

Name of proposal/policy	A Decision-Making Hierarchy for Prioritising the Use of Resources	Budget number (if applicable)	N/A
Service area responsible	Council-wide	Cabinet meeting date	01/08/2018
Name of completing officer	Luiza Morris-Warren	Date EqIA created	23/07/2018
Approved by Director / Assistant Director	Susan Zeiss, Monitoring Officer	Date of approval	24/07/2018

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'Due regard' to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

We do this by undertaking equality impact assessments (EqIAs) to help us understand the implications of policies and decisions on people with protected characteristics – EqIAs are our way of evidencing this.

All assessments must be published on the NCC equalities web pages. All Cabinet papers where an EqIA is relevant **MUST** include a link to the web page where this assessment will be published. If you require assistance in getting your EqIA published, please contact equalities@northamptonshire.gov.uk.

PART 1

Description of current provision/ policy and main beneficiaries/stakeholders

The discussion paper this Impact Assessment accompanies aims to identify a framework by which Council services can be prioritised, given that the resources available are not sufficient for the provision of services in their current format.

Description of proposal under consideration/development

The paper asks Members to agree an indicative hierarchy of priorities to be used to inform services provided by the County Council for the remainder of the 2018/2019 financial year and which need to be taken into account in the priority and budget-setting process for 2019/20 and beyond, until any Unitary Councils may be constituted, and to recommend these to Cabinet.

Data used in this Equality Impact Assessment (general population data where appropriate but each EqlA should contain information on people who use the service under consideration – if this is not applicable to your proposal then you probably do not need to do an EqlA)

Data Source (include link where published)	Please summarise what the data tells us – for example “X number of people use this service, X are male, Y are female etc”
See the latest (2018) Equality Duty Information report for the latest analysis of the demography of the county	
Demography data about the county – total population, population by gender and age groups, estimated numbers of people with a disability, population by ethnic background	High level demography information: Population Estimates¹ <ul style="list-style-type: none">• Total Population – 741,209• Age 0-19 → 183,785• Age 18-64 → 441,836• Age 65+ → 131,425 *note the overlap in ages to cover Childrens up to 19 then working age population which is 18+ Male / Female population split² <ul style="list-style-type: none">• Total Population – 50.56% Female• Age 0-19 → 51.04% Male• Age 18-64 → 50.24% Female• Age 65+ → 53.67% Female

¹ ONS Mid-year estimates 2017

² ONS Mid-Year estimates 2017

Ethnicity³

Detailed data on the ethnic structure of Northamptonshire is not as current as that on age and gender. This was however collected as part of the 2011 Census. Within the county the majority of the population falls within the White ethnic group. Just less than 10% of the population falls outside of this group. Residents of Asian origin represent the second largest ethnic group, making up just fewer than 4% of the population. Black groups make up about 2.5%, residents of Mixed Ethnic origin 2%, and those of Other Ethnic group 0.4%.

Whilst the representation of non-white groups increased between the 2001 and 2011 censuses, the county remains predominantly populated by residents from amongst White groups. The increase in other ethnic groups has however been significant. This has included a 100% increase amongst Black ethnicity residents, 85% in Asian residents and an 82% increase in residents of mixed ethnicity. The population from those deemed 'other' ethnic groups however declined; this may be explained by changes in classification, with the Chinese (or South East Asian) population being reassigned from 'other' to 'Asian' in the 2011 census.

The number for whom English is not the main language stands at around 9,250 or 6% of the county's population, with an estimated 1.4% unable to speak English well or at all.⁴

