service which supports the inclusion of pupils and parents for whom English is a second language. Our Sensory Service provides specialist support to those pupils and parents with visual or hearing impairment. Each of these services reports on those accessing their service. We work in
partnership with NHS, Dundee University, Dundee's Violence Against Women, Scottish Government (Positive Behaviour Team and National Domestic Abuse Delivery Plan), voluntary sector etc. Each of these partnerships is subject to review and scrutiny with regard to positive outcomes. These are just some examples of the many connections which we engage in to ensure that we Get it Right for Every Child.
Equalities in the budgeting process - Response from Dundee City Council
Social Work Department

- How were equalities issues taken into consideration in allocating budgets in 2012-13? (Please describe the process undertaken)

In relation to Social Work services, equality issues are integral to all budget decisions with equality impact assessments carried out for significant policy and service changes. Significant additional resources were added to the Social Work budget in 2012/13 to reflect the growing financial pressures faced by the department in meeting the needs of disadvantaged groups, at a time when funding is severely restricted.

- Was the approach taken for the 2012-13 budget any different from that taken in 2011-12? (If YES, please describe what changed in your approach)

No - the 2011/12 budget process also distributed additional resources to the Social Work budget to meet these demands. However there has been an increased awareness and understanding of how equality characteristics could affect beyond previous legal requirements of race and gender disability.

- Can you provide any examples of how equalities considerations influenced agreed budgets? (Please provide up to THREE examples)

Social Work Non-Residential Charging Policy: An assessment of the potential negative impact of Welfare Reform to the most vulnerable members of the community in receipt of chargeable social work services resulted in a decision to freeze all charges from 2011/12 to 2012/13.

Investment in Adult Care Services: Significant additional resources have been added to the Social Work budget over the last 3 financial years to provide more and better quality services for adults with a disability (learning and physical disabilities and mental health problems).

Investment in Children’s Services: In addition, over a similar time periods, additional resources have been allocated to support children and families in need

Equalities in mainstream services

- For your three most significant mainstream services (in terms of cost), please provide details of

a) The total budget for this service in 2011-12 and 2012-13

Social Work Revenue Budget:

<table>
<thead>
<tr>
<th>Year</th>
<th>Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011/12</td>
<td>£89.632m</td>
</tr>
<tr>
<td>2012/13</td>
<td>£94.763m</td>
</tr>
</tbody>
</table>
b) The impact (positive or negative) that this service has on equality groups

Positive impact on all equality groups including older people, adults and children with a disability, children and families in crisis, specifically targeted services such as women subject to violence/domestic abuse, women offenders and ethnic minority advice services. These services provide these groups with the range of services to assist them meet their specific needs.

c) The impact (if any) that any budget changes have had on equality groups

As per previous responses noted above, the additional investment has resulted in more enhanced services for disadvantaged groups

Service provision for equalities groups

- For up to THREE services with a specific focus or provision for equalities groups, please provide details of

a) The total budget for this service in 2011-12 and 2012-13

Violence Against Women Partnership:

2011/12 £182k (included carry forward of previously unspent resources)
2012/13 £174k

b) The impact that this service has on equality groups

Violence against women has its root cause in gender inequality and the services in place have provided a positive impact for this group in relation to raising awareness of violence against women and facilitate the development of approaches that support women, children and young people, challenges perpetrators and works towards the prevention of violence against women over the long-term. This includes this group experiencing better health, feeling safer and reducing barriers to accessing services.

c) The impact (if any) that any budget changes have had on equality groups

None

Mainstreaming equalities

- What specialist services or programmes have been, or are being altered, in the interests of mainstreaming?

Each department has a rep on the equality steering group

- What monitoring is in place to ensure that the relevant equality groups continue to access an appropriate service?

Equality monitoring is undertaken by the council's equality steering group who have an action to improve information gathering re equality characteristics
of customers across the council
Equalities in the Budgeting Process - Response from Dundee City Council Housing Department

- How were equalities issues taken into consideration in allocating budgets in 2012-13?

The Housing Department carried out an extensive consultation in November to December 2011 for the Housing Revenue Account Budget for 2012-13. This involved carrying out events within the communities to gather views on the proposed budget. The Equality and Diversity Rapid Impact Assessment Tool was completed with information being published on the Council’s website.

- Was the approach taken for the 2012-13 budget any different from that taken in 2011-12?

The approach taken on the 2012-13 budget setting process involved more tenant consultation which results in higher feedback being received on proposed rent options.

- Can you provide any examples of how equalities considerations influenced agreed budget?

None

Equalities in Mainstream Services

- For your three most significant mainstream services (in terms of cost), please provide details of:

  a) The total budget for this service in 2011-12 and 2012-13

<table>
<thead>
<tr>
<th>Service</th>
<th>2011/12</th>
<th>2012/13</th>
</tr>
</thead>
<tbody>
<tr>
<td>Housing Revenue Account</td>
<td>£49,125,411</td>
<td>£50,750,570</td>
</tr>
<tr>
<td>Other Housing</td>
<td>£ 4,954,000</td>
<td>£ 4,796,000</td>
</tr>
</tbody>
</table>

b) Impact (positive or negative) that this service has on equality groups?

In 2011/12 69 new council houses were built within Dundee, all were built to housing for varying needs standards and with NHER B levels of energy efficiency ratings ensuring that the homes can be heated efficiently addressing fuel poverty. 32 of these were specifically designed to meet the needs of wheelchair users.

Each year the council allocates a significant budget for disabled adaptations (2012/13 - £750k) to be carried out within council houses to meet the needs of our tenants. This enables elderly and disabled tenants to remain in their homes.

c) The impact (if any) that any budget changes have had on equality groups?

None
Service Provision for Equalities Groups

- For up to three services with a specific focus or provision for equalities groups please provide details of:-

  a) The total budget for this service in 2011-12 and 2012-13

<table>
<thead>
<tr>
<th>Service</th>
<th>2011/12</th>
<th>2012/13</th>
</tr>
</thead>
<tbody>
<tr>
<td>Homeless Services</td>
<td>£2,540,938</td>
<td>£2,574,990</td>
</tr>
</tbody>
</table>

b) The impact that this service has on equality groups

This team provides a comprehensive homeless service across the city to all client groups.

c) The impact (if any) that any budget changes have had on equality groups

None

Mainstreaming Equalities

- What specialise services or programmes have been, or are being altered, in the interests of mainstreaming?

  We are about to introduce a housing advice service specifically aimed at women who have experienced domestic violence. We have put this in place in recognition that abused women using the housing service have not always received the best advice and information. The project is funded by the Big Lottery for 5 years, at the end of the timescale we aim to ensure that all relevant housing staff have the skills and knowledge needed to give good information and advice to this group.

- What Monitoring is in place to ensure that the relevant equality groups continue to access an appropriate service?

  Gender, disability, religion and ethnicity are recorded through our housing application form. Every month our performance report monitors the number of applications and number of lets for disability and ethnicity.

  Our Homeless Service monitors equalities in line with the government's HL 1 and HL2 statistical returns. These record homeless applicants ethnicity and can be used to identify physical/mental disabilities.

  Monitors within the Homeless System and Lettings Systems are in place

George Manzie
Finance Manager
Dundee City Council
24 August 2012