Surrey County Council Budget 2020/21 – Equality Impact Assessment

1. This report summarises potential equality impacts on residents and Surrey County Council staff arising from proposed service changes that will improve services for residents and support the council to realise a sustainable budget for the 2020/21 financial year. It also includes mitigating actions to maximise any positive impacts and minimise any adverse ones.

2. This should be read with a number of appendices, including individual Equality Impact Assessments (EIAs) and the 2020/21 Final Budget and Medium-Term Financial Strategy 2020/21 – 2024/25 Cabinet report of 28 January 2020. Reading this report will support Members to comply with equality law so they can pay due regard to the equality implications in setting the new budget for 2020/21.

Summary/headline findings

3. In October 2019, we agreed a new Organisation Strategy 2020-2025. To support this strategy, it is crucial we allocate our resources in the most efficient ways possible, so we need to be clear about what the efficiencies package underpinning the budget means for residents, partners and staff.

4. From reviewing the efficiency proposals, we are adopting four strategic approaches towards balancing the budget in 2020/21:

   a. Promotion of choice and control for residents
   b. Changing the way we work, internally and for residents
   c. Prioritising spend to make us financially viable
   d. Maximising our income streams without disadvantaging residents.

5. Given the scale and complexity of change required, the council's efficiency proposals for 2020/21 have been analysed as a whole to understand the impact on our residents, particularly where certain groups may be impacted by multiple efficiency proposals. Individual EIAs outline the potential impact of proposed efficiencies for each service area on residents with protected characteristics[1].

6. Four EIAs are being presented to Cabinet where at the time of setting the budget, the efficiency proposals are well defined. The following groups have been identified as being affected by more than one service proposal:

   - Older adults
   - Carers
   - People with physical, mental and learning disabilities.

   Some efficiency proposals are in a formative stage, and as they are firmed up, the specific equality impacts will be considered by the relevant Cabinet Member and Executive Director ahead of their implementation.

[1] The Equality Act 2010 lists nine protected characteristics. These are: Age (including younger and older people), Disability, Gender reassignment, Pregnancy and maternity, Race (including ethnic or national origins, colour or nationality), Religion or belief (including lack of belief), Sex, Sexual orientation and Marriage/civil partnerships. Carers are also protected by association, e.g., if they are a carer for an older, disabled person.

Our Duties

7. There are no legal requirements to carry out an EIA on the council's budget, however it is important for us to identify and consider the equality implications of our budget decisions on our residents.

8. This analysis also supports Cabinet with meeting their statutory duty to pay due regard to equality issues. When approving financial plans, Members must comply with the Public Sector Equality Duty in section 149 of the Equality Act 2010 which requires them to have due regard to the need to:

    a. eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
    b. advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
    c. foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

9. Members are also required to comply with Section 11 of the Children Act 2004, which places a duty on the council to ensure service functions, and those contracted out to others, are discharged having regard to the need to safeguard and promote the welfare of children.

10. Cabinet must read each individual EIA (listed in Paragraph 18) in full and take their findings into consideration when determining these proposals. Having 'due regard' requires Members to understand the consequences of the decision for those with the relevant protected characteristics and consider these alongside other relevant factors when making decisions. In addition, consideration of equality is an ongoing process and should take into account evidence from consultation and engagement activity and other data sources where appropriate.

11. 'Due regard' also means that consideration given to equality matters should be appropriate in the context of the decision being taken. This means Members should weigh up equality implications against any other relevant factors in the decision-making process. In this case the most significant other matters are:

    a. the statutory requirement to set a balanced budget;
    b. the ambitions the council has for Surrey as a place, which are set out in the Community Vision for Surrey in 2030 and the Organisation Strategy 2020-2025;
    c. the priorities within the council's Confident in Surrey's Future: Equality, Fairness and Respect Strategy 2015 – 2020; and
    d. the demographic pressures facing the council's services that include a rising population with projected increases in the number of older residents and children and young people. Increases in these age groups are placing, and will continue to place, additional demands and pressures on adult and children's social care services and local schools.

Surrey County Council Efficiency Proposals 2020/21 - Strategic Approaches

12. An analysis of the proposals for securing efficiencies to balance the budget in 2020/21 shows they can be grouped into four strategic approaches:

- **Promotion of choice and control for residents**. This relates to increasing introduction of self-service for residents in several areas, including more flexibility in ways they can contact the council. Alongside this, the council is continuing to increase the numbers of people who exercise control over budgets for their own care, such as through Direct Payments in Adult Social Care, as well as supporting families to remain together where possible as part of changes in Children's Services.

- **Changing the way we work, internally and for residents**. This relates largely to changes to working practice with residents, including vulnerable adults and children. These are likely to include using digital technology and supporting our workforce to be more productive to enable transformation projects and deliver productivity gains, developing new technologies, becoming a more agile organisation and thinking creatively about resource allocation within services.

- **Prioritising spend to make us financially viable**. This will help us make sure we are delivering the right service, to the right people, every time within the budget available to us. This includes looking at the practices of similar size local authorities to maximise performance and ensure the most effective allocation of resources.

- **Maximising our income streams without disadvantaging residents.** This encompasses areas in which the council is considering commercial opportunities, as well as introducing charges for some services we offer, including as part of changes in Environment, Transport and Infrastructure and continued service development in Adult Social Care.

13. These actions represent our continuing work to modernise the organisation and develop services that are responsive to the needs of residents while remaining financially sustainable. This includes increasing access to services through digital technology, more effective allocation of resources to support the most vulnerable residents in Surrey and transforming back-office processes to enable the council to invest more in frontline service delivery.

14. Through our efforts to achieve this, and ensure we set a budget that does not rely on any reserves to balance the budget, we will continue to do things to drive efficiencies and deliver real value for money. This will enable us to set a budget so we can invest in Surrey residents and places now and for future generations.

Surrey County Council Efficiency Proposals 2020/21 – Equality Impact Assessments

15. We have reviewed the whole package of efficiencies proposed for 2020/21 to determine which proposals require EIAs and which do not. For those changes where residents are most likely to see differences in the way services are delivered, and where the equality implications are well defined at the time of setting the budget, individual EIAs are included in **Annexes K1 – K4 .**

16. Our assessment of the likely impacts of these started when proposals were being formed. They will only be implemented after Members have actively paid due regard and considered all possible actions and mitigations to achieve the three aims set out in Section 149 of the Act (paragraph 9 of this report).

17. It is open to the council to formulate its efficiency proposals (having regard to the likely impact on protected characteristics), and once these are further developed, Members and officers will consider in greater detail the specific equality impacts of the efficiencies that might be implemented within the budgetary framework.

18. Where decisions on how to achieve efficiencies within the agreed budget will be taken in-year, subsequent decisions will be taken by the relevant Cabinet Member and Executive Directors, and shall be made based on a clear understanding of what the potential impacts might be.

19. There are four individual Equality Impact Assessments for Cabinet and Council to consider when giving due regard to the proposals outlined in the budget. These have been appended due to the day-to-day impact residents may experience with these service areas:

    - Adult Social Care Transformational Efficiencies EIA (updated from the version presented to Cabinet 29 January 2019)
    - Making Surrey Safer (Surrey Fire and Rescue Service) EIA (presented to Cabinet 24 September 2019)
    - Libraries and Cultural Services Transformation EIA (originally presented to Cabinet 26 November 2019)
    - Special Educational Needs and Disabilities (SEND) Strategy EIA (updated from the version presented to Cabinet 29 January 2019)

20. These individual assessments represent the proposals which, if approved, are likely to change how residents currently access or receive services and therefore require consideration of what potential equality implications may be, and how these could be mitigated. As these EIAs have been presented to previous Cabinet meetings, these are presented to remind Members of the equality implications.

21. While some efficiency proposals have clear equality impacts, some proposals are still in a formative stage, so services are not yet in a position to assess the full impacts of these. Where impacts are identified at a later date, the relevant Cabinet Member and Executive Director will consider these prior to proposals being implemented.

22. Some efficiencies within the 2020/21 budget will not have any direct effect on residents or service delivery (such as budget adjustments and removal of vacant posts), and therefore are not considered within this report.

23. The following section assesses the council's proposed efficiencies for 2020/21 in a cross-cutting way and considers the cumulative impact of some of these changes. Members may consider this cumulative analysis alongside the individual EIAs but must still read, consider conscientiously and give due regard to each individual EIA document when making decisions on the proposals outlined in the budget.

Surrey County Council Efficiency Proposals 2020/21 – Cumulative Impact

24. Analysis of the EIAs shows that the groups with the potential to be affected by multiple changes proposed in the efficiencies package for 2020/21 are:

    - Older adults
    - Carers

- People with disabilities

25. This analysis is based on the information contained in the EIAs in Annexes K1 – K4.

Adult Social Care

26. The shift towards more creative and informal provision of Adult Social Care is intended to encourage similar responses from care companies and maximise efficiency. Residents of all ages will be encouraged to explore what care and support their family, friends and local community can provide to meet their needs. This focus on active community participation will encourage creativity whilst enabling service users to maintain their independence.

27. These changes may lead to some concerns among older and disabled residents as they may not have the same ability to access a variety of support services, which could potentially also affect carers, care users and broader residents. There may also be increasing demands placed upon the voluntary, community and faith sector from people of all ages. This could overload the sector and lead to support not being available for everyone who needs it. Decisions made around placements may mean older people are offered residential or nursing care that is further away from their family and networks.

Mitigations:

a. Ensure staff take the time to listen to and respond to anxieties that arise as a result of the changes so that people feel reassured and supported

b. Explore ways in which families, friends and local communities can support older residents to enable them access to community based services

c. Continue to work with partners to support and expand the role of the voluntary, community and faith sector, including maintaining our investment in the sector

d. Work with families and friends to find creative, efficient ways to make the nursing and residential care settings work for social care service users who have been placed further away from their support network.

27. Transforming Adult Social Care services will bring a number of benefits for disabled service users, such as their greater involvement in the planning and delivery of their care and more choice, control and independence, such as through more people benefitting from direct payments and greater support from family, friends and local communities.

28. There are some changes however that may lead to negative impacts for residents with disabilities, including increasing the distance their family and networks may need to travel to new care placements, and how the care provided by family, friends and community networks can be quality assured for safeguarding purposes.

Mitigations

a. Work will take place to co-design and reshape services, listening to the voice of people with a disability and implementing their ideas

b. Ensure staff are trained so they can have strength based conversations with residents

c. Ensure mental health staff are trained and able to implement the Care Act

d. Strengthen the range of Technology Enabled Care on offer to people

e. Ensure staff are equipped to support people in taking proportionate risks and safeguarding procedures are adhered to.

29. Continuing to implement the Adult Social Care (ASC) transformation programme will mean wide ranging changes to policy, function and services so we can support more residents to be independent and have control over their own outcomes.

30. Direct payments will have a positive impact on carers by offering them more choice and an increase in home adaptations will enable more families to look after their adult family member at home.

31. Carers may be concerned about what these changes mean for them and the people they care for and their wellbeing. They may feel obligated to take on more of a caring role, which could lead to issues in work-life balance if they are employed, or have a more detrimental impact on their health if they are an older carer.

Mitigations:

a. Involve carers in the co-design of new services at the earliest opportunities.

b. Continue to support carers in their caring roles and ensure they themselves have support plans in place to facilitate this. Young carers should be identified and given support.

Fire and Rescue Service

32. Older people are more likely to be affected by proposed changes as a result of the modernisation of the Fire and Rescue Service. Modernisation of the service will potentially have a range of positive impacts for more vulnerable people in Surrey.

33. With forecast increases in the numbers of older people living alone, have dementia, and/or who are unable to carry out self-care and domestic tasks without support means there are more people likely to be vulnerable to fires in their homes. We also know that some residents with disabilities, such as those with mobility and mental health issues, will potentially be affected. We recognise residents may be concerned about what changes to crewing patterns at some stations will mean for them.

Mitigations:

a. Increase targeted campaigns and community engagement to support prevention of fires and other emergencies affecting vulnerable residents, including older people

b. Increase prevention work across the county, such as through Safe and Well Visits, to educate and inform residents on how to prevent fires and other

emergencies. Vulnerable people will be targeted in particular, with our aim to increase the number of visits being delivered to 20,000 by 2021.

c. Increase the number of homes equipped with telecare designed to support the prevention of fires, such as pendants that can be worn, smoke and carbon monoxide detectors, and bed and falls sensors for those with mobility difficulties.

34. The implementation of the Making Surrey Safer Plan 2020 – 2023 will result in a reduction of employees working within response, which will impact some Surrey Fire and Rescue (SFRS) employees across the county. This change has the potential to negatively impact staff with caring responsibilities as a result of changes to their roles, whether through changes to crewing patterns or shifting to a more preventative role.

Mitigations:

a. The affected employees have been asked to complete a preference form and detail any extenuating circumstances they feel should be considered during the selection process. This includes anything that may fall within the Equality Act. Information provided on these forms will be assessed to minimise negative impact on these employees as a result of the changes.

35. The increase in dedicated fire safety roles may also provide greater career development opportunities for firefighters who develop disabilities, such as reduced mobility, that prohibit an operational role, such as responding to emergency incidents.

Libraries and cultural services

36. Transformation of our libraries and cultural services into a range of modern, affordable services for people will involve looking at reducing the net cost of these services while increasing their impact.

37. Older people represent a greater proportion of library users when compared to the wider population. They will represent a priority group to engage in the co-design phase in 2020 and early 2021, so we can identify and monitor the impacts of this transformation on these groups and mitigate any negative ones in the final library service model.

38. The transformation of libraries and cultural services will potentially better support people with long-term health conditions, disabilities and mental health issues. There is potentially a greater prevalence of people with these conditions given that older people and some children and young people with disabilities are likely to form a significant proportion of library users, and we will gather data on this as we go through the co-design process. We will carry out targeted co-design and engagement with disabled people, and work closely with disability organisations in Surrey, such as the Surrey Coalition of Disabled People and their member organisations.

39. Through the co-design process, we can establish a new model of libraries and cultural services that better serves the needs of residents with disabilities and long-term health conditions. As we go through the co-design process, we will be better able to identify positive and negative impacts arising from the new model and put in

place mitigations. We will also support staff with disabilities working in those services as the changes progress.

Special Educational Needs and Disabilities (SEND)

40. The continued transformation of our services for children and young people with SEND will deliver a range of positive benefits including strengthened early identification to speed up access to preventative services and increased provision in local schools to reduce the travel distance and time taken for them to attend school.

41. In addition, there are a number of initiatives in the programme aimed at strengthening support for young people with SEND transitioning to adulthood, such as increased post-16 and post-19 pathways and expanding our adult learning, employment provision and Supported Internship programmes.

42. These initiatives are aimed at reducing costs to the council by reducing demand for higher cost services, better market management, greater partner accountability for funding and better service delivery and decision-making through early identification and Education, Health and Care Plan processes.

43. While the aim is to reduce the numbers of children and young people with SEND placed further away in non-maintained and independent educational settings, this could lead to parents perceiving that the council is reducing access to specialist placements for children who need it most.

Mitigations:

a. Continue to communicate and engage with parents to show how the proposals in the strategy will lead to more appropriate placements.

Surrey County Council Efficiency Proposals 2020/21 – Other Impacts

44. The council is aware that some elements of the efficiencies to be delivered in 2020/21 could result in unintended or unexpected impacts on residents, which we are not yet in a position to fully assess. This cumulative analysis highlights some of the high level impacts that we are able to define at this time, as they relate to the projects mentioned.

45. Through reviewing the Equality Impact Assessments undertaken as part of the budget process, it is noted that there are other areas in which decisions that the council is taking are likely to impact on service delivery for residents which are not mentioned in the attached EIAs.

46. Any proposals contained in the council's budget are not "set in stone" at this time. The proposed changes to service delivery referred to below, and elsewhere in the report, will be subject to specific consideration of the equality impacts prior to a final decision being made by Cabinet or officers to implement any proposed changes.

47. Changes are being proposed to the **Stop Smoking service**. Existing GP and pharmacy Public Health Agreements are due to come to an end on 2019/20. This means GP practices and pharmacies will stop offering services and provision will be

offered through the One You Surrey service.

48. The provision will still be available for affected smokers but may be offered in a different format, such as online or via the telephone. This has the potential to affect higher risk groups of residents, such as mothers who continue to smoke while pregnant. This will be mitigated through continued provision of Stop Smoking clinics across Surrey, digital and telephone channels and close working with maternity services for ease of access for pregnant and new mothers to access stop smoking services.

49. The **Registrations service** are proposing to develop a more commercial offer for ceremonies which aims to create more choice for ceremony customers to meet their needs. It will include a greater offer for all ceremonies, including civil ceremonies and naming ceremonies. A statutory ceremonial offer, for customers who chose this option, will continue to be provided at an affordable cost. The take up of the different offers will be monitored by protected characteristics. The move to online booking for ceremonies will offer more flexibility for customers to self-serve but telephone booking will still be available for customers who are unable to access online services. A full EIA will be developed to capture understanding of the impacts on service users.

50. There are a number of proposals in the efficiencies package that could affect **children, young people and their families**, but the impacts are unclear at this stage. Proposals include making efficiencies against the contract offering short breaks for disabled children, spot purchases of supported accommodation places for children and young people leaving care and the contact service in Children's Services. There are also proposals to make changes to services for children and young people delivered in partnership with Clinical Commissioning Groups. Full EIAs will be produced for each of these proposals.

51. Changes to remodel Children's Centres into **Family Centres** that were agreed for the 2019/20 budget will continue into 2020/21. This involved moving towards a targeted approach for the most vulnerable children in Surrey and placing main centres in locations most likely to be adversely affected by deprivation. A detailed EIA was presented to Cabinet in January 2019 outlining the impact of these changes and mitigating strategies, such as targeted outreach deployment and providing better information for families so they know where to go for support.

52. We continue to look at reducing **waste management** costs, including through a range of targeted campaigns aimed at increasing the amount residents recycle. We also continue to look at market testing for disposal costs, which currently do not impact on service delivery. Should this change, a full EIA will be carried out.

53. We will carry out additional **highway enforcement**, e.g. bus lane camera enforcement, to ensure bus journeys are more reliable to support sustainable transport choices. Some of these proposals could negatively impact the residents with protected characteristics but the final proposals or individual enforcement schemes are being developed, so impact cannot be quantified at this stage. Any impact on service delivery will be reviewed by EIAs covering individual enforcement schemes.

54. We will continue to change the way residents are able to contact the council and access some of its services. The **Customer Experience transformation** project will continue into 2020/21 to promote more digital and self-service options for customers and provide a single front door so access to council services is consistent and cost effective. The EIA carried out for last year's budget remains valid as the people most likely to be affected by these changes are those with low levels of digital skills and people whose first language is one other than English, and have limited abilities to read or speak the language. The contact centre will continue to provide support for customers less able to use digital self-service channels over the telephone, and a telephone interpretation service would be offered to customers who need it.

Mitigations

55. As part of this equality analysis work, services have developed a range of mitigating actions that seek to offset impacts of efficiency proposals on residents and staff with protected characteristics.

