

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Chris Ward, Helen Miles
Directorate:	Finance
Date of Completion:	10 February 2017

Name of Policy/Strategy/Service/Function Proposal

Budget and Council Tax setting 2017/2018 and Future Years Forecasts

The Aims, Objectives and Expected Outcomes:

The revenue and capital budget and council tax for 2017/18 will be set at the Council meeting on 22 February 2017.

Local government has experienced unprecedented reductions in Government funding, together with accelerating costs associated with essential care services. In October the Council estimated that the combined impact of this was a forecast Budget Deficit of £20m over the three year period 2017/18 to 2019/20. In response the Council developed a Medium Term Financial Strategy (MTFS) to describe the pathway to meeting that financial challenge.

Since the forecasts were prepared in October 2016, the Council has received the provisional Local Government Finance Settlement for 2017/18 and has undertaken a thorough review of both Council Tax income and Business Rate income for 2016/17 through to 2019/20. Additionally the Council has undertaken a comprehensive review of its costs including inflation, interest rates and other cost pressures. The combined effect of this review has led to a larger budget deficit over that 3 year period to £22m. However the Savings Requirements previously set out in the MFTS can be maintained if the Council increases Council Tax by 1.99% for General Purposes and 3% for Adult Social Care.

Looking forward beyond the considerations for the 2017/18 Budget and its associated £7.5m savings proposals, the next 3 year period after 2017/18 and commencing from 2018/19 to 2020/21 reveals a forecast deficit of £19m.

The required savings for 2017/18 are £7.5m, for 2018/19 £7.5m, for 2019/2010 £7m and for 2020/2021 £4.5m.

The savings proposals are broadly aligned with the response to the Budget Consultation with the residents and stakeholders. The proposals seek to continue to protect both the Children's Services and Adults Social Care whilst still aiming to retain good quality sustainable public services across other portfolios. The average savings required across the Council for 2017/18 is 6.7%. The savings proposals for Children's Services are less than 4.7% and also less for Adult Social Care (in real terms) at 1.5%. As a necessary consequence spending reductions in other valued portfolios have been required at levels significantly higher.

The main purpose of the report this EIA relates to is to set the Council's overall Budget for the forthcoming year 2017/18 and the associated level of Council Tax necessary to fund that Budget. The report also seeks approval to the Capital Programme for 2016/17 to 2021/22.

The report sets out the details of the continuing challenging financial climate facing the Council in 2017/18 and beyond and the consequential budget deficits that result.

This EIA provides an assessment of the impact of the indicative savings set out in Appendix C to the Budget and Council Tax setting report. That report asks Council to determine the individual Budget for each Portfolio/Service – but does not approve the detailed savings and it is a matter for the Portfolio Holder and the Service to determine these and in doing so to have due regard to the equality duties set out in the Equalities Act 2010.

Please delete as appropriate:

- This is a proposal for the budget and council tax setting for 2017/18.

Key Questions to Consider in Assessing Potential Impact	
Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?	There are a number of indicative savings that will directly impact on service users but it is not considered that these will be negative, rather there will either be no impact or will be a positive impact with targeted interventions rather than "universal" service provision due to realigned services, revised contracts.
Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a "legitimate expectation" for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations	Budget consultation through an on line survey and stakeholder consultative meetings with those from the voluntary and business sectors, the unions and town and parish council's were held during January. A public meeting was also held on the 16 January which attracted an audience of approximately 50 people.
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	Yes
Could the aims of these proposals be in conflict with the council's general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?	No

Will the proposal have a significant effect on how services or a council function/s is/are delivered?	Yes. The scale of savings required means that the way services are delivered will be realigned/reviewed.
Will the proposal have a significant effect on how other organisations operate?	Potentially as the council may look to other organisations to assist.
Does the proposal involve a significant commitment of resources?	Yes
Does the proposal relate to an area where there are known inequalities?	Yes – in that the Budget covers all areas of the Council's activities.
<p>If you answer Yes to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.</p> <p>If you answer No to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service.</p>	

