

APPENDIX G

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Chris Ward, Helen Miles
Directorate:	Finance
Date of Completion:	February 2018

Name of Policy/Strategy/Service/Function Proposal

Budget and Council Tax setting 2018/2019 and Future Years Forecasts

The Aims, Objectives and Expected Outcomes:

The revenue and capital budget and council tax for 2018/19 will be set at the Council meeting on 28 February 2018.

The proposals within the Budget report recommend a Budget for 2018/19 that provides for £7.5m of savings, a Council Tax increase of 5.99% (3.0% of which is raised specifically to be passported to Adult Social Care) and forecasts that the 3 year period beyond 2018/19 will require a further £16.5m in savings including a considerable "smoothing out " of the previously anticipated savings profile. Most notably, for 2019/20, a reduction from a forecast of £7.0m of savings to a proposed savings requirement of £5.5m.

These proposals are made in the context of an improving economy but where the public finances of the country still need to be repaired. The Government's drive to repair the national public finances continues to require Local Government to be a significant contributor to "balancing the national books" until 2020/21 at least.

Funding reductions in Local Government are at unprecedented levels and simultaneously the Council has also experienced accelerating costs, associated particularly with essential care services such as Adult Social Care and Children's Social Care.

Over the past 7 years (since 2011/12), the Isle of Wight Council has faced Government funding reductions of £40m as well as having to accommodate other inflationary and unavoidable cost pressures which, taken together, has seen the Council make overall savings over the last 7 years of over £68m. This represents circa 33% of the Council's controllable spending.

Prior to the announcements in the Local Government Finance Settlement (i.e.

Government Funding) and the comprehensive review of the Council's future forecasts now completed and described in this report, the previous forecast deficit for 2018/19 to 2020/21 (which was prepared in February 2017) was £19m.

For 2018/19, Efficiency Savings account for 64% of the proposed savings, with 21% relating to Additional Income and just 15% Service Reduction measures.

The main purpose of the report this EIA relates to is to set the Council's overall Budget for the forthcoming year 2018/19 and the associated level of Council Tax necessary to fund that Budget. The report also seeks approval to the Capital Programme for 2017/18 to 2022/23.

The report sets out the details of the continuing challenging financial climate facing the Council in 2018/19 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 2018/19.

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, it is considered that there is the potential for some of these to have a negative impact, some have no impact whilst some may have 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 councils were held during January. A public meeting was also held on the 16 January which disappointingly was attended by less than 15 members of the public.
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 will either have no impact or the potential for negative impact. Where they do impact it is considered, that through appropriate reviews/ realignment of services and efficiencies it can be ensured that assessed need is met. Due to the scale of savings and the changes there is the potential for negative impact.
Disability		x	x	The indicative savings will either have no impact or the potential for negative impact. Where they do impact it is considered, that through appropriate reviews/ realignment of services and efficiencies it can be ensured that assessed need is met. Due to the scale of savings and the changes there is the potential for negative impact.
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 through ensuring that clients receive care according to their assessed needs and that this is based on measurable outcomes.	

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	16 February 2018

Stage 2 Full Equality Impact Assessment	
Assessor(s)Name(s):	Chris Ward, Helen Miles
Directorate:	Finance
Date of Completion:	February 2018

Name of Policy/Strategy/Service/Function Proposal
Budget and Council Tax setting 2018/2019 and Future Years Forecasts

The Aims, Objectives and Expected Outcomes:
<p>The revenue and capital budget and council tax for 2018/2019 will be set at the Council meeting on 28 February 2018.</p> <p>The proposals within the Budget report recommend a Budget for 2018/19 that provides for £7.5m of savings, a Council Tax increase of 5.99% (3.0% of which is raised specifically to be passported to Adult Social Care) and forecasts that the 3 year period beyond 2018/19 will require a further £16.5m in savings including a considerable "smoothing out " of the previously anticipated savings profile. Most notably, for 2019/20, a reduction from a forecast of £7.0m of savings to a proposed savings requirement of £5.5m.</p>

These proposals are made in the context of an improving economy but where the public finances of the country still need to be repaired. The Government's drive to repair the national public finances continues to require Local Government to be a significant contributor to "balancing the national books" until 2020/21 at least.

Funding reductions in Local Government are at unprecedented levels and simultaneously the Council has also experienced accelerating costs, associated particularly with essential care services such as Adult Social Care and Children's Social Care.

Over the past 7 years (since 2011/12), the Isle of Wight Council has faced Government funding reductions of £40m as well as having to accommodate other inflationary and unavoidable cost pressures which, taken together, has seen the Council make overall savings over the last 7 years of over £68m. This represents circa 33% of the Council's controllable spending.

Prior to the announcements in the Local Government Finance Settlement (i.e. Government Funding) and the comprehensive review of the Council's future forecasts now completed and described in this report, the previous forecast deficit for 2018/19 to 2020/21 (which was prepared in February 2017) was £19m.

The Budget Savings Requirement for 2018/19 amounts to £7.5m. The Administration's proposals are focussed on an "Avoidance to Cuts" approach in line with the Medium Term Financial Strategy. In overall terms, the proposed £7.5m of savings are characterised as follows:

Description of Saving	Savings	
Efficiency Savings (little or no reduction in Services)	£4.8m	64%
Additional Income	£1.6m	21%
Service Reduction	£1.1m	15%
Total	£7.5m	100%

The savings proposals are broadly aligned with the response from the Budget Consultation with the residents and stakeholders. The response from the Budget Consultation generally suggests that services to the vulnerable should receive some measure of protection. The proposals provide significant protection from savings for Children & Education at 2.9% of net spending versus the average saving of 5.6% across all areas. Whilst the savings proposed for Adult Social Care are more than the average, this is measured before the additional funding of £4.5m is passported, meaning that funding to Adult Social Care will increase by 1.5%.