56. In general terms, the council's approach to mitigating impacts has been, or will be as strategic principles are developed into more formative proposals, to adopt one or more of the following:

    a. Putting service users and staff at the heart of service re-design, using co-design and consultation methods to produce services that are responsive and focus on supporting people that need them most. This means bringing together the right people early in the process to understand the issues and then decide what can be done collectively to improve outcomes.

    b. Undertaking ongoing evaluation of the impacts of changes to services so we can build further evidence of who is affected by them, to refine and strengthen the mitigations that are in place and to document and respond to unforeseen negative impacts.

    c. Providing tailored information to service users that are impacted negatively by efficiency proposals so they can draw on their own resources or seek further support either from the council or partner organisations.

    d. Ensuring any changes to staffing levels or staff structures are completed in accordance with the council's human resources policies and procedures and take account of the impact these changes have on the workforce profile. In particular, there may be positive career opportunities for staff with protected characteristics as a result of this activity.

    e. Increasing opportunities for residents to access council services in new and easier formats, such as through the use of digital technologies. Additional support will be provided for residents who may need help to adapt to the new formats, such as some older or disabled people.

    f. Ensuring that staff with protected characteristics are fully supported with training and adjustments as appropriate to allow them to access the new ways of working the transformation proposals give rise to and for all staff to be equipped to support residents to do the same.

Conclusions

57. As part of our continued efforts to ensure the council remains financially sustainable, we are changing the way we deliver some services to residents. Some of these changes require Equality Impact Assessments to identify any groups with protected characteristics who may be impacted by these proposals. When taking a decision to set the budget, Members must use this paper to so they can discharge their duty to pay due regard to the equality implications of agreeing this package of efficiencies to balance the budget.

58. This report has summarised the main themes and potential impacts on residents arising from efficiency proposals for the 2020/21 year, as well as mitigating activity. The council continues to go through significant transformation, and we will continue to consider how these changes affect the most vulnerable residents and how we can support them to ensure that no-one is left behind.

59. **This summary report should only be read in conjunction with each individual EIA**.

EIA Title	Adult Social Care Transformational Efficiencies 2020/21			
Did you use the EIA Screening Tool? (Please tick or specify)	Yes (Please attach upon submission)		No	√

1. Explaining the matter being assessed

What policy, function or service change are you assessing?	Adult Social Care's vision is to promote people's independence and wellbeing. Delivering this vision will mean people: • Have access to information, advice and support in the community to help themselves and each other. • Build upon their strengths, with the same hopes and aspirations as everyone to work and to live independently. • Are supported to regain their skills and confidence after an illness or injury, so they can do things for themselves and stay independent. • Feel safe and experience health, social care and community partners working together to meet their needs. This vision for a modern service will be delivered through the ASC transformation programme. The key elements of this programme, which will deliver efficiencies of **£12.3m** on 2020/21 will be: 1. **Practice Improvement** – This programme will equip practitioners to take a strength based approach, ensure they have the technology they need to work in an agile way; implement a rigorous approach to reviews; ensure direct payments are the default offer; and enhance the use of technology-enabled care. This programme has an efficiencies target of £6.2m in 2020/21. 2. **Learning Disability & Autism** – This programme will reshape services to increase the number of people living independently in their own homes, with access to employment, friendship groups or other worthwhile pastimes; it will reshape day services; and facilitate better access to health provision. This programme has an efficiencies target of £4.6m in 2020/21. 3. **Accommodation with Care & Support** – This programme will increase the availability of extra care accommodation for older people; expand the development of new independent living provision for people with a learning disability and/or autism; stimulate the mental health/substance misuse supported living market; and ensure provision of specialist residential and nursing care beds across the county. This programme has an efficiencies target of £0.8m in 2020/21. 4. **Mental Health** – This programme will implement new service models for approved mental health professionals, older people services, working aged adult services,

<table>
<tr><td></td><td>prisons, , transitions and substance misuse, all of which will be focused on promoting services to enhance independence. This programme has an efficiencies target of £0.7m in 2020/21.
5. Market Management – This programme will introduce new centralised processes, governance and decision making accountabilities for social care placements. No efficiencies target has been set for this programme in 2020/21 but it facilitates the efficiencies planned across other programmes.
6. Reablement – This programme will reshape how ASC's reablement services are used to promote greater independence for all who would benefit; and implement digital solutions for rota and care planning. No efficiencies target has been set for this programme in 2020/21 but it facilitates the efficiencies planned across other programmes.</td></tr>
<tr><td>Why does this EIA need to be completed?</td><td>The ASC transformation programme will mean wide ranging changes to policy, function and services affecting people who use services, their carers and SCC staff. This EIA will help us build up a profile of residents and staff with protected characteristics who may be affected by these changes. It will provide insight to help break down any barriers to accessing services and to mitigate any potential negative impacts.

The EIA will help us meet our commitment to ensure "no one is left behind". Assessing the impact of these changes on different 'protected characteristic' groups is an important part of our compliance with duties under the Equality Act 2010.</td></tr>
<tr><td>Who is affected by the proposals outlined above?</td><td>The proposals will affect:
• People who use services and their carers
• Adult Social Care staff
• Surrey Choices (SCC's Local Authority Trading Company)</td></tr>
<tr><td>How does your service proposal support the outcomes in the Community Vision for Surrey 2030?</td><td>• Everyone gets the health and social care support and information they need at the right time and place.
• Communities are welcoming and supportive, especially of those most in need, and people feel able to contribute to community life.</td></tr>
<tr><td>Are there any specific geographies in Surrey where this will make an impact?
(Please tick or specify)</td><td>
<table>
<tr><td>County Wide</td><td>√</td><td>Runnymede</td><td></td></tr>
<tr><td>Elmbridge</td><td></td><td>Spelthorne</td><td></td></tr>
<tr><td>Epsom and Ewell</td><td></td><td>Surrey Heath</td><td></td></tr>
<tr><td>Guildford</td><td></td><td>Tandridge</td><td></td></tr>
<tr><td>Mole Valley</td><td></td><td>Waverley</td><td></td></tr>
<tr><td>Reigate and Banstead</td><td></td><td>Woking</td><td></td></tr>
<tr><td>Not Applicable</td><td></td><td></td><td></td></tr>
<tr><td colspan="4">County Divisions (please specify if appropriate):</td></tr>
</table>
</td></tr>
</table>

Briefly list what evidence you have gathered on the impact of your proposals?	• Feedback from chief executives of our strategic user and carer partners at the ASC Partner Update meeting (every 2-months) where updates on the ASC transformation programme are shared
	• Quarterly meetings with Healthwatch Surrey to share feedback from residents
	• On-going engagement with a wide range of networks:
	  • Disability groups/networks - including Local Valuing People Groups, Disability Empowerment Network Surrey, Learning Disability Partnership Board, Autism Partnership Board, Surrey Positive Behaviour Support, Spelthorne Access Network
	  • Independent Mental Health Network
	  • Older people groups
	  • Commissioning user groups - including Surrey Hard of Hearing Forum, Long Term Neurological Conditions group, Surrey Vision Action Group, Surrey Deaf Community
	  • Carers' commissioning group
	  • Seldom heard groups/equalities groups
	  • Clinical commissioning groups patient engagement forums
	  • ICS communications and engagement groups
	  • Surrey Heartlands Online Residents Panel

Equality Impact Assessment

2. Service Users / Residents

AGE
What information (data) do you have on affected service users/residents with this characteristic?
The number of individuals supported by Adult Social Care is shown below, broken down by age range: **Open ASC cases (November 2019)**[1] under 18 — 127 18-44 — 3,702 45-54 — 2,113 55-64 — 2,556 65-74 — 2,523 75-84 — 3,515 85-94 — 4,040 >95 — 935 not known — 11 Grand total — 19,522

Impacts (Please tick or specify)	Positive		Negative		Both	√

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
+ Create more age appropriate services, including independent	Changes which may impact people who use services with	Take a coordinated approach, provider by provider, introducing	31 March 2021	AD LD, Autism & Transition

[1] ASC LAS system [accessed 25 November 2019]

living or residential age appropriate settings	an age characteristic will be driven by the following programmes: • Practice Improvement • Learning Disability & Autism • Market Management • Reablement	more specificity to support plans with clearer outcomes and finding creative solutions to deliver best value for money Work with the market to grow the provision of independent living accommodation, particularly for people with a learning disability		AD Commissioning
+ Offer family carers of 70yrs+ more effective support and engagement in early planning for their adult child's future wellbeing, support and financial arrangements etc		Identify family carers 70yrs+ and offer effective support and engagement using the family carers network to assist in conversations	31 March 2021	AD LD, Autism & Transition
+ Align our offer for young adults transitioning into adult services with the opportunities we will be creating for working age adults		Align work with Children's Services 'Next Steps - Preparing for Adulthood' programme Improve the flow of information and data from Children's Services	31 March 2021	AD LD, Autism & Transition
+ It will encourage a more creative and age appropriate response by care companies		Ensure commissioners and care companies co-design services with, and listen to the voices of, people who use services and their carers	31 March 2021	AD LD, Autism & Transition AD Commissioning
+ There will be a focus upon ensuring people have access to universal health care and screening at the right age/time in their lives		Work with health and community partners to deliver the LD Health/Complex Needs change programme	31 March 2021	AD LD, Autism & Transition

+ There may be opportunities for people with a learning disability over 65 years of age to move to more age appropriate services with their peer age group		Continue to secure personalised packages of care to meet the changing needs of people over 65 years of age	31 March 2021	AD LD, Autism & Transition
+ Residents of all ages will be encouraged to explore what care and support their family, friends and local community can provide to meet their needs. This will encourage creativity, people to continue to play an active part in their community and to maintain their independence		Continue to embed strengths based practice	31 March 2021	ADs
+ Skilled and trained staff will ensure residents of all ages experience earlier decision making, and provision of appropriate information and signposting		Train and support staff to have strengths based conversation with residents Continue to grow staff's knowledge of local community based resources Continue to work as part of Local Joint Commissioning Groups to expand the role of, the voluntary, community and faith sector	31 March 2021	ADs
+ The promotion of direct payments and Individual Service Funds will give residents of all ages more choice, control and independence		Put support mechanisms in place to enable people of all ages to use direct payments Ensure the Personal Assistant rate is adequate to enable people to recruit and retain staff	31 March 2021	AD LD, Autism & Transition AD Commissioning

+ Robust, timely and proportionate reviews will mean residents of all ages have services at a level and duration to meet their needs		Equip staff with the skills to undertake strengths based reviews and reassessments	31 March 2021	ADs
+ Reablement services will be reshaped to support more older people in a community setting, rather than simply on discharge from hospital		Develop a therapy led enablement service	31 March 2021	AD Service Delivery
+ Technology Enabled Care will support older people to continue to live independently in the community and to provide reassurance to family		Strengthen the range of Technology Enabled Care on offer to people	31 March 2021	Head of Resources
- Older residents may not have the same ability to access a menu of support services and/or community based support services		Explore how family, friends and the local community can support older residents to access community based services	31 March 2021	ADs
- The shift towards more creative and informal care may generate some anxiety for people of all ages		Ensure staff take the time to listen to, and respond to, anxieties so that people feel reassured	31 March 2021	ADs
- Decisions around placements may mean older people needing residential/nursing care, are offered a setting at a distance from their family and networks		Look for creative ways to make the setting on offer work for families Facilitate a broad discussion with families including the option of top-up arrangements to extend choice	31 March 2021	ADs AD Commissioning

- There may be increasing demands placed upon the voluntary, community and faith sector from people of all ages, which may become overloaded and unable to support everyone who approaches them		Continue to work with partners to support and expand the role of the voluntary, community and faith sector	31 March 2021	ALT
- There may be quality assurance and safeguarding issues around the care provided by family, friends and community networks for people of all ages, how this is assured and to whom concerns should be raised		Ensure staff are equipped to support people in taking proportionate risks and safeguarding procedures are adhered to	31 March 2021	ALT

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of

- 'Next Steps – Preparing for Adulthood' programme will help to prepare young people with a disability in transition for independent living, employment, using public transport etc.

Any negative impacts that cannot be mitigated? Please identify impact and explain why

There are no negative impacts that cannot be mitigated

DISABILITY

What information (data) do you have on affected service users/residents with this characteristic?

Individuals supported by Adult Social Care by primary reason for support are listed below.

Open ASC cases as at Nov 2019[2]	
Learning Disability Support	3,933
Mental Health Support	1,634
Physical Support - Access and Mobility Only	1,507
Physical Support - Personal Care Support	7,571
Sensory Support - Support for Dual Impairment	42
Sensory Support - Support for Hearing Impairment	181
Sensory Support - Support for Visual Impairment	137
Short term support (unclassified)	902
Social Support - Asylum Seeker Support	1
Social Support - Substance Misuse Support	57
Social Support - Support for Social Isolation / Other	190
Social Support - Support to Carer	2,311
Support with Memory and Cognition	1,056
Grand Total	**19,522**

Impacts (Please tick or specify)	Positive		Negative		Both	√

[2] ASC LAS system [accessed 25 November 2019]

Equality Impact Assessment

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
+ Commissioners and care companies will co-design new services and listen to the voice of people with a disability in shaping services to meet need	Changes which may impact people who use services with a disability characteristic will be driven by the following programmes: • Practice Improvement • Learning Disability & Autism • Accommodation with Care & Support • Market Management • Reablement	Work to co-design and reshape services listening to the voice of people with a disability	31 March 2021	AD Commissioning MD Surrey Choices
+ It will create opportunities for people with a disability to explore alternative community based solutions and different living arrangements		Continue to embed strengths based practice	31 March 2021	ADs AD Commissioning MD Surrey Choices
+ Residents with a disability will be encouraged to have a more detailed discussion, exploring what care and support their family, friends and local community can provide to meet their needs. This will encourage creativity, people to continue to play an active part in their community and to maintain their independence		Continue to embed strengths based practice	31 March 2021	ADs
+ Skilled and trained staff will ensure residents with a disability experience earlier decision making, and provision of appropriate information and signposting		Train and support staff to have strengths based conversation with residents Continue to grow staff's knowledge of local community based resources Continue to work as part of Local Joint Commissioning Groups to expand the role of,	31 March 2021	ADs

		the voluntary, community and faith sector		
+ The promotion of direct payments and Individual Service Funds will give residents with a disability more choice, control and independence		Put support mechanisms in place to enable people with a disability to use direct payments Ensure the Personal Assistant rate is adequate to enable people to recruit and retain staff	31 March 2021	AD LD, Autism & Transition AD Commissioning
+ Robust, timely and proportionate reviews will mean residents with a disability have services at a level and duration to meet their needs		Equip staff with the skills to undertake strengths based reviews and reassessments	31 March 2021	ADs
+ The transfer of mental health services into ASC will ensure a more holistic approach looking at all aspects of care and support		Ensure mental health staff are trained and able to implement the Care Act, strengths based practice etc	31 March 2021	AD, Mental Health
+ Technology Enabled Care will support people with a disability to live independently in the community and to provide reassurance to their family		Strengthen the range of Technology Enabled Care on offer to people	31 March 2021	Head of Resources
- Placing people with a disability in community settings may be perceived as a risk to themselves and the community		Ensure people are equipped and their needs are suitable to access community resources Ensure robust safeguarding arrangements are in place Use success stories to reassure families	31 March 2021	AD, Learning Disabilities, Autism & Transition MD Surrey Choices

- The shift towards more creative and informal care may generate some initial anxiety for people with a disability		Ensure staff take the time to listen to, and respond to, anxieties so that people feel reassured	31 March 2021	ADs
- Decisions around placements may mean people with disabilities are offered a setting at a distance from their family and networks		Look for creative ways to make the setting on offer work Ensure staff offer families top-up arrangements to extend choice	31 March 2021	ADs AD Commissioning
- There may be increasing demands placed upon the voluntary, community and faith sector from people with a disability, which may become overloaded and unable to support everyone who approaches them		Continue to work with partners to support and expand the role of the voluntary, community and faith sector	31 March 2021	ALT
- There may be quality assurance and safeguarding issues around the care provided by family, friends and community networks for people with a disability, how this is assured and to whom concerns should be raised		Ensure staff are equipped to support people in taking proportionate risks and safeguarding procedures are adhered to	31 March 2021	ALT

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of

- Changes introduced from April 2019 mean holders of a disabled person's bus pass or a disabled companion pass pay a fare to travel by bus before 9.30am or after 11pm on weekdays. However they will still be able to travel for free between 9.30am and 11pm on weekdays and any time at the weekend and on public holidays.
- 'Next Steps – Preparing for Adulthood' programme will help to prepare young people with a disability in transition for independent living, employment, using public transport etc.

• Proposals to discontinue the Surrey Disability Register will be subject to a public consultation in January 2020. The Adults Leadership Team have discussed actions to mitigate/minimise any potential negative impacts, pending the outcome of the consultation. • Termination of the Section 75 arrangement between Surrey County Council and Surrey and Borders Partnership NHS Foundation Trust will affect residents with a mental health problem. These changes have been subject to extensive co-production, joint communications, regular governance meetings, Data Protection Impact Analysis and an Equality Impact Assessment to maximise positive and minimise negative impacts.
Any negative impacts that cannot be mitigated? Please identify impact and explain why
There are no negative impacts that cannot be mitigated

Equality Impact Assessment

RACE INCLUDING ETHNIC OR NATIONAL ORIGINS, COLOUR OR NATIONALITY

What information (data) do you have on affected service users/residents with this characteristic?

Open ASC cases as at Nov 2019 by Ethnicity[3]

White	**17165**
English / Welsh / Scottish / Northern Irish / British	16320
Irish	226
Gypsy or Irish Traveller	19
Any other White background	600
Mixed / multiple ethnic groups	**199**
White and Black Caribbean	48
White and Black African	15
White and Asian	48
Any other mixed / multiple ethnic background	88
Asian / Asian British	**617**
Indian	173
Pakistani	200
Bangladeshi	32
Chinese	47
Any other Asian background	165
Black / African / Caribbean / Black British	**195**
African	74
Caribbean	78
Any other Black / African / Caribbean background	43
Other ethnic group	**219**
Arab	19
Other	200
No data	**1127**

[3] ASC LAS system [accessed 25 November 2019]

Refused	61
Undeclared / Not known	1066
Grand Total	19,522

Impacts (Please tick or specify)	Positive		Negative		Both	√

Impacts identified	**Supporting evidence**	**How will you maximise positive/minimise negative impacts?**	**When will this be implemented by?**	**Owner**
What impacts have you identified?	*What are you basing this on?*	*Actions to mitigate or enhance impacts*	*Due date*	*Who is responsible for this?*
+ The offer of a direct payment may enable people to access services which cater for their race	Changes which may impact people who use services with a race characteristic will be driven by the following programme: • Practice Improvement	Put support mechanisms in place to enable people to use direct payments	31 March 2021	AD Commissioning
+ People of different races will be encouraged to explore support available from within their community		Continue to embed strengths based practice Continue to grow staff's knowledge of local community based resources	31 March 2021	ADs

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of

-

Any negative impacts that cannot be mitigated? Please identify impact and explain why

There are no negative impacts that cannot be mitigated

Equality Impact Assessment

RELIGION OR BELIEF INCLUDING LACK OF BELIEF

What information (data) do you have on affected service users/residents with this characteristic?

Open ASC cases as at Nov 2019 by Religion[4]

Baha'i	1
Buddhist	39
Christian	10747
Declined/ refused	1052
Hindu	100
Jain	2
Jewish	59
Muslim	324
None	2744
Other	419
Pagan	15
Sikh	34
Unknown	3980
Zoroastrian	6
Grand Total	**19522**

Impacts (Please tick or specify)	Positive		Negative		Both	√

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
+ The offer of a direct payment may enable people to access services which cater for their faith	Changes which may impact people who use services with a religion or belief	Put support mechanisms in place to enable people to use direct payments	31 March 2021	AD Commissioning

[4] ASC LAS system [accessed 25 November 2019]

+ People with a religion or belief system will be encouraged to access support from within their faith community	characteristic will be driven by the following programme: • Practice Improvement	Continue to embed strengths based practice Continue to grow staff's knowledge of local community based resources	31 March 2021	ADs
What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of				
-				
Any negative impacts that cannot be mitigated? Please identify impact and explain why				
There are no negative impacts that cannot be mitigated				

CARERS PROTECTED BY ASSOCIATION

What information (data) do you have on affected service users/residents with this characteristic?