Protected Characteristics	Positive	Negative	No impact	Reasons
Age	x		x	The indicative savings either have no impact or where they do impact it is considered, that through appropriate reviews/ realignment of services and efficiencies will achieve a positive impact. For essential care services, it is anticipated that care needs will continue to be met.
Disability	x		x	The indicative savings either have no impact or where they do impact it is considered, that through appropriate reviews/ realignment of services and efficiencies will achieve a positive impact. . For essential care services, it is anticipated that care needs will continue to be met.
Gender Reassignment			x	It is not anticipated that the indicative savings will have any impact on this protected characteristic.
Marriage & Civil Partnership			x	It is not anticipated that the indicative savings will have any impact on this protected characteristic.
Pregnancy & Maternity			x	It is not anticipated that the indicative savings will have any impact on this protected characteristic.
Race			x	It is not anticipated that the indicative savings will have any impact on this protected

				characteristic.
Religion / Belief			x	It is not anticipated that the indicative savings will have any impact on this protected characteristic.
Sex (male / female)			x	It is not anticipated that the indicative savings will have any impact on this protected characteristic.
Sexual Orientation			x	It is not anticipated that the indicative savings will have any impact on this protected characteristic.

Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes
The review of services will ensure that there will be a positive impact as outcomes can be maintained and improved.	

Evidence Considered During Screening	
The Budget consultation survey, stakeholder meetings and public meeting, information provided by services and the budget information.	
Head of Service Sign off:	Chris Ward
Advice sought from Legal Services (Name)	Helen Miles
Date	10 February 2017

Stage 2 Full Equality Impact Assessment

Assessor(s)Name(s):	Chris Ward, Helen Miles
Directorate:	Finance
Date of Completion:	10 February 2017

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In considering the budget setting, the council has had regard to its corporate objectives and in particular:-

Priority 1 – Supporting Growth in the Economy, making the Island a better place and keeping it safe in particular we want to achieve:-

- To build and support strong safe and resilient communities
- Business recognises the Isle of Wight as an outstanding place to invest, grow or start up.
- The Isle of Wight is one of the UK's leading visitor destinations
- People work in the jobs they want and paid a fair wage for the work they do
- There are opportunities for people to improve their employability and work in their chosen

career

- The Island's environment and facilities are relevant and of an appropriate standard to support the vision and priority outcomes
- As part of the Health and Wellbeing Strategy, sustainable economic growth for the Island that supports improved employment opportunities

Priority 2 – Keeping children safe and improving education – and in particular we want to achieve:-

- Services for children at risk and in care are of a quality that ensures the best levels of protection and care for the Island's most vulnerable children
- Vulnerable families and children are able to access a range of early help services that make best use of community capacity, are targeted to need and avoid unnecessary statutory intervention
- The Island's standards of education are radically improving through the effective leadership of the council and the family of schools
- Education services are of a quality that supports the Island becoming a preferred place to live and work

Priority 3 – Protecting the most vulnerable with health and social care, investing in support, prevention and continuing care – and in particular we want to achieve:-

- There is a whole system approach to health and social care on the Island that is affordable and delivers improved health and social care outcomes to people through a person centred approach
- People are safe and feel safe and well within a network of personal and professional support
- People have information and advice made available in a timely manner which is coherent, sufficient, available and accessible
- People are sign posted to preventative services which reduce/delay the need for social care services and enable them to live independently in their local communities
- People are in control of their health and wellbeing, their needs take precedence and support is managed effectively for them to live the life they want
- We promote the health and wellbeing of all Island residents through the Health and Wellbeing Strategy, including: Improving mental wellbeing, People are empowered to promote their own health and wellbeing and supported to prepare for old age, people are helped and supported to manage long-term physical and mental health conditions and disabilities, People make healthy choices for healthy lifestyles, People live in strong and inclusive communities.

Priority 4 – Ensuring that all the resources available to the Island are used in the most effective way in achieving the Island’s priorities – in particular we want to achieve:-

- To work together so that all activities are appropriately interlinked and not silo-based in order to direct all efforts effectively to deliver the vision and all priority outcomes
- Services are commissioned on the basis of our statutory duties first, then areas of greatest need and what can deliver the best possible outcomes for the Island
- Non priority areas are not pursued and unfortunately, ‘no’ means ‘no’ for allocating resources outside of agreed Council policies
- Value for money can be demonstrated by the outcomes enabled by every Island pound spent on public services being maximised
- External funding is attracted to the Island and income generation is optimised.
- We will seek to maximise the capital resources at our disposal by rationalising our property portfolio and using it for the optimum purpose, including capital receipts in support of the capital programme or asset transfer where appropriate.

- This is a proposal for the budget and council tax setting for 2017/18.

