1. **The role of equalities in the budgeting process undertaken in your organisation**

a) and b) The budgets for 2011-12 and 2012-13 were challenging one, and it relied on a range of budget workstreams to produce significant management efficiency savings that would enable a balanced budget to be set. The budget workstreams were commenced in 2011-12 and continued into 2012-13, and involved a number of significant changes to the way services are organised and delivered, while having only a minimum impact on services to the end user. The budget reductions achieved through the workstream process were made under the efficiency agenda with no cessations of service of reductions in the level of service provided. Nevertheless, because there were some changes to the way that some services were delivered, the council carried out EQIAs for the workstreams, and for their sub elements, to ensure that the impact on groups/communities with particular equality considerations was assessed.

c) The main driver for the budget reductions that were implemented in 2011-12 and 2012-13, was the need to reduce expenditure in line with the real terms reductions in the budget funding sources. Budget proposals came forward from all areas of the council, many of which were areas that provided services to groups with equalities issues. The EQIA process that was applied to the budget reduction proposals assessed the impact on such groups, but did not significantly alter the proposals as a result of the assessments being carried out. While they might have identified any unintended consequences of particular proposals, the equalities implications were considered at an earlier stage, when proposals were being put together and discussed within the council. One of the most significant budget reductions that were implemented related to changes to the way support to the vulnerable elderly is provided, through a shift to a reablement method of support and away from more intense direct support by carers. This was a shift in the emphasis of service delivery that had been commenced in the previous financial year, and the needs of clients was a paramount consideration throughout the development and implementation of the policy.

The ongoing assessment of the impact on equalities groups during the development and implementation phase also applied to reductions in the Early Years budget where a reduction of summer provision in line with demand, the review of the free nursery places eligibility criteria and the rationalisation of staffing levels produced a saving of £0.7M.

The three most significant mainstream services (in terms of cost) are Education, Housing and Social Services and I detail below:

a) The total budget for this service in 2011-12 and 2012-13
b) The impact (positive or negative) that this service has on equality groups
c) The impact (if any) that any budget changes have had on equality groups
2. Equalities in Mainstream Services

a) **Budget**

<table>
<thead>
<tr>
<th>Service</th>
<th>Budget 2011-12</th>
<th>Budget 2012-13</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>£85.4M</td>
<td>£85.8M</td>
</tr>
<tr>
<td>Social Services</td>
<td>£41.1M</td>
<td>£41.5M</td>
</tr>
<tr>
<td>Housing (gross of house rental income)</td>
<td>£19.3M</td>
<td>£21.1M</td>
</tr>
</tbody>
</table>

b) **The Impact (Positive or Negative) that this service has on equality groups**

**Education Service:-**

Provides education securing inclusion, achievement, attainment and excellence for all through delivery of the following services:-

- Early years provision
- Primary and secondary schools and additional support needs provision
- Educational Psychology

This Service has a **positive** impact on equality groups through the support for vulnerable children and young people provided largely through the Additional Support Needs Service. This provides intervention and support for children and young people aged 0 - 18 in early years establishments (including partnership nurseries) and primary and secondary schools as follows:

- English as an Additional Language
- Support for gypsy traveller children
- Support for children with sensory impairment
- Support for children with complex needs including behavioural needs
- Support for children and young people affected by Autism Spectrum Disorder
- Home / hospital teaching for children when children and young people are absent from school for medical reasons

In addition support for children in care is provided in conjunction with Social Services and other partner agencies. The Council also works in partnership with health and other partner agencies to offer support to vulnerable pregnant women and their families throughout the pregnancy and early years of a newborn baby's life.

**Housing**

Plans and delivers a comprehensive housing service to tenants, owners and landlords comprising:-

- Management and improvement of the Council’s housing
- Homeless prevention and alleviation
- Private Landlord registration and HMO licensing
- Owners management and private sector grants
- Housing planning and assessing housing need

Through its work in areas 1, 2 and 5 listed above in particular, this Service
has a positive impact on equality groups by addressing the needs of vulnerable individuals and households including:

- Ensuring unacceptable behaviour by residents / tenants towards individuals / families within protected characteristic groups
- Characteristic groups is addressed, if necessary through judicial proceedings
- Supporting women and children who become homeless due to experiencing domestic violence
- Supporting young people who become homeless due to family breakdown e.g. due to their sexual orientation
- Providing housing for people with a disability including young people who wish to live more independently.