Number of carers known to ASC as at November 2019 by age[5]	
under 18	4
18-29	54
30-39	80
40-49	306
50-59	782
60-69	659
70-79	427
80-89	285
90+	50
not recorded	11
Grand Total	2,658

'Carers look after family, partners or friends in need of help because they are ill, frail or have a disability. The care they provide is unpaid'[6]. Carers are the largest source of support for disabled and vulnerable and the most significant form of 'social capital' in our communities. Effective support for carers is therefore critical for the effective delivery of both health and social care services.

Based on the 2011 Census and population projections we can estimate that in 2016 there were 115,216 carers of all ages living in Surrey in 2016, this equates to 10% of the population[7]. Based on the Valuing Carers 2015 research, these carers save the public purse an estimated £1.8 billion a year in Surrey. The figure for the UK is estimated at £132 billion[8]. Support for carers in the community is an important factor in preventing emergency admission.

5 ASC LAS system [accessed 25 November 2019, includes Carers and Carers who also use services]
6 Action for Carers Surrey. Working definition of a carer. Available from: http://www.actionforcarers.org.uk/what-we-do/
7 Office for National Statistics. 2011 Census and population projections. Available from: https://www.ons.gov.uk/census/2011census/2011censusdata
8 Carers UK. Valuing Carers 2015 – The Rising Value of Carers' Support, 2015. Available from: http://www.carersuk.org/for-professionals/policy/policy-library/valuing-carers-2015

Equality Impact Assessment

The impact of caring can be detrimental to carers' health owing to a number of factors, including stress related illness or physical injury. Carers may experience financial hardship as a result of their caring role. The impact of caring on the carer is partly dependent on the number of hours spent caring. Other factors might include whether or not a carer is in employment, and for older carers in particular there is an impact on health.
Based on the 2011 Census and population projections, Surrey's 2016 projected BAME carers population is 18,817 (16.3% of the total carers population); this group has been identified as facing particular difficulties in accessing and using support services for carers for a number of reasons, such as language barriers and a lack of culturally-appropriate information.

Based on the 2011 Census and population projections, it is estimated that there are higher numbers of female carers in Surrey. The proportion is the highest in the 16-64 age group, where 60% of carers are female. This increases to 67% in that age group where they are caring for 50 or more hours per week. The 85+ age group is an exception to this, however, as the majority of carers (57%) are male. This increases to 58% for carers aged 85 and over who are caring for more than 20 hours per week.

Impacts (Please tick or specify)	Positive		Negative		Both	√

Impacts identified	**Supporting evidence**	**How will you maximise positive/minimise negative impacts?**	**When will this be implemented by?**	**Owner**
+ Direct payments will offer carers more choice and support options	Changes which may impact upon carers will be driven by the following programmes: • Practice Improvement • Learning Disability & Autism	Strengthen support mechanisms to enable carers to use direct payments	31 March 2021	AD Commissioning
+ Increase home adaptations to encourage and enable families to look after their adult family member at home		Work with district and borough councils to ensure home adaptations are undertaken with pace	31 March 2021	ADs
- Carers may be resistant to, and feel anxious about, change		Involve carers in the co-design of new services Provide clear communication to help carers understand why and how services are changing Listen to carers concerns and reflect these into service design	31 March 2021	ADs

- Carers may feel obliged to take on more of a caring role		Continue to support carers in their caring role Monitor the use of carers' services to ensure equitable access Ensure carers are assessed in their own right and have a support plan Ensure any young carers are identified and given support	31 March 2021	ADs
What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of				
-				
Any negative impacts that cannot be mitigated? Please identify impact and explain why				
There are no negative impacts that cannot be mitigated				

3. Staff

AGE						
What information do you have on the affected staff with this characteristic?						
9% of the HW & ASC workforce are under 30 years old compared to 13% countywide. 43% of the HW & ASC workforce are over 50 years old compared to 36% countywide.						
Impacts	Positive		Negative		Both	√
Impacts identified		**Supporting evidence**	**How will you maximise positive/minimise negative impacts?**		**When will this be implemented by?**	**Owner**
+ The review of organisational structure and accountabilities may create opportunities for staff of all ages to develop new skills and to take on new roles and responsibilities.		Review of the organisational structure and accountabilities in ASC and the rollout of hybrid technology which are both part of the Practice Improvement programme.	Ensure any review of organisational structure and accountabilities is supported by HR and a formal consultation process.		31 March 2021	ADs
+ The review of organisational structure may create new entry level roles to support young people to join the workforce.			Consider opportunities for Apprentice and entry level roles across the service open to all candidates.		31 March 2021	ADs
- The roll out of hybrid technology to frontline staff may be more challenging for mature members of staff to adopt			Provide training to support the roll out of hybrid technology to staff		31 March 2021	ADs
What other changes is the council planning that may affect the same groups of staff? Are there any dependencies decisions makers need to be aware of						
- The 2020 Pay award will impact this group of staff positively in increased pay for those with headroom in their grade.						

Equality Impact Assessment

Any negative impacts that cannot be mitigated? Please identify impact and explain why
There are no negative impacts that cannot be mitigated

Equality Impact Assessment

DISABILITY						
What information do you have on the affected staff with this characteristic?						
2.35% of the HW and ASC workforce have declared a disability compared to SCC at 2.83% of the countywide workforce.						
Impacts	Positive		Negative	√	Both	
Impacts identified		**Supporting evidence**	**How will you maximise positive/minimise negative impacts?**		**When will this be implemented by?**	**Owner**
- Any change to organisation structure or location could mean staff with a disability find travelling to carry out their duties more challenging		Review of the organisational structure and accountabilities in ASC as part of the Practice Improvement programme	Ensure any review of organisational structure and accountabilities is supported by HR and a formal consultation process Ensure staff are engaged and consulted regarding changes to location and reasonable adjustments continue to be made.		31 March 2021	ADs
What other changes is the council planning that may affect the same groups of staff? Are there any dependencies decisions makers need to be aware of						
• Moving closer to Residents (MCTR) will involve the relocation of the civic hub from County Hall to Woking and a redistribution of staff within the county. • Agile working – will provide people with the tools to work from any location. It will not apply to every role and every individual but focuses on the principle that work is something we do not somewhere we go.						
Any negative impacts that cannot be mitigated? Please identify impact and explain why						
There are no negative impacts that cannot be mitigated						

Equality Impact Assessment

CARERS PROTECTED BY ASSOCIATION						
What information do you have on the affected staff with this characteristic?						
We do not collect data on carers within the workforce.						
Impacts	Positive		Negative		Both	√
Impacts identified		**Supporting evidence**	**How will you maximise positive/minimise negative impacts?**		**When will this be implemented by?**	**Owner**
+ Introduction of hybrid devices will enable staff to be more flexible so they can accommodate caring responsibilities		Review of the organisational structure and accountabilities in ASC as part of the Practice Improvement programme	Provide training to support the roll out of hybrid technology to staff		31 March 2021	ADs
- Any change to organisation structure or location could mean staff with a caring responsibility find travelling to carry out their duties more challenging			Ensure any review of organisational structure and accountabilities is supported by HR and a formal consultation process Ensure reasonable adjustments continue to be made		31 March 2021	ADs
What other changes is the council planning that may affect the same groups of staff? Are there any dependencies decisions makers need to be aware of						
• Moving closer to Residents (MCTR), this will involve the relocation of the civic hub from County Hall to Woking and a redistribution of staff within the county. • Agile working – will provide people with the tools to work from any location. It will not apply to every role and every individual but focuses on the principle that work is something we do not somewhere we go.						
Any negative impacts that cannot be mitigated? Please identify impact and explain why						
There are no negative impacts that cannot be mitigated						

4. Amendments to the proposals

CHANGE	REASON FOR CHANGE
No changes have been made as a result of this EIA	-

5. Recommendation

Based your assessment, please indicate which course of action you are recommending to decision makers. You should explain your recommendation in the in the blank box below.

Outcome Number	Description	Tick
Outcome One	**No major change to the policy/service/function required.** This EIA has not identified any potential for discrimination or negative impact, and all opportunities to promote equality have been undertaken	
Outcome Two	**Adjust the policy/service/function** to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?	
Outcome Three	**Continue the policy/service/function** despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: • Sufficient plans to stop or minimise the negative impact • Mitigating actions for any remaining negative impacts plans to monitor the actual impac.	√
Outcome Four	**Stop and rethink** the policy when the EIA shows actual or potential unlawful discrimination (For guidance on what is unlawful discrimination, refer to the Equality and Human Rights Commission's guidance and Codes of Practice on the Equality Act concerning employment, goods and services and equal pay, available here).	
Please use the box on the right to explain the rationale for your recommendation	The ASC transformation programme is evolutionary in approach, building upon changes to the way care and support services are delivered that have been underway for a number of years. There will be many positive impacts for people who use services and their carers arising from the ASC transformational changes in 2020/21. For example, we will build upon people's strengths and help them stay connected to their community, extend reablement to all client groups in a community setting; reshape our learning disability services to offer more creative, community based options; extend the use of direct payments to give more choice and control etc. However, the 'easy wins' to deliver efficiencies have long since been implemented. With the need to save a further £12.3m in 2020/21, it is acknowledged that whilst actions are in place to mitigate and minimise negative impacts it will be difficult to do so in all cases. For example:	

	• Decisions around placements may mean people needing residential and nursing care, are offered settings at a distance from their family. • Tough conversations with people, their families and carers about what ASC can do and what they need to do. • Increasing demands upon the voluntary, community and faith sector to support people in the community. • Quality assurance and safeguarding issues around the care provided by family, friends and community networks. • Carers may feel obliged to take on more of a caring role and anxious about change. ASC is absolutely committed to providing a consistent and good quality service where it is needed most, but also has to do so within the financial and other resources available to the Council.

6a. Version Control

Version Number	Purpose/Change	Author	Date
v1	Initial draft	Kathryn Pyper	22 November 2019
v2	Incorporate data, and HR input	Kathryn Pyper	13 December 2019
v3	Incorporate feedback from Finance and ASC Directorate Equality Group	Kathryn Pyper	19 December 2019
v4	Signed-off by Executive Director	Kathryn Pyper	7 January 2020

6b. Approval

	Name	Date approved
	Simon White, Executive Director, Adult Social Care	7 January 2019
	Sinead Mooney, Cabinet Member for Adult Social Care	
	ASC Directorate Equality Group	16 December 2019

EIA Author	Kathryn Pyper

6c. EIA Team

Name	Job Title	Organisation	Team Role
Kathryn Pyper	Senior Programme Manager	Adult Social Care	Equalities and diversity lead for Adult Social Care
Hannah Dwight	HR Business Partner	Surrey County Council	HR&OD
Veronica Bezear	Information Analyst	Adult Social Care	Information Analyst
Wil House	Strategic Finance Business Partner for ASC	Adult Social Care	Finance lead

If you would like this information in large print, Braille, on CD or in another language please contact us on:

Tel: 03456 009 009
Textphone (via Text Relay): 18001 03456 009 009
SMS: 07860 053 465
Email: contact.centre@surreycc.gov.uk

Equality Impact Assessment (EIA)

1. Topic of assessment

EIA title	Making Surrey Safer – Our Plans for 2020 - 2023
EIA author	Sally Wilson

2. Approval

	Name	**Date approved**
Approved by		

3. Quality control

Version number		**EIA completed**	
Date saved		**EIA published**	

4. EIA team

Name	**Job title**	**Organisation**	**Team role**
Sally Wilson		Surrey Fire and Rescue Service	Lead
Owen Wilson	Equality, Diversity and Inclusion Officer	Surrey Fire and Rescue Service	Data analysis/ compilation

5. Explaining the matter being assessed

What policy, function or service is being introduced or reviewed?

All Fire and Rescue Authorities are required to produce an Integrated Risk Management Plan (IRMP) which considers all of the fire and rescue risks that could affect our communities.

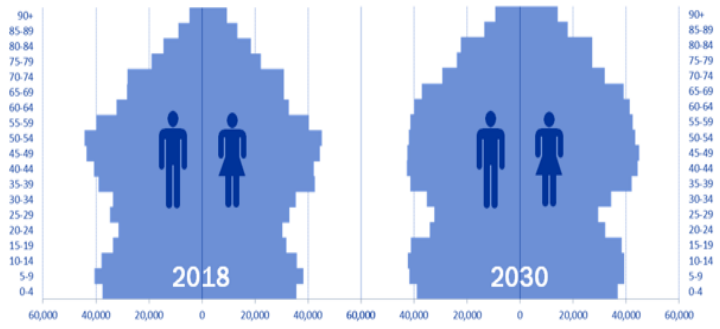
The vision of Surrey Fire and Rescue Service (SFRS) is to make Surrey a safer place to live, work, travel and do business. To achieve this in an ever changing environment, we need to reimagine our service and innovate. This means thinking differently about how we deliver our prevention, protection and response activities and finding better ways of working with partners, residents and businesses. The detail of how we intend to do this is set out in Making Surrey Safer – Our Plan 2020-2023 ("Our Plan"), our new IRMP.

Population Snapshot

As people are living longer, the age profile of the population will alter. There will be an increase in the proportion of people aged over 60 and aged over 85.

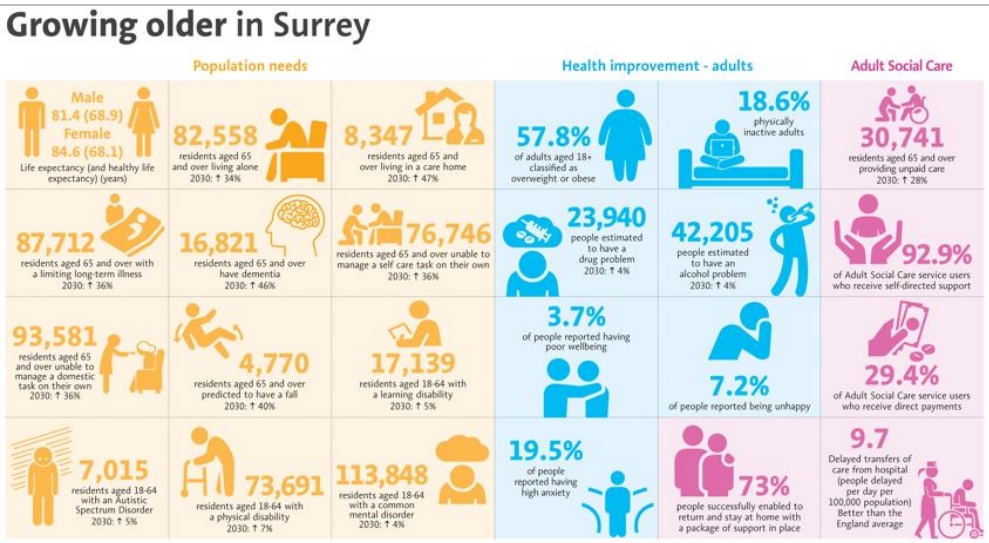
Surrey's population in 2030

- The latest data shows Surrey's population is growing rapidly, with more people living longer, consistently high birth rates and high migration levels. For instance, by 2030, over 22% of Surrey residents will be aged 65 and over (compared to 19% in 2018).
- Organisations need to continue adapting to keep pace with the changing and increasingly divergent needs, expectations and aspirations of the population. This includes increasing numbers of older people with more complex care needs and growing numbers of children and young people.



Notes:

- All data is latest available from sources such as Joint Strategic Needs Assessment, Surrey County Council publications and central government datasets
- Benchmarking used to show where Surrey stands out compared to local authority peers, regional and/or national averages



What proposals are you assessing?

Our Plan makes the following proposals:

a. To spend more time on community and business safety prevention and protection activities to reduce the likelihood of emergencies. This means educating people and businesses about the risks of fire and other emergencies, and how to prevent them. This will realign our resources to meet the risk in Surrey and this will ensure that we deliver public value.

b. To increase availability of crews at Haslemere and Walton over during weekends, during the days, which will improve our resilience for specific risks including water and wildfire.

c. To maintain the number of fire stations in Surrey and change how some of them are crewed. Changes are proposed in the Banstead, Camberley, Egham, Fordbridge, Guildford, Painshill and Woking areas. Camberley, Fordbridge, Guildford and Woking will have one frontline appliance immediately available fire engine available of a night, rather than two. There will be no dedicated night time response cover for Egham, Banstead and Painshill. Night time cover at these locations would come from neighbouring fire stations. The response for the first appliance, would continue, on average, to be less than 10 minutes.

d. To increase the number of On Call firefighters in Surrey. We will do this by improving the attractiveness of the role and by increasing the area we can recruit from. This will further improve our availability to respond.

e. To charge for some incidents we attend such as false reports of fire (hoax calls and automatic false alarms) and animal rescues so that we can recover our costs. Wherever possible, we will work with partners, business and animal owners (in particular farmers), to avoid the need to respond to these types of incidents in the first place - handing them over to the responsible person(s). This will avoid the need for a charge to be made.

Who is affected by the proposals outlined above?	• All communities in Surrey • Visitors to the county • Surrey Fire and Rescue members of staff • Fire Authority Members • Surrey Local Authorities and other Emergency Services we work with

6. Sources of information

Engagement carried out

Direct contact:

- 37 face to face briefings offered to all SFRS staff at fire stations were attended by 371 members of staff.
- Briefing for SCC Chairman's Group meeting
- Presentations/ briefings for Elmbridge, Mole Valley and Reigate & Banstead informal local committees
- Presentation at Surrey Police Independent Advisory Group meeting
- Member workshop
- Briefing and Q&A for the Vision Action Group
- Briefing and Q&A for Long Term Neurological Conditions Community Group
- Briefing and Q&A for the East Disability Empowerment Network
- Briefing and Q&A for the Haslemere Lunch Club
- Information shared (by email) with all members of the Surrey Equality Group, Faith Groups, Surrey Minority Ethnic Forum and Sight for Surrey
- Information shared by Catalyst (drug and alcohol service)
- Information shared by Surrey Youth Cabinet (via social media)
- Regular member briefings and FAQs
- Emails to staff.

Print:

- Full and summary versions of the draft plan and questionnaires distributed to libraries, district and borough offices, SCC's contact centre and members of the public (on request).
- Emails to approximately 200 stakeholders, including other emergency services (e.g. Police, NHS, Ambulance and other fire and rescue services), Surrey MPs, borough and county councillors, district and borough council leaders & chief executives, parish councils, business groups, Surrey Coalition of Disabled People members and other partners.
- Posters issued to fire stations, libraries, district and boroughs, colleges, community centres, churches, resident associations and parish councils.
- Postcards issued to libraries and district and boroughs

- Roadside banners at Reigate, Guildford, Camberley, Woking, Walton, Painshill, Sunbury and Egham fire stations
- Articles in newsletters including Surrey Matters, e-brief, Issues Monitor and Communicate.
- Newspaper advertising
- Media –the proposals featured in many items of media during the consultation period, including BBC Surrey radio, Eagle Radio, the Surrey Advertiser and the Herald series. Media work included media releases, a video and radio interviews.

Online:

- Standard and accessible formats (easy read, audio, screen reader and large print from May 2019) of the draft plan/summary document
- On-line consultation survey
- Regular social media promotion on SFRS Twitter and Facebook and SCC Surrey Matters account
- Online advertising, Facebook promoted posts and and messenger scrolling text banner.

Data used

The following are some examples of the data we have used to support this work to date.