Scope of the Equality Impact Assessment

The Budget and Council Tax setting for 2017/2018 covers all the activities and services that the Council is responsible for.

The outcome from the Budget Consultation, Stakeholder meetings and Public meeting have been taken into account. The report contains a link to the details of the consultation, which are summarised in the report to Full Council on 22 February 2017.

The report to Full Council follows the Medium Term Financial Strategy approved by Full Council in October 2016.

The local Council Tax Support Scheme, Council Tax - Empty Property Discounts, and Council Tax – Structural repairs Discounts were considered and determined by Full Council on 18 January 2017 and this EIA does not therefore consider those decisions.

Analysis and assessment

The indicative savings do not have the potential to cause unlawful discrimination.

The Council resolved to accept the Government's 4 year Settlement in October 2016 which has now been accepted by Government. Whilst providing some certainty of future Government Funding, the funding reductions for the Council remain significant and challenging.

The Government published the provisional Local Government Finance Settlement 2017/2018 in December 2016 and it is in line with the accepted 4 Year Settlement.

In overall terms, the Council expects a further reduction in Government Funding over three year period 2017/18 to 2019/20 of £13.7m representing a funding reduction of 36%. Of most significance are the reductions in Revenue Support Grant and the New Homes Bonus. There is a rise in "Other grants" totalling £3.3m, the main reason for this is additional funding for Adults Social Care through a "One-off" Adult Social Care grant in 2017/18 of £0.8m and the "Improved Better Car Fund" allocations which commence slowly at £57,000 for 2017/18 and rise to £4.1m in 2019/20.

The indicative savings impact will in some cases be neutral and in some cases positive. No negative impacts have been identified.

The reason for this, despite the significant savings required, is due to many of the savings being arrived at in a number of ways. Some of the savings have already been achieved, or the decision taken e.g Local council tax support scheme. Some savings will be achieved through improved integrated contracting, reviews or realignments of services to improve equity and consistency, efficiency savings, changes to fees and charges or increased income.

The option recommended to Members which is consistent with the Council's Corporate Plan provides amongst other things for the following:-

- A "smoothing" of savings over a planned period enabling the Council to maximise its operational capacity to implement initiatives at pace aimed at increasing income/funding and reducing costs and providing time for "alternative to cuts" initiatives to take effect pending the Government's "Fairer Funding" review in 2019/20.
- With an Adult Social Care precept at 3% it provides spending protection for those clients

receiving those services and therefore provides a degree of stability for Adult Social Care Services on the Island which otherwise would be put at risk

- An increase of Council Tax of 1.99% for General Purposes avoids further cuts to essential services to residents and improves the funding base for the future.

1. The main conclusions arising from the consultation where the majority of respondents agree or strongly agree are:

- The Council should seek to generate income to pay for services rather than make cuts
- The Council should seek to secure investment and funding for business growth
- The Council should work with others to improve services and reduce costs
- The Council should invest in the island economy to grow business and create jobs
- The Council should use technology to improve services and save money
- Residents' leading priority for spending is Regeneration and Development, being over 30% more popular than the next highest priorities of Children's Services, Adult Social Care and Housing

The majority of respondents (60%) were in favour of paying extra Council Tax for Adult Social Care. Of those willing to pay extra, the majority (i.e. 43% and 25% of all respondents) supported an increase of 3%.

The strong view of the voluntary sector was that the Council needed to do more in respect of health and social care integration. The business sector welcomed the Council's approach to regeneration and growth.

Recommendations

The indicative savings do not impact negatively on any of the protected characteristics, there is either no impact or a positive impact.

It is important to note that the Council's responsibility is to set the overall Budget of the Council and determine the individual Budget for each Portfolio/Service. It is not the responsibility of the Council to approve the detailed savings that need to be made in order for the Portfolio/Service to meet its own Budget. The Council does need to have the confidence that the recommended savings for each Portfolio are deliverable and what the likely impact of the delivering those savings might be. Indicative savings that are likely to be necessary are attached in Appendix C to the Committee report. Whilst the detailed savings are not a matter for the Council to decide, they are presented, along with this EIA to inform the decision of Council relating to the savings to be made by each Portfolio/Service.

Where a Portfolio Holder alters, amends or substitutes any of the indicative saving proposals set out in Appendix C to the Committee Report with alternative proposals amounting to the same value and prior to any decisions due regard will be had to any impacts.