Social Services

Social Services keep children safe, healthy and prepared for adulthood, support adults to live independent and fulfilled lives and provide personalized services enabling people to fulfill their potential by delivering the following services by delivering the following services:

- Child care services
- Adult care assessment and provision
- Criminal Justice Services
- Public Protection (Children, Adults and MAPPA)

Detailed services focussed on supporting the most vulnerable members of our communities and their carers include:-

- Child protection, adoption and fostering, support for children in care
- Care at home, residential care, respite care, provision of equipment and adaptations to enable people to remain in their own homes, rehabilitation and reablement to help people following a fall, illness or stay in hospital, Telecare (Mobile Emergency Care Service)
- Support for adults with learning disabilities
- Support for affected by mental health issues
- Support for young offenders and their families

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

To date the Council has secured budget changes through efficiency savings rather than reduction in services with minimal impact on service users including equality groups i.e. changes have been made to the way in which services are delivered rather than to their extent or standard of delivery. As the changes which have been implemented have not resulted in a significant level of customer dissatisfaction or complaint it is considered reasonable to assume that these have had a minimal impact on Service users.
<table>
<thead>
<tr>
<th>Organisation</th>
<th>2011-12 (3a)</th>
<th>2012-13 (3a)</th>
<th>Impact of Service (3b)</th>
<th>Impact of budget changes (3c)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chinese Association</td>
<td>£3,505</td>
<td>£3,505</td>
<td>Provision of social activities and support for elderly Chinese people in the Stirling area</td>
<td>Neutral impact</td>
</tr>
<tr>
<td>Central Scotland Equality Council</td>
<td>£9,306</td>
<td>£9,306</td>
<td>To promote the interests of all those in protected characteristic groups</td>
<td>Neutral impact</td>
</tr>
<tr>
<td>Council on Disability</td>
<td>£4,464</td>
<td>£4,464</td>
<td>Provision of information and advice and support to people with disability in the Stirling area</td>
<td>Neutral impact</td>
</tr>
<tr>
<td>Epilepsy Connections</td>
<td>£2,616</td>
<td>£2,616</td>
<td>Support for Epilepsy Connections’ work in supporting people with epilepsy in the Stirling area</td>
<td>Neutral impact</td>
</tr>
<tr>
<td>Rape Crisis</td>
<td>£14,625</td>
<td>£14,625</td>
<td>Information, advice, counselling and support for survivors of rape and sexual abuse. When appropriate a signposting service will be operated to assist young people to access specific support for their needs</td>
<td>Neutral impact</td>
</tr>
<tr>
<td>Samaritans</td>
<td>Nil</td>
<td>£5000</td>
<td>Financial support with running cost to enable the organisation to give information and advice and emotional support to people in the Stirling area</td>
<td>Positive impact – new funding providing support to organisation for activity in the Stirling area</td>
</tr>
<tr>
<td>Stirling Area Access Panel</td>
<td>Nil</td>
<td>£3000</td>
<td>Improved access for all people throughout the Stirling Council area to buildings, open space and the urban and rural environment. Improved accessibility for all people throughout the Stirling Council area to services provided in the area</td>
<td>Positive impact - new funding enabling Access Panel to deliver service directly and provides some financial security for the organisation</td>
</tr>
<tr>
<td>---------------------------</td>
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<td>---------------------------------------------------------------------------------</td>
<td>-------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Stirlingshire Voluntary Enterprise</td>
<td>£32,200</td>
<td>£32,224</td>
<td>A service that supports vibrant active communities with a diverse range of trained and supported volunteers. A service that supports individuals in their personal and social development through a service matching them to volunteer opportunities that will suit them</td>
<td>Neutral impact</td>
</tr>
<tr>
<td>Victim Support</td>
<td>£2,232</td>
<td>£2,232</td>
<td>To provide support to victims and their families in the Stirling area</td>
<td>Neutral impact</td>
</tr>
</tbody>
</table>

4. Mainstreaming Equalities
a) What specialist services or programmes have been, or are being altered, in the interests of mainstreaming?

As indicated in response to question 1 above, Stirling Council has made alterations to services primarily in response to the requirement to secure savings and has not altered specialist services in the interest of mainstreaming.

Stirling Council’s considers mainstreaming of equalities is about ensuring equality considerations, particularly the needs of equality groups; are embedded into the Council’s strategic and operational practice across its responsibilities for delivering services, supporting our communities and as an employer and that any potential impact on equality groups arising from changes in service provision are fully considered and where possible any detriment minimised.

In accordance with the requirements of the public sector duty published on 27 May 2012, the Council will in due course publish a report on progress made in integrating the equality duty into to all our activities/function
b) **What monitoring is in place to ensure that the relevant equality groups continue to access an appropriate service?**

The Council's Performance Management Framework covers all Services, provides information at corporate and operational level including changing levels of demand and take up for services from all services users including those within equality groups.

Bob Jack
Chief Executive
Stirling Council
8 August 2012