- Fatal Fires Report
- Surrey-i
- Community Risk Profile – Understanding the risks we face is a key part of our decision making process. It forms our planning for how and where we should use our resources to reduce the occurrence and impact of emergency incidents across Surrey. Our Community Risk Profile document has been developed setting out how the Service works to address risk in Surrey and to achieve the proposals set out in our Plan.
- SFRS local intelligence data
- Office of National Statistics (ONS) data
- Neighbourhood data

7. Impact of the new/amended policy, service or function

This EIA focusses on the overall impact of the Making Surrey Safer – Our Plan 2020-2023.

Impacts may come from changes to both the community safety offer and the change to response times. There are potential impacts from the changes to fire and rescue cover at the stations of Banstead, Camberley, Dunsfold, Egham, Fordbridge, Gomshall, Haslemere, Guildford, Painshill, Walton and Woking. In some areas, response times are predicted to increase, and so it will take longer on average for an appliance to arrive at an incident. In other areas, response times are predicted to decrease, so on average the first appliance will arrive sooner than under the current

system. Appendix K2 - C provides the response time data for each Borough/District, and is summarised in the following section.

A change in the way that community and business safety activities are delivered may have positive impacts to certain groups. For example the plan is to increase Safe and Well Visits from approximately 4,500 in 2018 to 20,000 by 2021. Targeted visits could have an overall positive impact for groups at risk of fire, including the elderly and people with disabilities.

The proposals within Making Surrey Safer – Our Plan 2020-2023 set out similar provision for fire and rescue cover at each of the stations as they have now, with the same amount of fire engines at the same locations. The primary difference would be the way in which they are crewed.

Changes to crewing patterns from ‘days and nights’ to ‘days only’ will have an impact on staff. There may be positive and/or negative impacts to individuals depending on their personal circumstances. Patterns in terms of impacts to groups with shared protected characteristics will be assessed by an EIA specific to the changes in crewing patterns, using internal data regarding the specific staff at each station.

No specific issue has been identified at this stage, however there is potential for disproportionate impact to staff with caring responsibilities who are based at stations where day crewing will be implemented. This needs to be analysed in the EIA(s) for the crewing system once these are known and will then be addressed accordingly.

To understand the impact that the proposed changes to crewing patterns will have on the communities that they serve, response times have been analysed. The detail for the choice of data sets used, the different response times in the scenario proposed in the Plan, and supporting data, are contained in Appendix K2 - C.

Summary of potential changes to response:

- Daytime response times on a weekday – no change.
- Daytime response times on a weekend - on average a first appliance will arrive at a critical incident 12 seconds sooner under the Plan.
- Night time response cover - on average a first appliance will arrive at a critical incident 38 seconds later under the Plan.
- Average response times – on average a first appliance will arrive at a critical incident 12 seconds later under the Plan, up from 07:22 minutes to 07:34 minutes.

The proposed changes to response times per Borough/District are captured in Appendix K2 - C.

Where response times are reduced there is potential for a positive impact on all areas of the community, as at times of emergency the public would receive a more rapid response than the current response. In the proposed scenario, these improved times are found, for the most part, on weekend days resulting from changes in fire and rescue cover at Walton and Haslemere.

Where response times are increased, there is potential for a negative impact on all areas of the community, as at times of emergency the public will have to wait longer for a fire appliance than the current response. There is evidence to suggest that the people most vulnerable to these outcomes are disproportionately likely to come from certain protected characteristics, the elderly and people with disabilities in particular. In the proposed scenario, these increased times are found, for the most part, at night, resulting from changes to night-time cover at Banstead, Camberley, Egham, Fordbridge, Guildford, Painshill and Woking.

The impacts on equalities in regards to people from specific protected characteristics are captured in Section 7a. The Action Plan in Section 9 sets out the mitigating actions to compensate for the potential negative impacts. Our Plan sets out an uplift in business and community safety activity

and over a number of years such activity has been shown to drive down the likelihood of incidents occurring in the first place.

Following the public consultation period, comments were reviewed and compared against the original findings in this EIA. Potential impacts were identified and the EIA was updated where appropriate.

Perceived impacts are:

- Potential cost recovery for animal rescue. This issue was analysed and no evidence was available that indicated a disproportionate impact to any particular group with a specific protected characteristic.
- Risk to residents in high rise accommodation. Ths issue was analysed and no evidence was available that indicated a disproportionate impact to any particular group with a specific protected characteristic.
- The risk to students in tertiary education in the event of a fire. This issue was analysed and potential impacts were identified, the findings of which are included in section 7a and 9. Mitigating factors have been considered and will be implemented as detailed in section 9.
- The impact on the elderly and vulnerable from reductions in night time fire and rescue cover. This issue had already been covered, but sections 7a and 9 have been updated to acknowledge concerns regarding the trend in more people aged 65 or older living alone with reduced ability to undertake domestic or self-care tasks. Mitigating factors have been considered and will be implemented as detailed in section 9.
- The impact on the ability of Surrey Fire and Rescue Service to respond to water rescue and flooding incidents as a result of changes to crewing patterns. Evidence suggests that males aged 15 to 29 and 45 to 59 are disproportionately likely to suffer death in water related incidents. The majority of these incidents (70%) took place during the day where proposed changes to fire and rescue cover wouldn’t have a direct impact. Investing in prevention and educational activities has the potential to reduce these incidents, so may have a particular positive impact on males in these age groups.
- The impact on the ability of Surrey Fire and Rescue Service to respond to air accidents. This issue was analysed and no evidence was available that indicated a disproportionate impact to any particular group with a specific protected characteristic.
- The impact to residents of office to residential conversions in the event of a fire. This issue was analysed and no evidence was available that indicates a disproportionate impact to any particular group with a specific protected characteristic.

7a. Impact of the proposals on residents and service users with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
Age	The proposed Lifelong Learning programme will help to identify what community safety provision is most valuable for people in different age groups. The plan is to ensure that safety messages are delivered to residents at all stages of their lives in Surrey, to build communities resilient to fire and other emergencies. Increased, targeted use of our Safe and Well Visit programme should allow us to reduce the risk to vulnerable people in higher risk age groups. A focus on campaigns for older people will allow us to target those most at risk. An uplift in visits from 4,500 to 20,000 by 2021 will significantly increase our capacity. Increased use of wider community safety initiatives may be used to target accident prevention work to at risk groups. For example the Safe Drive Stay Alive programme has delivered road safety awareness	An increase in response times in certain areas at certain times through changes to fire and rescue cover may mean greater risk to life and serious injury. This could have a greater impact on the elderly given their vulnerability statistically to be injured or killed in fires. Furthermore, forecasts suggest that the number of people aged 65 and older who live alone, have dementia, are unable to perform self-care tasks, or are unable to perform domestic tasks will increase. These people are likely to be more vulnerable to fire in the home. Increase in response times to road traffic collisions may hamper our ability to provide emergency first aid and extricate casualties as quickly as we can under the current resourcing model. This may have a greater impact on young people, as they are disproportionately likely to be involved in road collisions, are disproportionately likely to be	A study by Arch and Thurston into Cheshire Fire and Rescue Service shows that in the period 2002-12 community fire safety provision was statistically correlated with a reduction in accidental dwelling fires (ADFs). Analysis on Surrey data in the period 2006 to 2017 indicates a correlation between the number of Safe and Well Visits and a decrease in dwelling fires in Surrey (see Appendix K2 - D). In England as a whole, research has demonstrated that older people, people with disabilities, those living in single parent households, males aged 46-60 who live alone and drink and smoke in the home, and young people aged 16-24 (including students) are at a greater risk of dying in fires. Those aged 80 and over have a higher fire-related fatality rate, accounting for 5 per cent of the population but 20 per cent of all fire-related fatalities in 2016/17. <u>People aged 65+</u> Internal data shows that in Surrey, in the years 2009-18, 45% of fire fatalities fell into the age group 70+, although they only represented 14% of the population. Data from the community risk profile suggests that by 2030 the number of people aged 65 and older living alone will have increased by 34%. The number of people aged 65 and older with dementia will have increased by 46%. The number of people aged 65 and older unable to perform a self-care task or domestic task will have increased by 36%.

	to approximately 13,500 young people in 2018. Data shows that in Surrey in the years 2015-2018, people in the age groups 15-29 and 45-59 account for 60% of all deaths in water to which SFRS responded. An increase in community engagement and educational work through an expanded community safety programme may serve to reduce incidence of water rescue and fatality to these vulnerable groups. Safe and Well Visits look at all elements of a family's lifestyle and circumstances. They offer meaningful advice and interventions to help ensure that families not only stay safe in their homes but get wider support in their community. An uplift in these visits could mean more families can be better protected.	killed or seriously injured in road collisions, and are likely to be involved in road collisions at night where fire and rescue cover will be reduced. Students have been shown to be at a greater risk from fire. Large concentrations of young people, including students, are resident in Runnymede and Guildford due in part to the presence of tertiary education establishments. These boroughs are predicted to have longer average response times under the proposed plans. S11 Children Act 2004 imposes a duty to ensure that decisions affecting children have regard to the need to safeguard them and protect their welfare. An increase in response times in certain areas at certain times through changes in fire and rescue cover may mean greater risk to life and serious injury. This could have a greater impact for families with children in areas where cover will be reduced at night.	<u>Young People</u> Young drivers (aged 17-24) are known to be in the highest risk group for road traffic collisions. Department of Transport Data shows that in 2013 in Great Britain, drivers in this age group accounted for 5% of miles travelled but 18% of reported road traffic collisions. The road safety charity, Brake, highlight that in the UK, male drivers aged 17-20 are seven times more likely to crash than all male drivers, but between the hours of 2am and 5am their risk is 17 times higher (2005 data). This may not reflect the situation in Surrey. Data from Surrey County Council's Travel and Transport Group shows that in the years 2004 to 2016, 25% of all people killed or seriously injured in road traffic collisions were aged 17-24. This age group only makes up 11% of the driving age population (17+). Data from RoSPA and the Water Incident Database shows that in England in the period 2015 – 2018, males accounted for 83.7% of all naturally occurring or accidental deaths in water. Of these, 51.4% were males in the 15-29 and 45-69 age brackets. Internal data shows that in Surrey in the years 2015-2018, 60% of all deaths in water to which SFRS responded were in the age groups 15-29 and 45-59. 70% of these incidents occurred in the hours of 07:00 to 19:00. 75% of these incidents occurred on a week day, and 25% on a weekend day. **Surrey picture of the population** There are estimated to be 72,900 children aged under 5 in Surrey (6.2% of the population). Elmbridge (7.4%) and Woking (7.2%) have the highest proportion of under 5s and Mole Valley the lowest (5.3%). There are estimated to be 169,500 children aged 5-16

			(14.5% of the population). Elmbridge has the highest proportion of children (16.3%) and Runnymede the lowest (12.5%). There are estimated to be 104,400 people aged 17-24 making up almost a tenth of the population (8.9%). Runnymede (14.0%) and Guildford (13.8%) have the highest percentage due to the universities situated in these boroughs, and Elmbridge the lowest (6.5%). There are estimated to be 605,300 people aged 25-64 making up just over half of the population (51.8%). Woking has the highest percentage (54.0%) and Waverley the lowest (48.9%). There are estimated to be 216,700 older people aged 65+, making up just under one in five (18.5%) of the population. Mole Valley has the highest proportion of older people (22.8%) and Guildford the lowest (16.3%). Appendix K2 - B1 provides a breakdown of age groups per Borough/District.
Disability	Increased, targeted use of our Safe and Well Visit programme should allow us to reduce the risk to vulnerable people with disabilities. An uplift in visits from 4,500 to 20,000 by 2021 will significantly increase our capacity. Increased use of wider community safety initiatives may be used to target accident	An increase in response times in certain areas at certain times through changes to fire and rescue cover may mean greater risk to life and serious injury. This could have a greater impact on those with mobility or mental health issues given their vulnerability statistically to be injured or killed in fire, and on people with mobility issues given that they may have greater difficulty escaping a fire.	<u>Census 2011</u> In 2011, 13.5% of residents in Surrey reported a health problem, with 7.8% limited a little and 5.7% limited a lot. The overall proportion reporting a health problem was unchanged from 2001. The proportion of the Surrey population reporting a health problem is highest in Spelthorne (14.9%) and lowest in Elmbridge (12.1%). Fewer Surrey residents reported a health problem than the national average. In England as a whole 17.6% reported a health problem with 9.3% limited a little and 8.3% limited a lot. <u>Disability and Mobility:</u>

	prevention work to at risk groups.		Between April 2006 and March 2012, of the 16 people who died in a fire in Surrey, 7 (45%) were known to have mobility issues that affected their ability to escape the fire. All the people who were asleep at the time of the fire had additional underlying issues of restricted mobility, mental health and/or alcohol misuse. (CRP 2013/14) <u>Mental Health:</u> The fatal fires analysis highlights mental health issues as a contributory factor to accidental dwelling fire deaths. 9 of the 18 people who died in fires outside the home between April 2006 and March 2016 were suffering from mental health issues. The numbers of people with alcohol and drug dependencies are also forecast to rise by 4% by 2030. <u>Race and ethnicity:</u> Differences in the levels of mental well-being and prevalence of mental disorders are influenced by a complex combination of socio-economic factors, racism, diagnostic bias and cultural and ethnic differences and are reflected in how mental health and mental distress are presented, perceived and interpreted. <u>Gender:</u> Gender impacts significantly on risk and protective factors for mental health and expression of the experience of mental distress. Neurotic disorders including depression, anxiety, attempted suicide and self-harm are more prevalent in women than men, while suicide, drug and alcohol abuse, anti-social personality disorder, crime and violence are more prevalent among men. Gay, lesbian, bisexual and gender reassignment people are at increased risk for some mental health problems –

			notably anxiety, depression, self-harm and substance misuse – and more likely to report psychological distress than their heterosexual counterparts. <u>Smoking (and Mental Health):</u> Surrey's Joint Strategic Needs Assessment (JSNA) also identifies that mental health service users exhibit rates of smoking at least twice that found among the general population. Between April 2006 and March 2016, in 35% of the accidental fatal dwelling fires, smoking materials was the primary cause of the fires. Appendix K2 provides a breakdown of B2 Long term illness or disability per Borough/District
Gender reassignment	There is no indication that there will be a significant impact on people with this protected characteristic.	There is no indication that there will be a significant impact on people with this protected characteristic	Data on gender reassignment across the county is limited. The Office of National Statistics have identified the need for this data to inform further policy making decisions.
Pregnancy and maternity	The proposed Lifelong Learning programme will help to identify what community safety provision is most valuable for people in different age groups. The plan is to ensure that safety messages are delivered to residents at all stages of their lives in Surrey, to build communities resilient to fire and other emergencies.	An increase in response times in certain areas at certain times through changes to fire and rescue cover may mean greater risk to life and serious injury. This could have a greater impact for people generally in areas where cover will be reduced.	Expectant and new mothers could potentially be more at risk when escaping from a fire, as emergency evacuation may be difficult due to reduced agility, dexterity, co-ordination, speed, reach and balance. Mothers will also face the additional difficulty of evacuating babies and/or young children. Further research needs to be done to establish a link between pregnancy/maternity and risk from fire and other emergencies.
Race	Increased, targeted use of our Safe and Well Visit programme and business fire safety auditing should allow us to reduce the risk to residents and businesses from all groups. Community	There is no indication that there will be a significant impact on people with this protected characteristic	*The breakdown of racial/ethnic groups by Borough/District can be found in the appendices (A and B3) to this document, and are taken from Surrey-i – 2011 census data.*

	outreach programmes will assist in ensuring that people who have English as a second language will receive appropriate fire safety provision.		In some areas there are populations of people from certain ethnic backgrounds notably larger than the Surrey average (mean). Elmbridge, Reigate and Banstead, Runnymede, Spelthorne and Woking are all cases in point. Of these, Runnymede is facing the biggest impact to response times under the proposed changes. It could be argued that the Indian community are disproportionately affected by the changes to response times, as the Indian population in Runnymede is 39% higher than the Surrey average. However there is no evidence to suggest that people from an Indian background in Runnymede will be disproportionately affected compared to the community of Runnymede as a whole. Furthermore Runnymede will retain a response time within the target of 10 minutes and quicker than the Surrey mean.
Religion and belief	Increased, targeted use of our Safe and Well Visit programme and business fire safety auditing should allow us to reduce the risk to residents and businesses from all groups. Community outreach programmes will assist in ensuring that fire safety activities will take place in places of religious worship in order to reach a large audience.	There is no indication that there will be a significant impact on people with this protected characteristic.	*The breakdown of religious groups by Borough/District can be found in the appendices (A and B4) to this document, and are taken from Surrey-i – 2011 census data.* In certain areas there are populations of people from certain religions notably larger than the Surrey mean. Epsom and Ewell, Spelthorne and Woking are all cases in point. All of these boroughs will retain a response time within the target of 10 minutes and quicker than the Surrey mean, so it cannot be clearly argued that people from any particular religion will be disproportionately impacted by changes to fire and rescue cover.
Sex	In Surrey in the years 2015-2018 85% of FRS incidents involving fatalities in water the casualties were males. An increase in community engagement and educational work through an expanded	There is no indication that there will be a significant impact on people with this protected characteristic	Surrey's population, according to the ONS's estimates for 2017 is 50.9% female and 49.1% male in all age groups as a whole. Guildford Borough has the most statistically balance population, with 50% male and female, and Elmbridge Borough the least balanced, with 51.6% female and 48.4% male. Further information is available in Appendix K2 - B5.

	community safety programme may serve to reduce incidence of water rescue and fatality to this vulnerable group.		Data from RoSPA and the Water Incident Database shows that in England in the period 2015 – 2018, males accounted for 83.7% of all naturally occurring or accidental deaths in water. Internal data shows that in Surrey in the years 2015-2018, 85% of water related fatalities that SFRS responded to were males. 70% of these incidents occurred in the hours of 07:00 to 19:00. 75% of these incidents occurred on a week day, and 25% on a weekend day.
Sexual orientation	There is no indication that there will be a significant impact on people with this protected characteristic	There is no indication that there will be a significant impact on people with this protected characteristic	Data on sexual orientation across the county is limited. ONS estimates are by County and are not broken down into Borough so do not contain the detail necessary for analysis. Estimates suggest that in 2013-15 97.3 % of the Surrey population was heterosexual, 0.7% gay or lesbian, 0.3% bisexual, 0.3% other and 5.1% don't know or refuse to comment. This is broadly in line with National estimates. There is a slightly higher estimated percentage of heterosexual individuals compared to the National average (93.5%) a slightly lower estimated percentage of gay or lesbian (1.2% Nationally), a lower estimated percentage of bisexual (0.6 Nationally), a lower estimated percentage of "other" (0.4 Nationally) and a higher estimated percentage of those who didn't know or preferred not to comment (4.4 Nationally). There is no strong evidence to suggest that people of any particular sexual orientation may be at a higher risk of injury from fire or other FRS-relevant incidents.
Marriage and civil partnerships	There is no indication that there will be a significant impact on people with this protected characteristic	There is no indication that there will be a significant impact on people with this protected characteristic	People who live alone, rather than those who live with partners, are at higher risk of accidental fires. The largest change (in the number of people living alone by age group, 2005 – 2015) is in the 45 to 64 age group, where the number of people living alone increased by 23% between 2005 and 2015, a statistically significant change. This is partly due to the increasing population aged 45 to 64 in the UK over this period, as the 1960s baby boom

			generation have been reaching this age group. The increase could also be due to a rise in the proportion of the population aged 45 to 64 who are divorced or never married. Appendix K2 - B6 provides a breakdown of marital status by Borough/District.
Carers (protected by association)	Increased, targeted use of our Safe and Well Visit programme should allow us to reduce the risk to vulnerable people in higher risk groups. Improved fire safety in these homes may help protect carers by association.	An increase in response times in certain areas at certain times through changes to fire and rescue cover may mean greater risk to life and serious injury. This is likely to have a greater impact on elderly and disabled residents. Their carers may be impacted by association, but there is no clear evidence for this.	There is no clear evidence available to correlate adverse impact to carers with changes to fire and rescue response times.