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
	<p>No Impact/ Potential Impact/ Positive Impact</p> <p>No Impact</p> <p>No Impact</p>			<p>Contract Management and Car Parking No impact is anticipated in relation to the majority of the indicative savings in this category. The dimming and trimming of street lighting could have a potential negative impact. This will be mitigated by undertaking detailed risk assessments of the changes that are proposed to be implemented to identify those impacts and consider the proposal. The introduction of a charge for replacement waste containers may result in indirect discrimination through low income, and the council is considering the application of a concessionary rate by way of mitigation. The review of opening hours and times at Lynbottom and Afton include additional help on site to assist householders where necessary. The provision of a subscription for scheduled green waste will have a positive impact on those who cannot get to venues to purchase green waste sacks or access the sites.</p> <p>Environment and Local Engagement No impact is anticipated in relation to the Indicative savings in this area. The savings are achieved from increased income, efficiencies in service delivery. In relation to the review of the floating bridge charges, those under 16 will continue to travel for free.</p> <p>Fire and Local Engagement No impact is anticipated in relation to the Indicative savings in this area. The transfer of the Delivery of Fire Control to Hampshire Fire and Rescue Service is a contractual change and will not impact on service</p>

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	<p>No Impact</p> <p>No Impact</p> <p>No Impact/ Potential Negative impact</p>			<p>users. The reduction in fleet operational budget and savings against vacancies do not reduce the service to users – rather rely on efficiencies. Using the Fire Service as a health asset is a positive impact as it uses capacity in the service when available. The Fire Service review is ongoing, will be subject to a full EIA as it progresses for consideration prior to decision. No saving is indicated for 2017/18.</p> <p>Planning, Tourism, Recreation and Culture There is no impact identified. The indicative savings arise either from efficiencies or changes to service delivery, changes to fees and charges, or increased income from increased activity (ie planning income). In relation to the review of the Library service this has already been carried out and was subject to an impact assessment prior to implementation. In relation to the review of the floating bridge charges, those under 16 will continue to travel for free.</p> <p>Regeneration, Housing and Transport The reduction and removal of membership fees to other bodies will have no impact on any of the protected characteristics. The revenue savings arising from the disposal of buildings will have no impact.</p> <p>Children’s Services There is no impact from the majority of the indicative savings as the savings will be identified through reconfiguring teams, efficiencies, tailoring support to need rather than services. There is the potential for a negative impact on age through the reduction in council grant funded youth activities. This will be mitigated through focusing the grant</p>

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	No impact			<p>funding on vulnerable groups targeted to reduce impact to the most disadvantaged. There is no impact arising from the reduction in the school improvement budget as the school system continues to improve and therefore less funding is required to support intervention. No impact will arise as a result of the rationalisation of Home to School Transport contract as the Transport Policy and entitlement will not change.</p> <p>Resources The indicative savings in this area arise from staffing reductions from natural vacancies with a programme of succession planning, increased income, reducing external spend on training and the property acquisition fund. In relation to the Empty Property Discount and Structural repairs discount as part of the Council Tax Discounts – Council has already considered this and determined to make the reductions on 18 January 2017 and the associated impacts were described in the report to members for that meeting for them to consider as part of their decision making.</p>
Disability	No Impact or Positive Impact	No	N/A	<p>Adult Social Care The indicative savings area are achieved through a range of methods, the realignment of funding ensuring that all care needs, judged against outcomes, will still be fully met; moving to individual pricing which will enable a more person centred approach, to bespoke care packages; through remodelling of the provision of Adult Social Care; changes in social care practice with new ways of working and integration with health, improved contract specifications, more rigorous reviews for</p>

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	<p>No Impact</p> <p>No Impact</p> <p>No Impact</p>			<p>landscaping may impact on those with impaired vision. The council will give careful consideration to the specification requirements to mitigate this. The introduction of a charge for replacement waste containers may result in indirect discrimination through low income, and the council is considering the application of a concessionary rate by way of mitigation. The review of opening hours and times at Lynbottom and Afton include additional help on site to assist householders where necessary. The provision of a subscription for scheduled green waste will have a positive impact on those who cannot get to venues to purchase green waste sacks or access the sites.</p> <p>Environment and Local Engagement No impact is anticipated in relation to the Indicative savings in this area. The savings are achieved from increased income</p> <p>Fire and Local Engagement No impact is anticipated in relation to the Indicative savings in this area. The transfer of the Delivery of Fire Control to Hampshire Fire and Rescue Service is a contractual change and will not impact on service users. The reduction in fleet operational budget and savings against vacancies do not reduce the service to users – rather rely on efficiencies. Using the Fire Service as a health asset is a positive impact as it uses capacity in the service when available. The Fire Service review is ongoing, will be subject to a full EIA as it progresses for consideration prior to decision. No saving is indicated for 2017/18</p> <p>Planning, Tourism, Recreation and Culture There is no impact identified. The indicative savings arise either from</p>