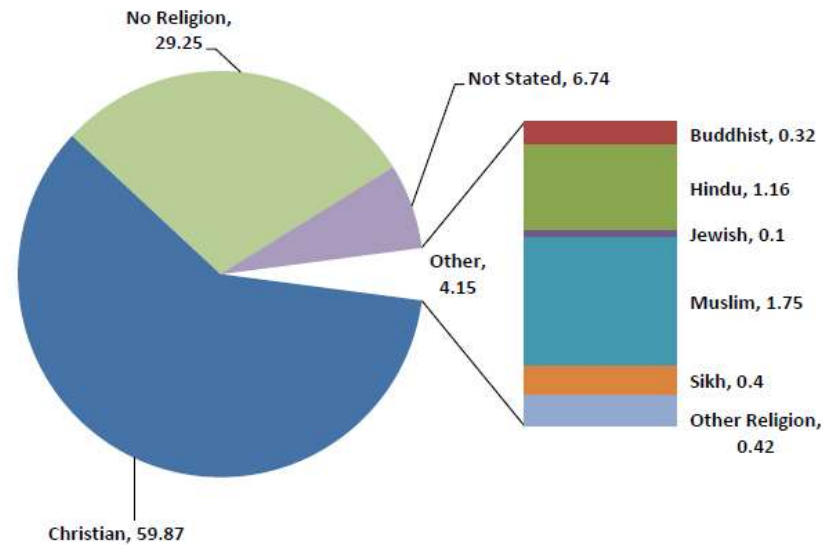
Religion⁵

In 2011 (the most recent data available), 64% of the county's population was made up of residents who stated that they followed one of the main six religions, slightly less than the regional and national picture. The number of Christians in the county had reduced by 11.6 percentage points since the 2001 census. There had been a corresponding increase of 11.2 percentage points in the number of the county's residents with no religion. Between 2001 and 2011, there had also been small increases in all of the other main religions except those of Jewish faith.

³ Northamptonshire County Council – Equality Duty Information Report – Jan 2018

⁴ ONS Census 2011 DC2105EW – proficiency in English by sex by age

⁵ Northamptonshire County Council – Equality Duty Information Report – Jan 2018



Disability⁶

Northamptonshire is home to around 560,400 adults and PANSI and POPPI estimate that in 2015, almost 116,000 of them have some form of disability, some 20.68% of the population, lower than most of our geographical neighbour authorities and below the regional and national averages (22% and 21.1% respectively).


The proportion of adults with a physical disability in Northamptonshire is below the national and regional averages at 18.35%. The proportion of adults with learning disabilities in Northamptonshire is similar to the regional and national averages at 2.33% of the adult population.

The ONS Disability Prevalence Estimates estimate that females make up 54% of the disabled adult population of England. Applying these proportions to Northamptonshire's population, it would suggest that around 62,600 of the 116,000 disabled adults in Northamptonshire are female.

Compared to the Northamptonshire average, there are higher proportions of physically disabled people in the boroughs of Wellingborough, South Northamptonshire, East Northamptonshire, Daventry and Kettering (in order, starting with the district with highest proportions). Northampton Borough has the lowest proportion of physically disabled residents but, being the largest populated borough, has the highest absolute numbers. The proportion of adults with a learning disability is similar across all the boroughs/districts.⁷

⁶ Northamptonshire County Council – Equality Duty Information Report – Jan 2018

⁷Data on adults with disabilities taken from the Adults with Disabilities JSNA Chapter 2017

Tick the relevant box for each line by using a capital 'P' to make a 	Based on the above information, what impact will this proposal have on the following groups?			
	Positive	Negative	Neutral	Unsure
Sex				X
Gender Reassignment				X
Age				X
Disability				X
Race & Ethnicity				X
Sexual Orientation				X
Religion or Belief (or No Belief)				X
Pregnancy & Maternity				X
Human Rights (Please see articles in toolkit)				X
Other Groups (rural isolation, socio-economic exclusion etc)				X

Initial impact	
Explain your findings above	Actions identified to mitigate, advance equality or fill gaps in information
<p>At the time of drafting this paper, it has not been possible to ascertain exactly what impact re-prioritising the Council's activities would have on different resident groups.</p> <p>We want the relationship with residents, especially those with a vulnerability, to be impacted positively by our change of focus, therefore we would expect the impact to be positive for most protected characteristics groups.</p> <p>The current budgetary pressure means that we need to rethink our levels of intervention and re-direct resources where the need is most acute and immediate. The impact of this shift will be that those with low level needs might need to access different services, in a different way, or in different locations.</p> <p>It is proposed that the most vulnerable residents are prioritised in discussion about prioritisation of budgets available.</p>	<p>If the proposal to develop of prioritisation framework is agreed by Cabinet, work will continue to develop that model of service delivery and what the impact might be for service users. During this process, likely impact on specific groups with protected characteristics will be assessed, and this EqlA will continue to be reviewed and updated accordingly.</p> <p>The safety net of safeguarding services will be available for those who need it, but we know that the lack of resources for discretionary services will result in a reduction of available support.</p> <p>More detail on what this means will be provided should Members make a recommendation to Council to approve this approach.</p>

Do you need to undertake further work (e.g. consultation, further equality analysis) based on the impact and actions identified above? If yes, set this out below and then carry out the work and complete Part 2

The Cabinet meeting on the 1st of Aug will inform next steps, and should Council approve the approach, a detailed impact assessment will be carried out to inform next steps and monitor any impact.

PART 2 – if required

Consultation, follow up data and information gathered from actions identified above

	What does this information tell us?

Final impact analysis (taking the findings from Part 2 into account) – including review date if required

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