7b. Impact of the proposals on staff with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
Age	An increase in dedicated fire safety roles may provide opportunities for firefighters for whom the fitness requirements of an operational role can become progressively more challenging.	No specific issue has been identified at this stage	A 1990 study by Rogers et al found that, from the age of 30, VO2 max (VO2 max measures the optimum rate at which heart, lungs and muscles can effectively use oxygen during exercise) declines by 12% per decade. VO2 max is used as a factor in determining firefighter fitness. Any change to the duty system will incorporate a dedicated Equality Impact Assessment which will assess the impacts on staff with this protected characteristic.

Disability	An increase in dedicated fire safety roles may provide opportunities for firefighters who develop disabilities that prohibit an operational role, such as reduced mobility.	No specific issue has been identified at this stage	Any change to the duty system will incorporate a dedicated Equality Impact Assessment which will assess the impacts on staff with this protected characteristic.
Gender reassignment		No specific issue has been identified at this stage	Any change to the duty system will incorporate a dedicated Equality Impact Assessment which will assess the impacts on staff with this protected characteristic.
Pregnancy and maternity		No specific issue has been identified at this stage	Any change to the duty system will incorporate a dedicated Equality Impact Assessment which will assess the impacts on staff with this protected characteristic.
Race		No specific issue has been identified at this stage	Any change to the duty system will incorporate a dedicated Equality Impact Assessment which will assess the impacts on staff with this protected characteristic.
Religion and belief		No specific issue has been identified at this stage	Any change to the duty system will incorporate a dedicated Equality Impact Assessment which will assess the impacts on staff with this protected characteristic.
Sex		No specific issue has been identified at this stage	Any change to the duty system will incorporate a dedicated Equality Impact Assessment which will assess the impacts on staff with this protected characteristic.
Sexual orientation		No specific issue has been identified at this stage	Data on the profile of the Service according to sexual orientation is not mandatory for employees to declare, and to date responses have been at low levels. This leaves the Service with limited data on the number of LGBT employees in Service. Therefore it is not possible to tell whether members of a particular sexual orientation are impacted positively or negatively, for example therefore suffer an indirect impact through the service restructure. Efforts will be undertaken to capture better staff demographic data in order to better understand impacts in future. Positive action could be taken to mitigate any adverse risk. On a national level data from the Fire & Rescue Service Equality and Diversity Strategy 2008 – 2018 demonstrates that there is recognition that the number of gay, lesbian and bisexual Fire & Rescue Service employees who feel

			able to be open about their sexuality at work is less than 10 per cent of the national average. Any change to the duty system will incorporate a dedicated Equality Impact Assessment which will assess the impacts on staff with this protected characteristic.
Marriage and civil partnerships		No specific issue has been identified at this stage	Any change to the duty system will incorporate a dedicated Equality Impact Assessment which will assess the impacts on staff with this protected characteristic.
Carers (protected by association)	No specific benefit has been identifies at this stage, however there is potential for flexible working to have a positive impact to staff with caring responsibilities who are based at stations where day crewing will be implemented. This needs to be analysed in the individual EIAs for each region/station affected.	No specific issue has been identified at this stage, however there is potential for disproportionate impact to staff with caring responsibilities who are based at stations where day crewing will be implemented. This needs to be analysed in the individual EIAs for each crewing system once these are known.	Any change to the duty system will incorporate a dedicated Equality Impact Assessment which will assess the impacts on staff with this protected characteristic.

8. Amendments to the proposals

Change	Reason for change

9. Action plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner
An increase in targeted fire safety provision should reduce the risk to the most people most vulnerable to fire, which includes the elderly and people with restricted mobility, sensory impairments and mental health issues	Targeted campaigns in coordination with community engagement programmes will assist in delivering fire safety provision to people most vulnerable from fire and other emergencies.	Frequency based on risk analysis and Person Centred Approach	Andrew Treasure
The increase in response times through changes to fire and rescue cover at several fire stations may mean greater risk to life and serious injury. This could have a greater impact on the following groups: • the elderly given their vulnerability statistically to be injured or killed in fires, and on the elderly and parents with young children given that they may have greater difficulty escaping a fire. • those with mobility or mental health issues given their vulnerability statistically to be injured or killed in fire, and on the disabled given that they may have greater difficulty escaping a fire. • On Carers and the children or adults they	Additional investment will be allocated to fire safety provision. Prevention work will continue across the County, e.g. Safe and Well Visits (SAWVs), in order to inform and educate the public about reducing the risk of fire and other emergencies. Individuals at greatest risk, such as the elderly and people with mobility issues will be targeted to improve equality of opportunity in fire safety provision. The number of SAWVs is proposed to increase from 4,500 in 2018 to 20,000 by 2021. A key priority for Surrey County Council is to support people to live at home for longer. Telecare is the name given to the range of sensors which link with the traditional community or lifeline alarms. Telecare equipment ranges from pendants that can be worn to smoke and carbon monoxide detectors, and bed and falls sensors for those with mobility	Increases on an annual basis Increases in partnerships on an annual basis	Andrew Treasure Andrew Treasure

are caring for in particular given that they may have greater difficulty escaping a fire. • Young people are statistically at a high risk from death and serious injury resulting from road traffic collisions. Reduction in night time fire and rescue cover may impact on the time it takes to rescue them. • Students in further educational establishments may be at higher risk from fire. Reduction in night time fire and rescue cover may impact on the time it takes to rescue them. • An increase in water safety education as part of the Lifelong Learning programme and increased community safety provision may help reduce the number of water rescue incidents, which will be a particular benefit to males who make up the majority of casualties.	difficulties. The sensors are designed to assist people of all ages to live more independently by monitoring their safety. In Surrey, when a linked smoke detector is activated, SFRS will respond. The predicted rise in the number of supported residents means that we will continue to work with partners to ensure they refer supported residents to us for advice via our SAWVs. Further roll-out of road safety education will assist in reducing the risks to young drivers. Road User Awareness Days and the Safe Drive Stay Alive programme can reach thousands of young people every year. Their impact needs to be assessed, as there is no clear evidence to show the correlation between increased road safety campaigns and a decrease in accidents. Increased delivery of business safety provision will allow SFRS to better assess the risks of campuses and halls of residence, suggest improvements and enforce against non-compliance where appropriate. In all instances, the effect of community and business safety programmes must be assessed to quantify their effect on reducing risks. This will allow SFRS to determine whether they are effective at mitigating impacts from changes to fire and rescue cover at night. Drills and exercises will be run at university campuses and halls of residence affected. This will allow us to check that responsible persons are fulfilling their responsibilities under fire safety legislation.	 Annually Increases on an annual basis Annually An exercise per year	 Andrew Treasure Andrew Treasure Andrew Treasure Gary Locker

General impacts to people of different protected groups may not be immediately evident from existing analysis.	Robust equality monitoring during the consultation process may reveals patterns in views relevant to protected groups.	End of September 2019	Sarah Kershaw
Temporal fire patterns within Surrey, and specifically in the areas most directly affected by the proposed changes, need to be analysed to assess the potential impact on different groups.	Negative impacts may be mitigated by an increase of targeted fire safety provision, but the overall effect of such mitigation should be assessed. SAWVs will increase from 4,500 to 20,000 by 2021.	Increases on an annual basis	Andrew Treasure

10. Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected
No impact has been identified for which measures cannot be taken in an attempt at mitigation. However the anticipated positive impacts of mitigation will be monitored using evaluative performance measures to assess effectiveness.	

11. Summary of key impacts and actions

Information and engagement underpinning equalities analysis	Full public consultation was undertaken and responses considered in regard to potential impacts. The findings of the consultation process can be found at:
Key impacts (positive and/or negative) on people with protected characteristics	Increased business and community safety provision will benefit all sectors of our community, and there will be an increased focus on fire safety for people who are most vulnerable, which includes people 65 and older and people with disabilities. Increases in response times might impact young drivers and older people.
Changes you have made to the proposal as a result of the EIA	The content of the EIA, and the impacts identified, have been considered along with feedback from the consultation when developing the final plan. No substantive changes have been made to the initial proposals. However there are clear actions that we can take to mitigate the impact set out here whilst still delivering the plan.
Key mitigating actions planned to address any outstanding negative impacts	Business and community safety work will see a significant increase across the County, including all areas which are being affected by a change in fire and rescue cover. Work will look into focussing on people and communities most vulnerable to fire and other emergencies and those who have had lower than average levels of fire safety engagement.
Potential negative impacts that cannot be mitigated	

Appendix A

Summary of protected characteristics in Borough/Districts potentially directly affected by proposed changes to fire and rescue cover.

Data from Surrey-i.

Percentages are given to 3 significant figures.

A more detailed breakdown of data by Borough/District and protected characteristic can be found in Appendix B.

In any group where representation was 25% or more above the Surrey average (mean), mention has been given to this group in this summary. In the tables in Appendix B, these figures are highlighted in yellow. Although seemingly arbitrary, this figure allowed a consistent methodology to be applied to all groups within each protected characteristic for which we have data. The figure of 25% highlighted areas that had a greater representation of people from certain characteristics than the Surrey mean. A number much lower than 25% would provide too many examples for meaningful analysis, and a number much higher would provide too few examples, so 25% was chosen as the threshold.

No data is available for the protected characteristics of gender reassignment, pregnancy and maternity, sexual orientation or carers (protected by association).

Borough/District	**Summary of specific demographics in Borough.**
Elmbridge	Analysis of Surrey-i data shows no group with protected characteristics for which we have data with a population 25% or greater than the mean.
Epsom and Ewell	2011 data show Epsom and Ewell having a population of people from the ethnic group “Asian/Asian British: Indian” as 33.3% above the Surrey mean (2.4% and 1.8% respectively). The same data show people from the ethnic group “All Black/African/Caribbean/Black British ethnic groups” as 36% above the Surrey mean (1.5% and 1.1% respectively). No other ethnic group show a population 25% or higher than the mean. 2011 data show Epsom and Ewell having a population of people from the Hindu religion as 92% above the Surrey mean (2.5% and 1.3% respectively).The same data show a population of people from the Muslim religion as 36% above the Surrey mean (3% and 2.2% respectively). No other religious group show a population 25% or higher than the mean. No other group within other protected characteristics for which we have data show a population 25% or greater than the mean.
Guildford	2017 age group estimates show Guildford having a population in the 15-30 age range as 44.4% above the Surrey mean (24.1% and 16.7% respectively). No other age group show a population 25% or higher than the mean. No other group within other protected characteristics for which we have data show a population 25% or greater than the mean.
Mole Valley	Analysis of Surrey-i data shows no group with protected characteristics for which we have data with a population 25% or greater than the mean.

Reigate and Banstead	2011 data show Reigate and Banstead having a population of people from the ethnic group "All Black/African/Caribbean/Black British ethnic groups" as 43.2% above the Surrey mean (1.57% and 1.10% respectively). No other ethnic group show a population 25% or higher than the mean. No other group within other protected characteristics for which we have data show a population 25% or greater than the mean.
Runnymede	2017 age group estimates show Runnymede having a population in the 15-30 age range as 41.7% above the Surrey mean (23.6% and 16.7% respectively). No other age group show a population 25% or higher than the mean. 2011 data show Runnymede having a population of people from the ethnic group "Asian/Asian British: Indian" as 40.6% above the Surrey mean (2.51% and 1.79% respectively). No other ethnic group show a population 25% or higher than the mean. No other group within other protected characteristics for which we have data show a population 25% or greater than the mean.
Spelthorne	2011 data show Spelthorne having a population of people from the ethnic group "Asian/Asian British: Indian" as 135% above the Surrey mean (4.20% and 1.79% respectively), the same data show people from the ethnic group "All Black/African/Caribbean/Black British ethnic groups" as 47.2% above the Surrey mean (1.62% and 1.10% respectively). No other ethnic group show a population 25% or higher than the mean. 2011 data show Spelthorne having a population of people from the Hindu religion as 83.9% above the Surrey mean (2.44% and 1.33% respectively). No other religious group show a population 25% or higher than the mean. Internal data show Spelthorne having a population of people classed as vulnerable to fire as 36% above the Surrey mean (0.079% and 0.058% respectively). No other group within other protected characteristics for which we have data show a population 25% or greater than the mean.
Surrey Heath	Analysis of Surrey-i data shows no group with protected characteristics for which we have data with a population 25% or greater than the mean.
Tandridge	Internal data show Tandridge having a population of people classed as vulnerable to fire as 34% above the Surrey mean (0.078% and 0.058% respectively). No other group within other protected characteristics for which we have data show a population 25% or greater than the mean.
Waverley	Analysis of Surrey-i data shows no group with protected characteristics for which we have data with a population 25% or greater than the mean.
Woking	2011 data show Woking having a population of people from the ethnic group "Asian/Asian British: Indian" as 31.4% above the Surrey mean (2.35% and 1.79% respectively). The same data show people from the ethnic group "Asian/Asian British: Pakistani" as 500% above the Surrey mean (5.73% and 0.96% respectively). The same data show people from the ethnic group "All Black/African/Caribbean/Black British ethnic groups" as 27% above the Surrey mean (1.39% and 1.10% respectively). No other ethnic group show a population 25% or higher than the mean. 2011 data show Woking having a population of people from the Hindu religion as 48.4% above the Surrey mean (1.97% and 1.33% respectively). The same data show a population of people from the Muslim religion as 243% above the Surrey mean (7.38% and 2.15% respectively). No other religious group show a population 25% or higher than the mean. No other group within other protected characteristics for which we have data show a population 25% or greater than the mean.

Appendix B

Population information by protected characteristic by Surrey Borough/Districts.

Data from Surrey-i.

Percentages are given to 1 decimal point or 3 significant figures as appropriate.

No data is available for the protected characteristics of gender reassignment, pregnancy and maternity, sexual orientation or carers (protected by association).

Age data was sourced in 5-year divisions and has been grouped into larger blocks for analysis.

B1 – Age groups per Borough/District (adapted from Surrey-I – ONS Population estimates by 5 year age groups and gender).

Region	All ages	Age 0-14	%0-14	Age 15-30	%15-30	Age 30-44	%30-44	Age 45-64	%45-64	Age 65+	% 65+
England	*55619430*	*10048365*	*18.1*	*10478495*	*18.8*	*10842801*	*19.5*	*14219258*	*25.6*	*10030511*	*18.0*
Surrey	***1185321***	***219560***	***18.5***	***197622***	***16.7***	***228477***	***19.3***	***317430***	***26.8***	***222232***	***18.7***
Elmbridge	136379	28656	21.0	18191	13.3	27268	20.0	37686	27.6	24578	18.0
Epsom and Ewell	79451	15231	19.2	12993	16.4	15789	19.9	21003	26.4	14435	18.2
Guildford	147777	24886	16.8	35579	24.1	27327	18.5	35696	24.2	24289	16.4
Mole Valley	87128	14588	16.7	12428	14.3	14301	16.4	25785	29.6	20026	23.0
Reigate and Banstead	146383	28245	19.3	22112	15.1	30679	21.0	38860	26.5	26487	18.1
Runnymede	86882	14277	16.4	20519	23.6	15927	18.3	21318	24.5	14841	17.1
Spelthorne	99120	18220	18.4	15356	15.5	20511	20.7	26625	26.9	18408	18.6
Surrey Heath	88765	16012	18.0	13940	15.7	16420	18.5	25272	28.5	17121	19.3
Tandridge	87297	15745	18.0	13149	15.1	15882	18.2	24625	28.2	17896	20.5
Waverley	125010	23248	18.6	18487	14.8	21782	17.4	34265	27.4	27228	21.8
Woking	101129	20452	20.2	14868	14.7	22591	22.3	26295	26.0	16923	16.7

B2 – Long term illness or disability per Borough/District (taken Surrey-i - 2011 census data)

Region	All persons	Number without long term illness or disability	% Without long term illness or disability	Long term illness or disability - All with day-to-day activities limited	Long term illness or disability - % with day-to-day activities limited
England	*53012456*	*43659870*	*82.4*	*9352586*	*17.6*
Surrey	***1132390***	***979036***	***86.5***	***153354***	***13.5***
Elmbridge	130875	115044	87.9	15831	12.1
Epsom and Ewell	75102	65036	86.6	10066	13.4
Guildford	137183	119867	87.4	17316	12.6
Mole Valley	85375	72833	85.3	12542	14.7
Reigate and Banstead	137835	118569	86.0	19266	14.0
Runnymede	80510	69355	86.1	11155	13.9
Spelthorne	95598	81334	85.1	14264	14.9
Surrey Heath	86144	75304	87.4	10840	12.6
Tandridge	82998	70686	85.2	12312	14.8
Waverley	121572	104695	86.1	16877	13.9
Woking	99198	86313	87.0	12885	13.0

B3 – Race/Ethnicity per Borough/District (taken from Surrey-i - 2011 census data)

Region	All People	White British	% White British	White: All other White ethnic groups	% White: All other White	All mixed/ multiple ethnic groups	% All mixed/ multiple ethnic groups	Asian/ Asian British: Indian	% Indian	Asian/ Asian British: Pakistani	% Pakistani	All Black/African/Caribbean/Black British ethnic groups	% Black/African/Caribbean/ Black British	All other Asian ethnic groups	% other Asian ethnic group	Other ethnic groups	% Other ethnic groups	All non-white ethnic groups	% non-white ethnic groups	All ethnic groups except white British	% not white British
Surrey	**1132390**	**945673**	**83.5**	**78009**	**6.9**	**23554**	**2.1**	**20232**	**1.8**	**10818**	**1.0**	**12430**	**1.1**	**32448**	**2.9**	**9226**	**0.8**	**108708**	**9.6**	**186717**	**16.5**
Elmbridge	130875	104508	79.9	13615	10.4	3411	2.6	2489	1.9	555	0.4	1010	0.8	4031	3.1	1256	1.0	12752	9.7	26367	20.1
Epsom and Ewell	75102	59049	78.6	5453	7.3	1922	2.6	1828	2.4	667	0.9	1128	1.5	3989	5.3	1066	1.4	10600	14.1	16053	21.4
Guildford	137183	114510	83.5	10197	7.4	2501	1.8	1661	1.2	487	0.4	1656	1.2	4468	3.3	1703	1.2	12476	9.1	22673	16.5
Mole Valley	85375	76907	90.1	4261	5.0	1257	1.5	707	0.8	152	0.2	399	0.5	1318	1.5	374	0.4	4207	4.9	8468	9.9
Reigate and Banstead	137835	117092	85.0	7787	5.6	3037	2.2	2192	1.6	1189	0.9	2166	1.6	3611	2.6	761	0.6	12956	9.4	20743	15.0
Runnymede	80510	64397	80.0	7236	9.0	1671	2.1	2022	2.5	378	0.5	862	1.1	3161	3.9	783	1.0	8877	11.0	16113	20.0
Spelthorne	95598	77411	81.0	6044	6.3	2382	2.5	4013	4.2	656	0.7	1545	1.6	2626	2.7	921	1.0	12143	12.7	18187	19.0
Surrey Heath	86144	73179	84.9	4513	5.2	1626	1.9	1713	2.0	667	0.8	861	1.0	3009	3.5	576	0.7	8452	9.8	12965	15.1
Tandridge	82998	74095	89.3	3785	4.6	1789	2.2	746	0.9	139	0.2	882	1.1	1279	1.5	283	0.3	5118	6.2	8903	10.7
Waverley	121572	110190	90.6	6527	5.4	1623	1.3	533	0.4	246	0.2	538	0.4	1504	1.2	411	0.3	4855	4.0	11382	9.4
Woking	99198	74335	74.9	8591	8.7	2335	2.4	2328	2.3	5682	5.7	1383	1.4	3452	3.5	1092	1.1	16272	16.4	24863	25.1