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Gender Reassignment	<p>No Impact</p> <p>No Impact</p> <p>No Impact</p> <p>No Impact</p> <p>No Impact</p>	No	N/A	<p>Adult Social Care No impact is identified against this protected characteristic. Whilst there will be changes in the way the service is delivered, there will be no impact as service users will continue to receive the care they need.</p> <p>Public Health Representatives of LGBT interests on the Isle of Wight were consulted during the development of the proposal and views and findings taking into account. Where necessary the service will have established pathways with local services better able to assist this group.</p> <p>Contract Management and Car Parking No impact is anticipated in relation to the indicative savings in this category</p> <p>Environment and Local Engagement No impact is anticipated in relation to the Indicative savings in this area. The savings are achieved from increased income</p> <p>Fire and Local Engagement No impact is anticipated in relation to the Indicative savings in this area. The transfer of the Delivery of Fire Control to Hampshire Fire and Rescue Service is a contractual change and will not impact on service users. The reduction in fleet operational budget and savings against vacancies do not reduce the service to users – rather rely on efficiencies. Using the Fire Service as a health asset is a positive impact as it uses capacity in the service when available. The Fire Service review is ongoing, will be subject to a full EIA as it progresses</p>

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Marriage & Civil Partnership	<p>No Impact</p> <p>No Impact</p> <p>No Impact</p>	No	N/A	<p>Adult Social Care No impact is identified against this protected characteristic.</p> <p>Public Health No impact is identified against this protected characteristic.</p> <p>Contract Management and Car Parking No impact is anticipated in relation to the indicative savings in this category.</p>

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Pregnancy & Maternity	<p>No Impact</p> <p>Positive impact</p> <p>No Impact/ potential negative impact</p> <p>No Impact</p> <p>No Impact</p>	No	N/A	<p>Adult Social Care No impact is identified against this protected characteristic.</p> <p>Public Health This group will benefit from the integrated services working across the Health and Social Support sectors and the quality of interventions will be improved.</p> <p>Contract Management and Car Parking No impact is anticipated in relation to the majority of the indicative savings in this category. The dimming and trimming of street lighting could have a potential negative impact. This will be mitigated by undertaking detailed risk assessments of the changes that are proposed to be implemented to identify those impacts and consider the proposal. The introduction of a charge for replacement waste containers may result in indirect discrimination through low income, and the council is considering the application of a concessionary rate by way of mitigation. The review of opening hours and times at Lynbottom and Afton include additional help on site to assist householders where necessary. The provision of a subscription for scheduled green waste will have a positive impact on those who cannot get to venues to purchase green waste sacks or access the sites.</p> <p>Environment and Local Engagement No impact is anticipated in relation to the Indicative savings in this area. The savings are achieved from increased income.</p> <p>Fire and Local Engagement No impact is anticipated in relation to the Indicative savings in this area. The transfer of the Delivery of Fire Control to Hampshire Fire and Rescue Service is a contractual change and will not impact on service</p>

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	<p>No Impact</p> <p>No Impact</p> <p>No Impact/potential negative impact</p> <p>No Impact</p>			<p>users. The reduction in fleet operational budget and savings against vacancies do not reduce the service to users – rather rely on efficiencies. Using the Fire Service as a health asset is a positive impact as it uses capacity in the service when available. The Fire Service review is ongoing, will be subject to a full EIA as it progresses for consideration prior to decision. No saving is indicated for 2017/18.</p> <p>Planning, Tourism, Recreation and Culture There is no impact identified for the reasons described above.</p> <p>Regeneration, Housing and Transport There is no impact for the reasons described above.</p> <p>Children’s Services There is no impact from the indicative savings as the savings will be identified through reconfiguring teams, efficiencies, tailoring support to need rather than services. A reduction in universal provision has the potential to impact on pregnant women/those with young children who attend sessions within centres. Family centres work closely with midwifery and health visiting services who will continue to deliver services through the centres. In addition volunteers will be supported to deliver sessions within the centres.</p> <p>Resources The indicative savings will have no impact for the reasons described above.</p>
Race	No Impact	No	N/a	<p>Adult Social Care No impact is identified against this protected characteristic.</p>