B4 – Religion per Borough/District (taken from Surrey-i - 2011 census data)

Region	All residents	Christian	% Christian	Hindu	% Hindu	Muslim	% Muslim	Other religion	% Other	No religion	% No religion	Not stated	% Not stated	All non-Christian religions	% Non-Christian
England	*53012456*	*31479876*	*59.4*	*806199*	*1.5*	*2660116*	*5.0*	*1147929*	*2.2*	*13114232*	*24.7*	*3804104*	*7.2*	*4614244*	*8.7*
Surrey	***1132390***	***711110***	***62.8***	***15018***	***1.3***	***24378***	***2.2***	***16994***	***1.5***	***280814***	***24.8***	***84076***	***7.4***	***56390***	***5.0***
Elmbridge	130875	83973	64.2	1593	1.2	2406	1.8	2447	1.9	30606	23.4	9850	7.5	6446	4.9
Epsom and Ewell	75102	46222	61.5	1913	2.5	2277	3.0	1109	1.5	18254	24.3	5327	7.1	5299	7.1
Guildford	137183	82621	60.2	1301	0.9	2713	2.0	1839	1.3	38108	27.8	10601	7.7	5853	4.3
Mole Valley	85375	54926	64.3	564	0.7	669	0.8	960	1.1	21514	25.2	6742	7.9	2193	2.6
Reigate and Banstead	137835	85325	61.9	1880	1.4	2637	1.9	1597	1.2	36262	26.3	10134	7.4	6114	4.4
Runnymede	80510	51037	63.4	1181	1.5	1556	1.9	1628	2.0	19297	24.0	5811	7.2	4365	5.4
Spelthorne	95598	60954	63.8	2332	2.4	1808	1.9	2298	2.4	21511	22.5	6695	7.0	6438	6.7
Surrey Heath	86144	54646	63.4	1369	1.6	1607	1.9	1733	2.0	20610	23.9	6179	7.2	4709	5.5
Tandridge	82998	53841	64.9	612	0.7	596	0.7	750	0.9	20976	25.3	6223	7.5	1958	2.4
Waverley	121572	79220	65.2	321	0.3	786	0.6	1254	1.0	30745	25.3	9246	7.6	2361	1.9
Woking	99198	58345	58.8	1952	2.0	7323	7.4	1379	1.4	22931	23.1	7268	7.3	10654	10.7

B5 – Sex/ Gender per Borough/District (adapted from Surrey-i – ONS population estimates by broad age and gender)

Area	Year	Males - All ages	% male	Females - All ages	% female
ENGLAND	*2017*	*27,481,053*	*49.4*	*28,138,377*	*50.6*
Surrey	***2017***	***581,836***	***49.1***	*603,485*	*50.9*
Elmbridge	2017	66,063	48.4	70,316	51.6
Epsom and Ewell	2017	38,600	48.6	40,851	51.4
Guildford	2017	73,891	50.0	73,886	50.0
Mole Valley	2017	42,567	48.9	44,561	51.1
Reigate and Banstead	2017	71,476	48.8	74,907	51.2
Runnymede	2017	42,251	48.6	44,631	51.4
Spelthorne	2017	48,959	49.4	50,161	50.6
Surrey Heath	2017	43,946	49.5	44,819	50.5
Tandridge	2017	42,493	48.7	44,804	51.3
Waverley	2017	61,177	48.9	63,833	51.1
Woking	2017	50,413	49.9	50,716	50.1

B6 – Marital status by Borough/District (taken from Surrey-I - 2011 census data). N.b. 2011 census data gathered prior to legalisation of same-sex marriage in 2014.

Region	All Residents Aged 16 and Over	Single (never married or in civil partnership)	% Single	Married	% Married	In a Registered Same-Sex Civil Partnership	% In a Registered Same-Sex Civil Partnership	Separated (but Still Legally Married or Still Legally in a Same-Sex Civil Partnership	% Separated	Divorced or Formerly in a Same-Sex Civil Partnership which is Now Legally Dissolved	% Divorced or Formerly in a Same-Sex Civil Partnership which is Now Legally Dissolved	Widowed or Surviving Partner from a Same-Sex Civil Partnership	% Widowed or Surviving Partner from a Same-Sex Civil Partnership
England	*42989620*	*14889928*	*34.6*	*20029369*	*46.6*	*100288*	*0.2*	*1141196*	*2.7*	*3857137*	*9*	*2971702*	*6.9*
Surrey	***913899***	***275477***	***30.1***	***480655***	***52.6***	***1602***	***0.2***	***20563***	***2.3***	***74056***	***8.1***	***61546***	***6.7***
Elmbridge	103005	28321	27.5	56760	55.1	245	0.2	2308	2.2	8482	8.2	6889	6.7
Epsom and Ewell	60371	18711	31	31950	52.9	94	0.2	1259	2.1	4384	7.3	3973	6.6
Guildford	112589	39639	35.2	55650	49.4	174	0.2	2337	2.1	8282	7.4	6507	5.8
Mole Valley	69580	18557	26.7	38252	55	111	0.2	1534	2.2	5846	8.4	5280	7.6
Reigate and Banstead	110725	34056	30.8	57055	51.5	194	0.2	2481	2.2	9251	8.4	7688	6.9
Runnymede	66653	23657	35.5	31353	47	111	0.2	1532	2.3	5580	8.4	4420	6.6
Spelthorne	78089	24562	31.5	38984	49.9	153	0.2	2042	2.6	6870	8.8	5478	7
Surrey Heath	69302	18791	27.1	38960	56.2	100	0.1	1489	2.1	5578	8	4384	6.3
Tandridge	66922	19265	28.8	35350	52.8	111	0.2	1582	2.4	5791	8.7	4823	7.2
Waverley	97478	26219	26.9	53874	55.3	161	0.2	2124	2.2	7848	8.1	7252	7.4
Woking	79185	23699	29.9	42467	53.6	148	0.2	1875	2.4	6144	7.8	4852	6.1

B7 – Vulnerability to House Fires – Data calculated from people 75 or over who are prescribed oxygen.

Region	**count of vulnerable people**	Area (sq km)	**vulnerable people per sq km**	Estimated Population mid-2017	**vulnerable people per 1000 population**
Surrey	**693**	**1662**	**0.417**	**1185321**	**0.585**
Elmbridge	57	95	0.600	136,379	0.418
Epsom and Ewell	39	34	1.147	79,451	0.491
Guildford	65	271	0.240	147,777	0.440
Mole Valley	46	258	0.178	87,128	0.528
Reigate and Banstead	92	129	0.713	146,383	0.628
Runnymede	57	78	0.731	86,882	0.656
Spelthorne	78	45	1.733	99,120	0.787
Surrey Heath	55	95	0.579	88,765	0.620
Tandridge	68	248	0.274	87,297	0.779
Waverley	80	345	0.232	125,010	0.640
Woking	56	64	0.875	101,129	0.554

Appendix C

Modelled response times in Surrey Borough/Districts – Data from internal modelling

The impact of our proposed change to response times to incidents varies by Borough and District, by the day of the week and the time of day. There are many factors that affect how quickly we arrive at an emergency, such as the amount of traffic on the roads and the location of our nearest available fire engine. To give the most accurate comparison, we have looked at the time it takes us to arrive at an emergency under ideal conditions now, against the time it will take if we go ahead with our preferred proposal.

Appendix C1 shows critical incident response comparisons between the proposal versus the status quo.

Appendix C2 shows all incident response comparisons between the proposal versus the status quo.

To understand the impact that the proposed changes to crewing patterns will have on the communities that they serve, response time data must be analysed.

There are three data sets available for use in this analysis:

Modelled response times *under the proposed Plan*, assuming full wholetime appliance availability, and on-call availability based on historical rformance.

Modelled response times *under existing crewing systems*, assuming full wholetime appliance availability, and actual on-call availability.

3. Historical actual response times over the past 5 years.

In each of these sets, there is data available on critical incidents and all incidents. In recent years, our crewing system has been under-established, in large part due to lack of recruitment as a result of constrained finances. Therefore, the reality of what has been available has been significantly different to what would be available if full crewing had been available. Under the proposed plan, restructuring of the available firefighter workforce would allow crews will be much closer to the full planned established. However, as the proposals change the details of SFRS's planned response, compared to our previous plans, it is important to compare the planned response, and not the proposed plans compared to the historical delivery.

Modelling data suggests that there will be varying impacts on response times, depending on the area in question, the time of day, and the day of the week. It should be noted that modelled based on set average road speeds. They do not reflect the speeds under blue light conditions that fire appliances would ordinarily respond under, so the time taken to respond may, in reality, be faster.

Overall the modelling suggests that response times to *critical* incidents will increase from our base model to the proposed model under the Plan by 12 seconds overall, up from 07:22 minutes to 07:34 minutes. This is an average across all times of the day and week. The daily breakdown is as follows:

- The weekday day time response will remain the same (07:23 minutes).

- The weekend day time response will improve by 12 seconds from 07:26 minutes to 07:14 minutes.
- Night time response (any day of the week) time will increase by 38 seconds from 07:18 to 07:56 minutes.

Furthermore the modelling suggests that response times to *all* incidents will increase from our base model to the planned model by 12 seconds overall, up from 07:28 minutes to 07:40 minutes.

This is an average across all times of the day and week. The daily breakdown is as follows:

- The weekday day time response will remain the same (07:27 minutes).
- The weekend day time response will improve by 12 seconds from 07:35 minutes to 07:23 minutes.
- Night time response (any day of the week) time will increase by 38 seconds from 07:26 to 08:04 minutes.

However, the increased community and business safety work will reduce the likelihood of emergencies happening in the first place, so there will be less occurring as a result. In further mitigation, we are introducing improvements that will reduce the time it takes between a call coming in and our firefighters leaving the station. We believe this will help us to get resources to the scene of an emergency more quickly. We are also introducing technology that will improve our measurement of this will tell us if we are being successful.

Appendix C1 – Critical incident response times modelled under the proposal outlined in the Plan in comparison to the current modelled situation. Modelling based on 100% wholetime availability and actual on-call availability.

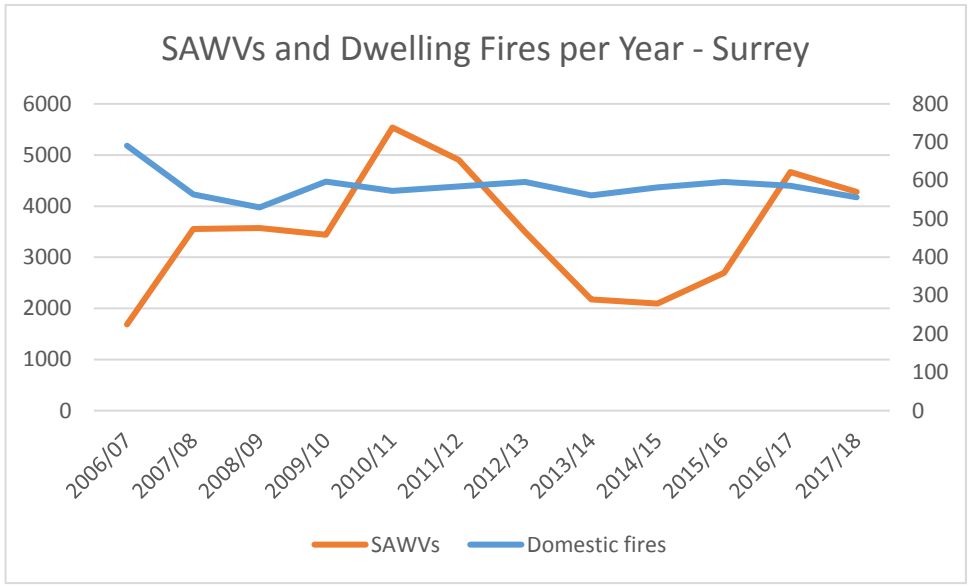
Weekday				**Weekend Day**				**Night**				**All times of day**	
Borough/District	Proposed arrival time of 1st appliance	Current arrival time of 1st appliance		Proposed arrival time of 1st appliance	Current arrival time of 1st appliance			Proposed arrival time of 1st appliance	Current arrival time of 1st appliance			Proposed arrival time of 1st appliance	Current arrival time of 1st appliance
Elmbridge	05:54	05:54		05:47	06:55			07:46	06:59			06:33	06:27
Epsom and Ewell	05:45	05:44		05:39	05:38			05:41	05:26			05:43	05:36
Guildford	07:16	07:17		07:06	07:05			07:23	06:47			07:17	07:04
Mole Valley	08:10	08:10		08:12	08:13			08:06	07:59			08:09	08:07
Reigate and Banstead	07:29	07:29		07:17	07:19			07:57	07:14			07:37	07:22
Runnymede	06:30	06:30		06:03	06:06			08:04	05:56			06:59	06:13
Spelthorne	06:34	06:35		06:31	06:41			07:24	06:42			06:54	06:39
Surrey Heath	07:40	07:42		07:36	07:37			07:53	07:28			07:44	07:36
Tandridge	11:38	11:33		10:24	10:34			10:58	11:03			11:10	11:11
Waverley	08:39	08:39		08:54	09:26			09:15	09:05			08:55	08:56
Woking	05:53	05:53		06:00	06:01			06:19	05:41			06:04	05:50
ALL DISTRICTS	**07:23**	**07:23**		**07:14**	**07:26**			**07:56**	**07:18**			**07:34**	**07:22**

Appendix C2 – All incident response times modelled under the proposal outlined in the Plan in comparison to the current modelled situation. Modelling based on 100% wholetime availability and actual on-call availability.

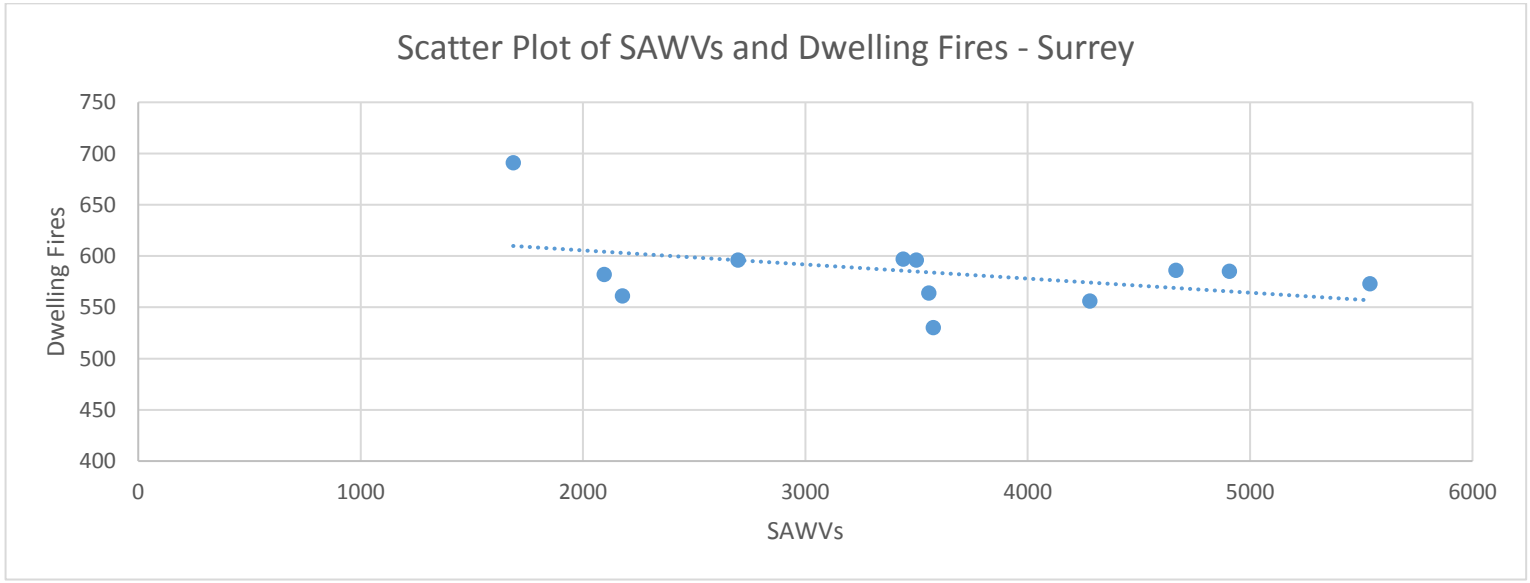
Weekday			Weekend Day		Night		All times of day	
Borough/District	Proposed arrival time of 1st appliance	Current arrival time of 1st appliance	Proposed arrival time of 1st appliance	Current arrival time of 1st appliance	Proposed arrival time of 1st appliance	Current arrival time of 1st appliance	Proposed arrival time of 1st appliance	Current arrival time of 1st appliance
Elmbridge	05:53	05:52	05:49	06:53	07:49	06:59	06:34	06:26
Epsom and Ewell	05:39	05:38	05:41	05:41	05:58	05:39	05:47	05:39
Guildford	07:26	07:27	07:26	07:26	07:47	07:01	07:34	07:17
Mole Valley	08:16	08:16	08:13	08:13	08:09	08:00	08:13	08:10
Reigate and Banstead	07:23	07:23	07:18	07:19	07:57	07:16	07:35	07:20
Runnymede	06:33	06:33	06:15	06:19	08:06	06:04	07:04	06:20
Spelthorne	06:29	06:30	06:31	06:41	07:28	06:45	06:54	06:38
Surrey Heath	07:54	07:56	07:52	07:53	08:04	07:40	07:57	07:50
Tandridge	11:42	11:39	10:47	10:51	11:05	11:04	11:17	11:17
Waverley	08:54	08:55	08:58	09:34	09:24	09:13	09:05	09:08
Woking	05:53	05:54	06:03	06:04	06:18	05:39	06:04	05:50
ALL DISTRICTS	**07:27**	**07:27**	**07:23**	**07:35**	**08:04**	**07:26**	**07:40**	**07:28**

Appendix D – Graphs of Safe and Well Visits and Dwelling Fires in Surrey.

D1 – Line Graph of Safe and Well Visits and Domestic Dwelling Fires per Year.



– Scatter Plot of Safe and Well Visits and Domestic Dwelling Fires.



A statistical analysis of the relationship between numbers of SAWVS and Dwelling fires using correlation coefficient produces a result of -0.423319. This is a weak to moderate negative linear correlation.

EIA Title				
Did you use the EIA Screening Tool? (Please tick or specify)	Yes (Please attach upon submission)		No	

1. Explaining the matter being assessed

What policy, function or service change are you assessing?	The council have developed a strategy for libraries and cultural services for 2020 – 2025 which sets out our commitment to deliver a broad range of modern affordable services providing opportunities to read for learning and enjoyment; access accurate and quality information; engage in creative and cultural activities and informal and formal learning. The services addressed in the strategy are: • Surrey Arts • Surrey Heritage • Surrey Adult Learning • Surrey Registration Service • Surrey Libraries The crux of our strategy is to reduce the net cost of these services whilst increasing impact. We will do this by working closer with communities in design and delivery and by exploiting digital technology to increase our reach and free up staff. The strategy details five strategic objectives to underpin the development of these services going forward and a set of actions that we will take, including a new model of library service delivery. Our approach to implementation of the strategy will be to engage, through a co-design process, widely with residents, staff and partners on how the future model for libraries is implemented and how the libraries and cultural services can increase the positive outcomes/impact against the Surrey 2030 Vision. In the event that the co design leads to proposals to change the way in which current library services are delivered formal consultation will take place. This will be undertaken with due regard to our duties under the Equality Act and the Public Libraries and Museums Act 1964 'to provide a comprehensive and efficient library service for all persons desirous to make use thereof'.

Equality Impact Assessment

Why does this EIA need to be completed?	Changes to the library service will impact on people from the protected groups identified in the Equality Act 2010.
Who is affected by the proposals outlined above?	The library service has some 320,000 registered members, and although the service does not monitor protected status amongst its membership, it is clear that this includes people from these groups. Most protected groups will not be disproportionately negatively affected by the actions set out in the strategy but it can be argued that two may: age, and disability. Age, because the service has disproportionately high levels of membership for children and older people compared with Surrey's demographics, and disability, because people with certain kinds of disability will find changes harder to accommodate than the average user.
How does your service proposal support the outcomes in the Community Vision for Surrey 2030?	This work is linked to the five "people" ambitions: • Children and young people are safe and feel safe and confident. • Everyone benefits from education, skills and employment opportunities that help them succeed in life. • Everyone lives healthy, active and fulfilling lives, and makes good choices about their wellbeing. • Everyone gets the health and social care support and information they need at the right time and place. • Communities are welcoming and supportive, especially of those most in need, and people feel able to contribute to community life.
Are there any specific geographies in Surrey where this will make an impact? (Please tick or specify)	County Wide: x; Runnymede: Elmbridge: ; Spelthorne: Epsom and Ewell: ; Surrey Heath: Guildford: ; Tandridge: Mole Valley: ; Waverley: Reigate and Banstead: ; Woking: Not Applicable: County Divisions (please specify if appropriate):
Briefly list what evidence you have gathered on the impact of your proposals?	A public consultation exercise on five strategic principles for libraries and cultural services was completed on 4th January 2019. The outcome of this consultation, further engagement work, community profiling and service use analysis has been used to develop a strategy for libraries and cultural services. The strategy proposes a new model for library services which will be developed into specific proposals through a process of co-design over the next 12 to 18 months. The strategy does not set out detailed proposals, these will be achieved through the co-design process and will use a wide range of evidence to understand the impact of the proposals as they develop..

2. Service Users / Residents

There are 10 protected characteristics to consider in your proposal. These are:

1. Age including younger and older people
2. Disability
3. Gender reassignment
4. Pregnancy and maternity
5. Race including ethnic or national origins, colour or nationality
6. Religion or belief including lack of belief
7. Sex
8. Sexual orientation
9. Marriage/civil partnerships
10. Carers protected by association

Though not included in the Equality Act 2010, Surrey County Council recognises that socio-economic disadvantage is a significant contributor to inequality across the County and therefore regards this as an additional factor.

Therefore, if relevant, you will need to include information on this. Please refer to the EIA guidance if you are unclear as to what this is.

Equality Impact Assessment

AGE

What information (data) do you have on affected service users/residents with this characteristic?

Although people of all ages use libraries, a higher proportion of Surrey library users are people aged 65 or over or younger children than is the case for the proportion of these groups in the population as a whole. (Statistics of library use, compared with Surrey demographics).
Surrey Library Borrowers Compared to Surrey Population: (March 2016)

Age Band	Current Borrowers	Surrey Population	Over /Under Representation
0-14	27%	18%	+9%
15-65	55%	63%	-9%
65	17%	19%	-2%

Impacts (Please tick or specify)	Positive		Negative		Both	√

Impacts identified	**Supporting evidence**	**How will you maximise positive/minimise negative impacts?**	**When will this be implemented by?**	**Owner**
As children and young people and older people use the library service more than other groups it will be necessary to ensure through the co-design that impacts on these groups are identified and mitigated where possible in delivering the new library service model.	Analysis of service use and community profile prepared to inform the strategy.	Focused and targeted co-design activity will be undertaken with children and young people and older people.	Between January 2020 and April 2021.	Assistant Director, Lifelong Learning and Culture

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of?

The council's asset management/property strategy will impact on the buildings in which we deliver these services to residents. During the co-design process we will ensure that any implications as a result of the property strategy are identified and taken account of.

Any negative impacts that cannot be mitigated? Please identify impact and explain why
None currently identified

DISABILITY						
What information (data) do you have on affected service users/residents with this characteristic?						
The community profile developed to underpin the strategy contains a quantity of data about people with disabilities in Surrey. It identifies that the libraries and cultural services can and must play a role in supporting people with long term health conditions, disabilities including sight impairments, and mental health problems.						
Impacts (Please tick or specify)	Positive		Negative		Both	√

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
None yet identified. This will be kept under review as the co design is developed	Analysis of service use and community profile prepared to inform the strategy.	Focused and targeted co-design activities will be undertaken with this group building on the relationship we established with the Surrey Coalition of Disabled People and their member organisations as part of the consultation on the strategic principles.	Between January 2020 and April 2021.	Assistant Director, Lifelong Learning and Culture

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of?
The council's asset management/property strategy will impact on the buildings in which we deliver these services to residents. During the co-design process we will ensure that any implications as a result of the property strategy are identified and taken account of.
Any negative impacts that cannot be mitigated? Please identify impact and explain why
None currently identified

3. Staff

AGE

What information do you have on the affected staff with this characteristic?

Surrey Libraries Staff:

Age Range	% of Library Staff
15 to 19	9.6%
20 to 24	5.7%
25 to 29	5.9%
30 to 34	5.2%
35 to 39	6.1%
40 to 44	8.3%
45 to 49	7.9%
50 to 54	11.4%
55 to 59	16.6%
60 to 64	14.0%
65 to 69	6.8%

70+	2.6%

(May 2017)

Impacts	Positive		Negative		Both	√
Impacts identified		**Supporting evidence**	**How will you maximise positive/minimise negative impacts?**		**When will this be implemented by?**	**Owner**
There may be changes to structure and the way staff work but these will not become explicit until we have undertaken co-design on the implementation of the new strategy over the next 12 – 18 months.		Understanding of the impact of previous re-structures in these services.	Staff are a significant group of stakeholders. They will be involved in co-design activities with residents and partners and will have the opportunity to influence implementation of the strategy		Between January 2020 and April 2021.	Assistant Director, Lifelong Learning and Culture

What other changes is the council planning that may affect the same groups of staff?
Are there any dependencies decisions makers need to be aware of?

The council's asset management/property strategy will impact on the buildings in which we deliver these services to residents.

Any negative impacts that cannot be mitigated? Please identify impact and explain why

None currently identified

DISABILITY

Equality Impact Assessment

What information do you have on the affected staff with this characteristic?						
Surrey County Council staff with a declared disability is as follows: • Male: 3.10% • Female: 3.14% (Source: SCC Equalities and Diversity Profile 2016)						
Impacts	Positive		Negative		Both	√
Impacts identified		**Supporting evidence**	**How will you maximise positive/minimise negative impacts?**		**When will this be implemented by?**	**Owner**
There may be changes to structure and the way staff work but these will not become explicit until we have undertaken co-design on the implementation of the new strategy over the next 12 – 18 months.		Understanding of the impact of previous re-structures in these services.	Staff are a significant group of stakeholders. They will be involved in co-design activities with residents and partners and will have the opportunity to influence implementation of the strategy		Between January 2020 and April 2021.	Assistant Director, Lifelong Learning and Culture
What other changes is the council planning that may affect the same groups of staff? Are there any dependencies decisions makers need to be aware of?						
The council's asset management/property strategy will impact on the buildings in which we deliver these services to residents.						
Any negative impacts that cannot be mitigated? Please identify impact and explain why						
None currently identified						

4. Amendments to the proposals

CHANGE	REASON FOR CHANGE
What changes have you made as a result of this EIA?	*Why have these changes been made?*
None	No specific changes to services are being proposed at this time. Following a process of co-design if there are specific changes to service delivery consultation on these will be undertaken.

5. Recommendation

Based on your assessment, please indicate which course of action you are recommending to decision makers. You should explain your recommendation in the in the blank box below.

Outcome Number	Description	Tick
Outcome One	**No major change to the policy/service/function required.** This EIA has not identified any potential for discrimination or negative impact, and all opportunities to promote equality have been undertaken	√
Outcome Two	**Adjust the policy/service/function** to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?	
Outcome Three	**Continue the policy/service/function** despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: • Sufficient plans to stop or minimise the negative impact • Mitigating actions for any remaining negative impacts plans to monitor the actual impact.	
Outcome Four	**Stop and rethink** the policy when the EIA shows actual or potential unlawful discrimination (For guidance on what is unlawful discrimination, refer to the Equality and Human Rights Commission's guidance and Codes of Practice on the Equality Act concerning employment, goods and services and equal pay, available here).	
Please use the box on the right to explain the rationale for your recommendation	No specific changes to services are being proposed at this time. Following a process of co-design if there are specific changes to service delivery consultation on these will be undertaken.	

Equality Impact Assessment

6a. Version Control

Version Number	Purpose/Change	Author	Date
V3	N/A	Lesli Good	12/11/19

The above provides historical data about each update made to the Equality Impact Assessment. Please do include the name of the author, date and notes about changes made – so that you are able to refer back to what changes have been made throughout this iterative process.
For further information, please see the EIA Guidance document on version control.

6b. Approval

	Name	Date approved
Approved by*	*Head of Service*	12/11/19
	Executive Director	12/11/19
	Cabinet Member	12/11/19
	Directorate Equality Group	N/A

EIA Author	Lesli Good

**Secure approval from the appropriate level of management based on nature of issue and scale of change being assessed.*

6c. EIA Team

Name	Job Title	Organisation	Team Role
Lesli Good	Assistant Director, Lifelong Learning and Culture (Interim)	SCC	Assistant Director
Helen Leech	Senior Manager Digital Services	SCC	Senior Libraries Manager

If you would like this information in large print, Braille, on CD or in another language please contact us on:

Tel: 03456 009 009
Text/phone (via Text Relay): 18001 03456 009 009
SMS: 07860 053 465
Email: contact.centre@surreycc.gov.uk

Equality Impact Assessment (EIA)

1. Topic of assessment

EIA title	Special Educational Needs and Disabilities Strategy

EIA author	Peter Schnabel, SEND Implementation Officer Update: Helen Donelan-Bell, Service Manager, SEND Transformation

2. Approval

	Name	**Date approved**
Approved by	Liz Mills (Director - Education, Life-Long Learning and Culture	07 January 2019
Approved by	Dave Hill (Executive Director, Children, Families, Learning and Culture)	
Approved by	Julie Iles (Cabinet Member for All-Age Learning)	

3. Quality control

Version number	v0.07.02	**EIA completed**	
Date saved	17.12.19	**EIA published**	

4. EIA team

Name	**Job title**	**Organisation**	**Team role**
Helen	Service Manager, SEND Transformation	SCC	EIA Responsible Officer
Deborah Chantler/ Janet Polley	Senior Principal Solicitors	SCC	Legal advisor
Michael Pipe	Communication and Engagement Officer	SCC	SEND Transformation team

5. Explaining the matter being assessed

What policy, function or service is being introduced or reviewed?	The purpose of this Equality Impact Assessment is to review the potential impact of the proposed special educational needs and disabilities (SEND) Strategy for Surrey. The strategy focuses on inclusion and ensuring that children with SEND can get a good education at a school close to their home. The aim of the strategy is to make sure that every child growing up in Surrey has the best possible start in life so that children and young people with special educational needs and disabilities are able to live, learn and grow up locally. We also need to ensure that this provision is cost-effective, fair across the range of children and young people's differing needs and sufficient when taking into account predicted future rising levels of need. We recognise that SEND impacts the whole family, including parents, carers and siblings, and that the whole family is key to supporting the child or young person with SEND and helping them to reach their potential. We therefore need to take a collective approach to ensure that support is in place to address not only the needs of the child or young person with SEND, but also their family.
What proposals are you assessing?	In order to improve outcomes for children and young people and achieve financial sustainability, we have developed a strategy based on supporting children and young people with SEND at an earlier stage. The strategy is based on five key principles: 1. Children with special educational needs are identified earlier and supported in a timely and effective way, in order to improve their outcomes and wellbeing. 2. There is an increased focus on earlier intervention and prevention to offer help and meet needs at the earliest opportunity, reducing the demand on high cost, high need interventions. 3. Children and young people are helped to become resilient and independent so that they can lead independent and fulfilling lives in their own communities. 4. The voices of our children, young people and families are heard so they can shape and inform how we work together to get the best results. 5. Surrey's early years settings, schools, colleges and other providers are able to support children to live, learn and grow up locally and achieve their full potential. The recent SEND consultation (30 October 2018 – 4 January 2019) asked Surrey residents to feedback on the proposed five principles, the areas of transformation and what they see as priorities for improvement. Feedback is being used to support further engagement

and co-design activity work with families, health partners, education and other partners to develop this strategy into a jointly owned Surrey special educational needs and disabilities strategy and long term action plan.

This EIA considers the principles of the proposed SEND Strategy and the transformation proposals that have been developed in line with the strategic approach

The proposals are grouped into four areas of transformation and we are proposing to make investment into the programme in two ways:

- Providing additional core funding over the next two years
- Investment in transformation over two years directly through the SEND Transformation programme and two associated programmes (All Age Learning Disability and Family Resilience).

1 Early identification and support

In early years, schools and colleges, we will ensure children and young people with additional needs are identified earlier and receive the assessment and support they need when they need it. This means we will:

- Ensure easier access to information, advice and support.
- Develop a graduated pathway (known as a Graduated Response) with associated guidance and support to ensure children and young people with additional needs receive early support and assessment to prevent escalation to more complex needs.
- Provide support through Educational Psychology, speech and language therapy and other support at an early stage (pre-statutory) for those who need it, as part of the graduated response.
- Establish an early help behaviour and emotional wellbeing pathway that will support children and young people with mental health needs and/or challenging behaviour and their families both at home and at school. This will also be part of the graduated response.
- Support education settings, including nurseries and schools to implement the graduated response.
- Develop a robust outcomes framework and monitoring tools.
- We will review and promote the local offer.

2 Developing local services and managing the market

We will:

- Increase our local specialist school places by providing around 350 additional places over the next two years and making use of

available capacity by working with existing schools to extend and adapt their arrangements.

- Increase our post-16 and post–19 education focussed pathways by creating around 100 additional places and programmes of support over the next two years.
- Create more specialist post-16 employment focused pathways through increasing our adult learning and employability provision, and expanding our Supported Internship programme, targeting an additional 120 places over four years.
- Develop a long term property strategy for specialist school provision in order to meet the needs of children with SEND.
- Work with specialist education providers and recommission where needed to ensure we are able to support a wider range of children and reduce the number of children and young people with SEND who are out of school or being placed in high cost placements in the non-maintained and independent sector. This will be accompanied by a new funding model to support a graduated pathway.
- Implement an attendance monitoring system in targeted specialist settings to improve safeguarding, gain a clearer picture about attendance and ensure best value for money.
- Implement an ambitious market management strategy in order to achieve efficiencies in the non-maintained and independent sector. This will be supported by a dynamic purchasing system currently being tendered to manage the procurement of placements and achieve better value for money.

3 Partnership working

Working with partners in healthcare and education to ensure educational provision is effective, of a high quality and delivers the best educational outcomes for children and young people with SEND. We will:

- Facilitate the creation of local school clusters (taking account of/building on existing arrangements) and special school hubs to support flexible and blended offers of provision for children and young people with SEND.
- Develop a new school effectiveness approach, with inclusion at the heart, and seek to ensure that we reduce the number of exclusions and absence for children and young people with SEND, in-year placement changes and the number of children and young people with SEND in Pupil Referral Units for lengthy periods of time. The provision of additional specialist places where needed will also support this approach.
- Improve the quality, impact, timeliness and suitability of SEN Support plans and education, health and care planning through

	the improvement of quality assurance arrangements. We will use the graduated response and annual reviews to help achieve this. • Develop joint commissioning for children and young people with complex needs involving parents, carers, children and young people in the planning, monitoring and evaluation of services, for example, therapy provision and Children, Adolescent and Mental Health Services (CAMHS) through new commissioning team arrangements. • Improve transition for young people and support them in preparing for adulthood. This will be in conjunction with investment into an all-age disability service being developed within the County Council and with young people and partners. **4 Improving policy and practice** Improve the quality of our practice with partners to improve the experience for children and young people with SEND and their families. We will: • Improve practice and the level of skills and knowledge for all those working with children and young people with SEND. This will be developed through the newly established Children's Academy and by Teaching Schools and National Leaders of Education. • Commission a new outreach offer for mainstream schools through our Special Schools and Pupil Referral Units which will become hubs of excellence linked to early intervention and support. • Review and streamline our processes and policies to improve management and coordination of area information and maximise the positive impact of digital technology. • Improve the help, support and development for SENCos (Special Needs Co-ordinators within schools) through improved SENCo networks, training and development opportunities through the Children's Academy, sharing best practice and helpdesk arrangements.
Who is affected by the proposals outlined above?	There are approximately 200,000 pupils in Surrey state-funded schools. Of these children and young people there are around 23,000 receiving special educational needs (SEN) support in an educational setting. In addition, Surrey maintains education, health and care plans (EHCPs) for a further 8,600 pupils (as of October 2018). The key groups affected by the proposals set out in this EIA are: • Children and young people with SEND aged 0-25 in Surrey. • Parent carers (this term covers parents, grandparents, foster parents and special guardians) and siblings.

	• Provider organisations across education, health and care and training including, but not limited to: early years settings; schools (maintained and independent); colleges; and providers of employment related skills and training. • Staff from provider organisations including local authority staff and provider staff who support children and young people with SEND and their families.

6. Sources of information

Engagement carried out

- Service leads workshop (9 July 2018)
- Surrey CCG Children's Lead Commissioner and Children and Families Health Surrey
- Schools Forum
- Schools Phase Councils (Early Years, Primary, Secondary and Special)
- Schools Funding consultation (3-25 September 2018)
- Family Voice Surrey – children, young people, families
- Individual Interviews with key professionals undertaken by The 'Public Office'
- A formal public consultation on the proposed SEND strategy opened on 30 October 2018 and closed on 4 January 2019. Engagement and consultation events were conducted across All Districts and Boroughs, including evening and weekend events.
  There were a total of **1133** responses to the consultation:
    - **637** (56%) of respondents are a parent/carer of a child or young person with SEND
    - **21** (2%) respondents are young people with SEND
    - **837** (74%) of respondents are female
    - Only **4%** of respondents identify as from black and minority ethnic (BME) groups. (Expectations in line with population from 2011 census would be 10%)

- Formal consultation underway in relation to Travel Assistance

Data used

- Joint Strategic Needs Analysis (JSNA)
- SEND Strategy (Draft):
    - Finance data – historical spend in previous years and projected spend
    - MTFP
    - Performance Data
    - School Attainment data
    - Benchmarking against other similar Local Authorities
    - Overall Surrey Transformation Plan – other transformation programmes which support delivery of SEND services:
        - Family Resilience
        - All Age Learning Disability (AALD)
    - Information/research regarding peer local authority operating models
    - Personal Outcomes Effectiveness Tool (POET)
    - SEND Sufficiency
    - Sustainable Futures Project
- Family Voice Surrey SEND Survey (Submission to SCC re SEND Transformation Strategy Consultation – January 2019)
- Public consultation on SEND Strategy (30 October 2018 to 4 January 2019) – initial quantitative and qualitative findings – summary report January 2019:

7. Impact of the new/amended policy, service or function

The SEND Strategy has been developed in order to improve outcomes for children and young people and achieve financial sustainability.