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	No Impact			<p>Public Health No impact is identified against this protected characteristic.</p> <p>Contract Management and Car Parking No impact is anticipated in relation to the indicative savings in this category.</p> <p>Environment and Local Engagement No impact is anticipated in relation to the Indicative savings in this area. The savings are achieved from increased income.</p> <p>Fire and Local Engagement No impact is anticipated in relation to the Indicative savings in this area. The transfer of the Delivery of Fire Control to Hampshire Fire and Rescue Service is a contractual change and will not impact on service users. The reduction in fleet operational budget and savings against vacancies do not reduce the service to users – rather rely on efficiencies. Using the Fire Service as a health asset is a positive impact as it uses capacity in the service when available. The Fire Service review is ongoing, will be subject to a full EIA as it progresses for consideration prior to decision. No saving is indicated for 2017/18.</p> <p>Planning, Tourism, Recreation and Culture There is no impact identified for the reasons described above.</p> <p>Regeneration, Housing and Transport There is no impact for the reasons described above.</p> <p>Children’s Services There is no impact from the indicative savings as the savings will be identified through reconfiguring teams, efficiencies, tailoring support to</p>
	No Impact			
	No Impact			
	No Impact			
	No Impact			
	No Impact			
	No Impact			
	No Impact			

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	No Impact			<p>need rather than services.</p> <p>Resources The indicative savings will have no impact for the reasons described above.</p>
Religion / Belief	<p>No Impact</p> <p>No Impact</p> <p>No Impact</p> <p>No Impact</p> <p>No Impact</p>	No	N/A	<p>Adult Social Care No impact is identified against this protected characteristic.</p> <p>Public Health No impact is identified against this protected characteristic.</p> <p>Contract Management and Car Parking No impact is anticipated in relation to the indicative savings in this category.</p> <p>Environment and Local Engagement No impact is anticipated in relation to the Indicative savings in this area. The savings are achieved from increased income.</p> <p>Fire and Local Engagement No impact is anticipated in relation to the Indicative savings in this area. The transfer of the Delivery of Fire Control to Hampshire Fire and Rescue Service is a contractual change and will not impact on service users. The reduction in fleet operational budget and savings against vacancies do not reduce the service to users – rather rely on efficiencies. Using the Fire Service as a health asset is a positive impact as it uses capacity in the service when available. The Fire Service review is ongoing, will be subject to a full EIA as it progresses for consideration prior to decision. No saving is indicated for 2017/18.</p>

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
	<p>No Impact</p> <p>No Impact</p> <p>No Impact</p> <p>No Impact</p>			<p>Planning, Tourism, Recreation and Culture There is no impact identified for the reasons described above.</p> <p>Regeneration, Housing and Transport There is no impact for the reasons described above.</p> <p>Children's Services There is no impact from the indicative savings as the savings will be identified through reconfiguring teams, efficiencies, tailoring support to need rather than services.</p> <p>Resources The indicative savings will have no impact for the reasons described above.</p>
Sex (male or female)	<p>No Impact</p> <p>Positive Impact</p> <p>No Impact</p>	No	N/A	<p>Adult Social Care No impact is identified against this protected characteristic.</p> <p>Public Health There will be a positive impact as a result of the new model and move to enable access away from just a central service. It is known that the access rate of women in relation to substance misuse is usually much lower than that of males, and the service will work to address this. There is also an identified gap in the provision of information and advice for male teenage parents, and the service will work holistically to address this where appropriate.</p> <p>Contract Management and Car Parking No impact is anticipated in relation to the indicative savings in this category.</p>

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	<p>No impact</p> <p>No Impact</p> <p>No Impact</p> <p>No Impact</p> <p>No Impact</p> <p>No Impact</p>			<p>Environment and Local Engagement No impact is anticipated in relation to the Indicative savings in this area. The savings are achieved from increased income.</p> <p>Fire and Local Engagement No impact is anticipated in relation to the Indicative savings in this area. The transfer of the Delivery of Fire Control to Hampshire Fire and Rescue Service is a contractual change and will not impact on service users. The reduction in fleet operational budget and savings against vacancies do not reduce the service to users – rather rely on efficiencies. Using the Fire Service as a health asset is a positive impact as it uses capacity in the service when available. The Fire Service review is ongoing, will be subject to a full EIA as it progresses for consideration prior to decision. No saving is indicated for 2017/18.</p> <p>Planning, Tourism, Recreation and Culture There is no impact identified for the reasons described above.</p> <p>Regeneration, Housing and Transport There is no impact for the reasons described above.</p> <p>Children’s Services There is no impact from the indicative savings as the savings will be identified through reconfiguring teams, efficiencies, tailoring support to need rather than services.</p> <p>Resources The indicative savings will have no impact for the reasons described above.</p>

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Sexual Orientation	<p>No Impact</p> <p>No Impact</p> <p>No Impact</p> <p>No Impact</p> <p>No Impact</p>	No	N/A	<p>Adult Social Care No impact is identified against this protected characteristic.</p> <p>Public Health Representatives of LGBT interests on the Isle of Wight were consulted during the development of the proposal and views and findings taking into account. Where necessary the service will have established pathways with local services better able to assist.</p> <p>Contract Management and Car Parking No impact is anticipated in relation to the indicative savings in this category.</p> <p>Environment and Local Engagement No impact is anticipated in relation to the Indicative savings in this area. The savings are achieved from increased income.</p> <p>Fire and Local Engagement No impact is anticipated in relation to the Indicative savings in this area. The transfer of the Delivery of Fire Control to Hampshire Fire and Rescue Service is a contractual change and will not impact on service users. The reduction in fleet operational budget and savings against vacancies do not reduce the service to users – rather rely on efficiencies. Using the Fire Service as a health asset is a positive impact as it uses capacity in the service when available. The Fire Service review is ongoing, will be subject to a full EIA as it progresses for consideration prior to decision. No saving is indicated for 2017/18.</p> <p>Planning, Tourism, Recreation and Culture There is no impact identified for the reasons described above.</p>

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	<p>No Impact</p> <p>No Impact</p> <p>No Impact</p>			<p>Regeneration, Housing and Transport There is no impact for the reasons described above.</p> <p>Children's Services There is no impact from the indicative savings as the savings will be identified through reconfiguring teams, efficiencies, tailoring support to need rather than services.</p> <p>Resources The indicative savings will have no impact for the reasons described above.</p>
HR & workforce issues	<p>No Impact</p> <p>No Impact</p> <p>No Impact</p> <p>No Impact</p> <p>No Impact</p>	No	N/A	<p>Adult Social Care No specific impact has been identified but should there be any proposals that impact on the workforce – appropriate Equality impact Assessments will be undertaken at that time.</p> <p>Public Health No impact is identified against this protected characteristic.</p> <p>Contract Management and Car Parking No impact is anticipated in relation to the indicative savings in this category.</p> <p>Environment and Local Engagement No impact is anticipated in relation to the Indicative savings in this area. The savings are achieved from increased income.</p> <p>Fire and Local Engagement No impact is anticipated in relation to the Indicative savings in this area. The transfer of the Delivery of Fire Control to Hampshire Fire and Rescue Service is a contractual change and will not impact on service users. The reduction in fleet operational budget and savings against</p>

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
	<p>No Impact</p> <p>No Impact</p> <p>No Impact</p> <p>No Impact</p>			<p>vacancies do not reduce the service to users or staff – rather rely on efficiencies. Using the Fire Service as a health asset is a positive impact as it uses capacity in the service when available. The Fire Service review is ongoing, will be subject to a full EIA as it progresses for consideration prior to decision. No saving is indicated for 2017/18.</p> <p>Planning, Tourism, Recreation and Culture There is no impact identified for the reasons described above.</p> <p>Regeneration, Housing and Transport There is no impact for the reasons described above.</p> <p>Children’s Services There is no impact from the indicative savings as the savings will be identified through reconfiguring teams, efficiencies, tailoring support to need rather than services. Any changes in staffing will be subject to council policy and procedures in respect of any changes and where appropriate, consultation during which any further consideration of equality impact can be assessed.</p> <p>Resources The indicative savings will have no impact for the reasons described above. Implementation will be subject to council policy and procedures in respect of any redundancy situation which will include a period of consultation, during which any further consideration of equality impact can be assessed.</p>

Summary**Date of Assessment:**

10 February 2017

**Signed off by Head of
Service/Director**

Chris Ward