The strategy proposes to achieve the shift in focus of support for children and young people with special educational needs and disability to an earlier pre-statutory stage and reduce our reliance on high cost placements in the non-maintained and independent sector.

This wide ranging transformation, involving all stakeholders, means that we will do things in a different way to deliver the better outcomes in a way that is financially sustainable.

In response to the feedback we have received back from the consultation we are proposing to do further engagement and co-design work with families and health and other partners to develop a strategy and a more detailed action plan that is jointly developed and owned with partners that will be consulted on and impact assessed as necessary.

Strategy / Proposal	Impact
Early Identification and Support:	The impact of early identification and support will be that more children and young people with additional needs will receive early support and assessment with the aim of preventing escalation to more complex needs. This means that fewer children are likely to require specialist support and provision. In addition, working across services to provide early intervention, mental health support and a blended offer of wraparound support as need. We would expect early identification and support to potentially impact in the following ways: • to increase the number of children with SEN Support Plans receiving specialist support at a pre-statutory stage. • to improve in the attainment and progress for children and young people on SEN Support and with a Statutory plan • to increase the number of children and young people who attend mainstream settings • to decrease the number of children who need to request an EHCP • to decrease the number of children and young people with SEND who are excluded from education settings.

Developing local services and managing the market:	The investment in more state-funded specialist provision in Surrey or close to Surrey will drive the following impacts: • An increase in the number of state-funded specialist school places in Surrey so that children will not need to travel so far to school and are able to maintain links with their community • An increase in the number of children and young people travelling independently or supported by their family • A decrease in the average distance travelled between home and school for pupils with EHCPs • An increase in the number of post 16/19 employment focussed pathways for young people to provide better support for their preparation for adulthood
Partnership working:	Working in partnership with health, care and education settings and other services and organisations will ensure that children and young people with SEND achieve good outcomes and access provision and services that are of a high quality. Within this area of transformation, there is a focus on improving school effectiveness and sharing of best practice. This area of transformation will have the potential impact of: • An improvement in the attainment and progress for children and young people on SEN Support and with a statutory plan. • a decrease in the number of children and young people with SEND who are excluded from education settings • a decrease in the number of children who need to request an EHCP
Improving policy and practice:	Improving policy and practice through upskilling the wider workforce supporting children and young people with SEND and their families and streamlining processes and policies is likely to have the following impact: • Increasing the number of children and young people with EHC plans who are able to attend and remain in mainstream settings • An improvement in the attainment and progress for children and young people on SEN Support and with a statutory plan

7a. Impact of the proposals on residents and service users with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
Age	Early identification and support implemented across all ages giving early access to support and intervention. Improved transition for young people and support for them in preparing for adulthood. Increase in post – 16 and post – 19 pathways by creating around 100 additional places and programmes of support over the next two years. We will also work with post-16 providers and special schools to create additional post -16 capacity Create more specialist post - 16 employment focussed pathways through increasing our adult learning and employment provision and expanding our Supported Internship programme.		Identification of special educational needs and disabilities across the 0 to 25 age range will differ according to age and type of need. The proposals to provide more educational psychology and therapy support in the pre-statutory phase before a request for an EHCP has been made should benefit all age groups to reduce the level of need escalating by delivering more timely support. Special educational needs may begin to be identified when a child moves into an Early Years setting, such as a nursery or childminder. Many needs are identified once a child has moved to primary school or secondary school. The FVS survey highlighted the overwhelming support for the positive impact of post 16 special education and employment opportunities. The Special Educational Needs and Disability Code of Practice: 0-25 years specifically requires the application of a graduated approach to support children and young people with SEND prior to any statutory assessment and planning.

			The proposals place more emphasis on Preparing for Adulthood for those in National Curriculum Year 9 and beyond. This is the reasoning for developing more pathways for independence and employment for young people over 16. The number of EHCPs by age groups are shown below: Number of EHCPs ages 0-25 (5 October 2018): • 8600 EHC Plans Age of EHCP holders / General Population (*NCY?*) • 0 to 4, 3.4% / 20.2% • 5 to 9, 27.9% / 22.2% • 10 to 14, 35.0% 20.9% • 15 to 19, 28.8% / 18.8% 20 to 24, 4.9% / 18.0%
Disability	**Early Identification and Support** Increased Educational Psychology, Speech and Language Therapy (SLT) and Occupational Therapy (OT) capacity and support as part of graduated response for children and young people in pre-statutory phase. Early identification and support removes lengthy statutory assessment process before the delivery of more timely and appropriate support		440 respondents to the public consultation (out of 1133 – 39%) provided written comments in addition to the quantitative assessment of the proposals regarding this transformational area of work.

	Establishing a new early help behaviour and emotional wellbeing pathway and additional support reduces exclusions from settings. Graduated response requires partners and educational settings to deliver more services and outcomes in pre-statutory phase. **Provision closer to home and market management** More local school provision will reduce travel distances and time for children and young people.	Market management of the NMI sector may result in some schools withdrawing from the market with negative consequences for the range of specialist provision available to meet the needs of children and young people. Some types of complex/specialist provision may no longer be available. Parents may perceive that less specialist provision is available for children and young people with the strategy's aim to reduce the number of children and young people placed further away from home in non-maintained and independent placements	396 respondents to the public consultation (out of 1133 – 33%) provided written comments in addition to the quantitative assessment of the proposals regarding this transformational area of work. Sufficiency plan and supporting analysis provides a detailed analysis of home to school travel distances With fewer NMI places and more children attending maintained special schools, the increased number of maintained special school places will be located to address local unmet needs and to reduce travel distances/times equitably. The sufficiency planning has identified areas of unmet need and travel times/distances. Some respondents from the public consultation wrote about how more support is needed for children and young people in mainstream settings and some respondents gave personal experiences of mainstream not meeting needs. This issue of 'mainstream not meeting needs' was a high ranking topic in the consultation question regarding the principles of the proposed strategy. Some respondents were hopeful that more children and young people with

			SEND could attend mainstream settings in the future if more support was given. However some respondents were clear that there should be enough special school places for children and young people with specific needs. Some respondents were also concerned about negative impacts on both SEND and other learners through more inclusion in mainstream schools.~~/~~
	Working with partners:		344 respondents to the public consultation (out of 1133 – 30%) provided written comments in addition to the quantitative assessment of the proposals regarding this transformational area of work. The FVS survey identified the inclusion based schools effectiveness approach as a crucial part of the transformation approach: “exclusions at the gate or after entry need to stop and schools need to reflect their communities”. The FVS survey identified the improvement of SEN Support plans as a crucial part of the transformation, leading to a “consistent and parent-centred process with clear links to escalation or step down as appropriate”.
	Practice and policy:		270 respondents to the public consultation (out of 1133 – 24%) provided written comments in addition to the quantitative assessment of the proposals regarding this transformational area of work. The FVS survey is highly supportive of this area of work and is “critical that this takes place; SEND is invisible to many people who should be knowledgeable and supporting; very few are aware of being part of any overall integrated support network….this must be a first priority for the Children’s Academy”.

			The primary contacts for parents of children with EHCPs are the SEN Caseworker and the child's school for case specific issues. More general information about SEND can be obtained from many sources including Voluntary, Community and Faith Sector (VCFS) organisations, the SEND Local Offer, Family Information Service (FIS) and Surrey SEND Information, Advice and Support Service (SSIASS). Young people can meet new friends through the Surrey Youth Advisors Service (SYAS). Effective communication channels need to be designed to meet the needs of different audiences - children, young people and their parents/carers. The drive for more digital communication must not disadvantage those groups whose do not have access to IT or are unable to use it effectively.
Gender reassignment	Gender identity and sexual orientation issues may be masked by behavioural and Emotional Wellbeing and Mental Health difficulties making early intervention and support more difficult to deliver effectively.	None identified	No SEND specific data is available. Gender identity issues may be masked by behavioural and EWMH difficulties making early intervention and support more difficult to deliver effectively.
Pregnancy and maternity	None identified	None identified	
Race	None identified	None identified	The response to the consultation was low from BME and therefore we need to do further work to understand the potential impacts that these proposals will have. The effectiveness of early intervention by Education Psychologists and Speech and Language Therapists as

			part of the proposals for graduated response may be reduced if children from ethnic groups have not had 'First Language Assessments'. Identification of SEND in children for whom English is not their first language may be difficult because of language issues.
Religion and belief	None identified	None identified	
Sex	Proposals to increase special school places according to local need may allow any increase in demand for single sex or mixed provision to be addressed.	None identified	More boys than girls in Surrey are identified as having special educational needs and disabilities for both SEN Support Plans and statutory EHC Plans. In addition, we know that the incidence of differing types of need are changing at different rates, such as the increasing number of girls requiring social, emotional and mental health (SEMH) provision. For all types of special educational support (both statutory EHC plans and SEN Support plans) in Surrey schools (is this maintained schools? Only SEN support in mainstream), boys outnumbered girls by over two to one with 14354 boys and 6903 girls (SCC SEND Needs analysis 2016) • General Surrey population *(*Male, 51.1% EHCP holders: • Female, 26.4% • Male, 73.6% This means that the proportion of boys to girls increases to 3 to 1 for holders of EHC plans.
Sexual orientation	Gender identity and sexual orientation issues may be masked by behavioural and Emotional Wellbeing and Mental Health difficulties making early	None identified	Sexual orientation issues may be masked by behavioural and EWMH difficulties making early intervention and support more difficult to deliver effectively. .

	intervention and support more difficult to deliver effectively.		
Marriage and civil partnerships	None identified	None identified	
Carers (protected by association)	None identified	None identified	

7b. Impact of the proposals on staff with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
Age	The use of digital technology supports opportunities for flexible working practices to reduce travel, to work away from the office (including at home) and outside normal working hours where operationally acceptable	1. Some staff with protected characteristics may struggle to adapt to the new technology	Ages of local authority staff working in SEN (excludes children's social care) – source SCC Data Operations – Equalities & diversity Monitoring Green Sheet - January 2019): Age range (years) / Percentage % 20-24: 3.4 25-29: 9.4 30-34: 9.3 35-39: 13.9 40-44: 13.0 45-49: 13.6 50-54: 14.6 55-59: 11.6 60-64: 7.9 65-69: 2.7 70-74: 0.6 75+: 0.2 Just over 50% of staff are aged 45 or older.

Disability	The use of digital technology supports opportunities for flexible working practices to reduce travel, to work away from the office (including at home) and outside normal working hours where operationally acceptable	Detailed proposals to be developed may change ways of working for different SEND related jobs with a range of potential impacts. These might include changes to the requirements for travel or changes to ways of working through increased use of digital technologies with implications for staff with physical and sensory disabilities. The proposals currently identify no changes	Disability analysis: 11.1 % of staff have declared disabilities • Types of staff disability (which may impact on ways of working: o Mobility, transport o Visual/aural - Use of IT/phones etc Many SEND staff already travel to meet children, young people and their families. The strategy to increase early intervention and support is unlikely to increase the amount of travel.
Gender reassignment	None identified	None identified	
Pregnancy and maternity	The use of digital technology supports opportunities for flexible working practices to reduce travel, to work away from the office (including at home) and outside normal working hours where operationally acceptable	Detailed proposals to be developed may change ways of working for different SEND related jobs with a range of potential impacts. These might include changes to the requirements for travel or changes to ways of working through increased use of digital technologies with implications for staff with physical and sensory disabilities. The proposals currently identify no changes	Data is not held on pregnancy and maternity. With 90% of staff being female and 50% of staff aged under 45, this means that at least 40% of staff under age 45 will be female. It is therefore reasonable to assume that pregnancy and maternity issues will need to be considered carefully in the co-design of detailed proposals.

<table>
<tr><td>Race</td><td>None identified</td><td>None identified</td><td></td></tr>
<tr><td>Religion and belief</td><td>None identified</td><td>None identified</td><td></td></tr>
<tr><td>Sex</td><td>None identified</td><td>Changes to working practices may affect more women than men due to the larger number of women than men in many SEND roles.

The proposals currently identify no changes and consequential impacts.</td><td>Gender and full time/part time status (SEN staff):

<table><tr><th>Gender</th><th>Full/part time</th><th>Percentage %</th></tr><tr><td>Female</td><td>Full Time</td><td>27.9</td></tr><tr><td>Female</td><td>Part Time</td><td>60.7</td></tr><tr><td>Male</td><td>Full Time</td><td>5.5</td></tr><tr><td>Male</td><td>Part Time</td><td>5.9</td></tr></table>
A total of 88.6% of staff are female.</td></tr>
<tr><td>Sexual orientation</td><td>None identified</td><td>None identified</td><td></td></tr>
<tr><td>Marriage and civil partnerships</td><td>None identified</td><td>None identified</td><td></td></tr>
<tr><td>Carers (protected by association)</td><td>The use of digital technology supports opportunities for flexible working practices to reduce travel, to work away from the office (including at home) and outside normal working hours where operationally acceptable</td><td>None identified</td><td>Data is not held on whether a role holder within the organisation has carer responsibilities.

However, it would not be unreasonable to assume that there are a significant number of staff with carer responsibilities because the following data is closely aligned with generally accepted carer demographics:
high proportion of female staff
50%+ of staff aged over 45
high proportion of part-time staff
Changes in the way services are delivered, for example, working patterns/hours, locations may impact on the ability of staff who are carers to continue delivering care. This</td></tr>
</table>

			may have an indirect impact on some with protected characteristics (age, sex) The current proposals do not identify any specific changes and hence there are currently no identified negative impacts on this protected category.

8. Amendments to the proposals

Change	Reason for change
Although the majority of responders agreed with the proposed five principles and areas of transformation, a number of responders stressed the importance of partnership working with Health, Care and Education settings in order to achieve real change. We are proposing that further engagement and co-design work needs to take place with families and partners to develop this into a joint strategy, that is owned across the whole SEND system, rather than just the Council Some responders felt that there was a lack of detail contained within the strategy about how SEND transformation was going to be achieved. We are proposing to address through the joint development of a detailed action plan with partners.	N/A

Emerging themes from public consultation analysis

The results of the consultation support the direction of travel of the principles and in particular the four identified areas of transformation (See section 7) and the consultation analysis report. Analysis of the qualitative feedback from respondents has identified many themes, largely drawn from experiences of the current SEND system rather than the proposals, to be considered in the next phase of co-design.

9. Action plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner
Negative – Market management of the NMI sector may result in some schools withdrawing from the market with negative consequences for the range of specialist provision available to meet the needs of children and young people. Some types of complex/specialist provision may no longer be available.	Engagement and consultation with the Non-Maintained and Independent sector to help shape their offer and support development of a sustainable market	On-going	Director of Commissioning
Negative – Parents may perceive that less specialist provision is available for children and young people with the strategy's aim to reduce the number of children and young people placed further away from home in non-maintained and independent placements	Develop appropriate communications and engagement within the overall communications and engagement strategy to show how proposals deliver more, appropriate placements	On-going	Service Manager – SEND Programme
Negative – Some staff with protected characteristics may struggle to adapt to the new technology	Training will be designed and delivered to ensure all staff have the right IT skills	April 2020 onwards	Director of Education, Lifelong Learning and Culture
Negative - Detailed proposals to be developed may change ways of working for different SEND related jobs with a range of potential impacts. These might include changes to the requirements for travel or changes to ways of working through increased use of digital technologies with implications for staff with physical and sensory disabilities. The proposals currently identify no changes	Training will be designed and delivered to ensure all staff have the right IT skills	April 2020	Director of Education, Lifelong Learning and Culture
Negative - . Changes to working practices may affect more women than men due to the larger number of women than men in many SEND roles.	This will be reviewed on an on-going basis. The directorate restructure also includes its own EIA	April 2018 onwards	Director of Education, Lifelong Learning and Culture

The proposals currently identify no changes and consequential impacts.			
Positive – Early identification and support implemented across all ages giving early access to support and intervention.	The further co-design work of the graduated response and a jointly owned strategy and implementation plan, working with our health partners and settings will help to develop a greater understanding of the challenges within this sector and how these can be addressed.	December 2019	Director of Education, Lifelong Learning and Culture
Positive - Improved transition for young people and support for them in preparing for adulthood.	Ensure sufficient number of places on each pathway to meet demand	December 2019	Assistant Director SEND Systems
Positive - Increase post – 16 and post – 19 pathways by creating around 100 additional places and programmes of support over the next two years. We will also work with post-16 providers and special schools to create additional post - 16 capacity	Ensure sufficient number of places on each pathway to meet demand	December 2019	Assistant Director SEND Systems
Positive - Create more specialist post - 16 employment focussed pathways through increasing our adult learning and employment provision and expanding our Supported Internship programme.	Ensure sufficient number of places on each pathway to meet demand	December 2019	Assistant Director SEND Systems
Positive - Graduated response requires partners and educational settings to deliver more services and outcomes in pre-statutory phase.	The further co-design work of the graduated response and a jointly owned strategy and implementation plan, working with our health partners and settings will help to develop a greater understanding of the challenges within this sector and how these can be addressed.	September 2019	Director of Education, Lifelong Learning and Culture
Positive - Early identification and support removes lengthy statutory assessment process before the delivery of more timely and appropriate support	Establishing a new Graduated Response implementation team will also help ensure this work has the required impact.	Completed September 2019	Service Manager, Graduated Response
Positive - New early help behaviour and emotional wellbeing pathway and additional support reduces children from being excluded from settings.	Joint working with health partners and settings and co-design with families will be a key part of the development of this pathway	December 2019	Assistant Director for Vulnerable Leaners

Positive - Increased Educational Psychology, Speech and Language Therapy (SLT) and Occupational Therapy (OT) capacity and support children and young people in pre-statutory phase.	The impact of this will be monitored through the SEND Programme Board	April 2020	Assistant Director for Vulnerable Leaners
Positive – More local school provision will reduce travel distances and time for children and young people.	The impact of this on travel will be monitored through the SEND Programme Board	April 2020	Service Manager, ED Place Planning
Positive – Gender identity and sexual orientation issues may be masked by behavioural and Emotional Wellbeing and Mental Health difficulties making early intervention and support more difficult to deliver effectively.	The development of Emotional Wellbeing and Mental Health behavioural pathways needs to take this into account.	September 2019	Assistant Director for Vulnerable Learners
Positive – The use of digital technology supports opportunities for flexible working practices to reduce travel, to work away from the office (including at home) and outside normal working hours where operationally acceptable	The Digital transformation programme will support this.	Ongoing	Programme Manager for Digital Transformation

10. Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected
None identified at this stage	N/A

11. Summary of key impacts and actions

Information and engagement underpinning equalities analysis	• SEND Sufficiency planning (2017/2018) • Engagement with schools – Schools Forum and Phase councils • Engagement with service leads • Residents engagement events (October 2018) • SEND Transformation Business Case (September 2018) • SEND Strategy (October 2018) • SEND Strategy (September 2019) • Family Voice Surrey SEND Survey (Submission to SCC re SEND Transformation Strategy Consultation – January 2019) • SEND Strategy Public Consultation (October 2018 – January 2019)
Key impacts (positive and/or negative) on people with protected characteristics	Key positive impacts on service users: • Strengthened early identification services • Provision delivered closer to home Key negative impacts: • None identified at this stage
Changes you have made to the proposal as a result of the EIA	Following public consultation on the strategy and the findings of the work undertaken by the Public Office, the Policy workstream has been broadened to include improvements to service delivery across all EHCP supporting Local Authority Vulnerable Learner services
Key mitigating actions planned to address any outstanding negative impacts	Key mitigating actions to address outstanding negative impacts include: • Co-design and family informed development of detailed proposals to deliver projects defined in the four areas of work within the strategy.
Potential negative impacts that cannot be mitigated	None identified at this stage.

This page is intentionally left blank