It is also important to recognise that in terms of Council spending, this is dominated by the essential care services. Children's Services and Adult Social Care account for 57% of the Council's total controllable budget and these Services have historically been protected.

There is general support from the Budget consultation with the public for an increase in Council Tax for Adult Social Care (58%) with the preference between an increase between 1%, 2% or 3% being fairly evenly split. The alternative to the proposed Council Tax

increase is to increase the overall Savings Requirement by a further £776,300 for each 1% reduction in Council Tax.

The main purpose of the report this EIA relates to is to set the Council's overall Budget for the forthcoming year 2018/19 and the associated level of Council Tax necessary to fund that Budget. The report also seeks approval to the Capital Programme for 2017/18 to 2022/23.

The report sets out the details of the continuing challenging financial climate facing the Council in 2018/19 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.

- This is a proposal for the budget and council tax setting for 2018/19

Scope of the Equality Impact Assessment

The Budget and Council Tax setting for 2018/19 covers all the activities and services that the Council is responsible for.

The outcome from the Budget Consultation, which was An Island-wide budget consultation that took place during December and January to help inform how to make £19m of savings over the next 3 years and levels of acceptable Council Tax have been taken into consideration. The consultation took the form of a questionnaire which was also supplemented by a series of public meetings with residents and stakeholders.

The report contains a link to the details of the consultation, which are summarised in the report to Full Council on 28 February 2018.

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

The local Council Tax Support Scheme was considered and determined by Full Council on 17 January 2018. A full EIA was considered alongside that report. This EIA does not therefore consider that decision.

A report for members to determine the outcome of a consultation that proposed a change to the council's non-residential care charging policy by including disability related benefits at the higher or enhanced rate as part of a person's means tested financial assessment, will be considered by members at Cabinet on the 15 February 2018, alongside a Full EIA in relation to that report. This EIA does not therefore consider further that proposal.

Analysis and assessment

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

Since the £7.5m savings requirement was approved in February 2017, the Council has received the provisional Local Government Finance Settlement for 2018/19 which was broadly in line with the Council's forecasts although worsened by a reduction in the New Homes Bonus by £0.4m. Additionally, inflationary costs are significantly higher than the Council's previous forecasts by £1.3m, largely driven by a higher than expected pay offer and the retail price index and consumer price index conferring higher costs onto contract and other non-pay expenditure, respectively. In response to these additional inflationary cost pressures, Government have lifted the threshold increase for Council Tax beyond which a local referendum is required from 2% to 3%.

Whilst funding levels generally have not changed following the Autumn Budget and Provisional Local Government Finance Settlement, other factors influencing the Council's financial position and therefore future years' Budget deficit such as inflation generally (pay and prices), the increasing cost pressures of Adults Social Care coupled with the reduction in the voluntary contribution by the Clinical Commissioning Group towards the Service and the level of housing delivery (and therefore the impact on the Council's New Homes Bonus grant) have had a negative impact on the Council's forecasts for future years. Other initiatives by the Council, such as the successful application to be a 100% Business Rate Retention pilot have had a significantly positive impact on the Council's future forecast. The Council's revised forecast for the new 3 year period 2019/20 to 2021/22 is a deficit of £16.5m.

The combination of responsible financial management and additional funding from the 100% Business Rate Retention Pilot scheme has enabled a smoother savings profile than previously planned, reducing the necessary savings in 2019/20 whilst keeping General Reserves at modest but necessary levels to support the proposed evenly phased £16.5m savings strategy over the next three years.

Over the past 7 years (since 2011/12), the Isle of Wight Council has faced Government funding reductions of £40m as well as having to accommodate other inflationary and unavoidable cost pressures which, taken together, has seen the Council make overall savings over the last 7 years of over £68m. This represents circa 33% of the Council's controllable spending.

Consultation

In formulating the proposed Budget 2018/19, the Administration collected views to inform its budget proposals through a public questionnaire available online and through its front facing offices from (15 December 2017 to 29 January 2018). In total 533 responses were received, the sample is self-selecting but provides a snapshot of the views of some Island residents. The questionnaire was similar to that used last year and responses were broadly similar. Almost a third of respondents felt the council should be doing more to generate income from services that users have a choice about using; support for growing the business tax base increased by 6 percentage points to 46% of respondents, whilst investing in property fell by 7 percentage

points to 30% of respondents, when compared with the previous year.

The great majority of respondents (92%) felt that the council should work with government to celebrate the unique Island case and recognise the extra costs of delivering public services on the Island; a similar number (89%), felt the council should be focusing on creating jobs for local people. Both responses are in line with last year. It is worth noting that support for working more collaboratively with the NHS fell by nearly a quarter but was still high at 68%.

Supporting schools and improving education was the first choice of respondents for increased funding, if available, closely followed by investing in regeneration and development and protecting children. Providing more libraries and increasing planning and enforcement activities were the least popular services for increased funding. Some of the general comments made in the questionnaire related to; better/cheaper ferries, a fixed link, increasing tourism (charging a levy), effective lobbying of central government, caring for the elderly and reducing council tax.

A well-attended meeting of town and council representatives, including some representatives from the voluntary sector on Monday 15 January, recognised the council's approach to its budget as set described in the medium term financial strategy. The importance of the council's regeneration activity to support the Island in 'reinventing itself' was recognised along with the need to provide more affordable housing, reduce homelessness and support people to live at home. The meeting was however, especially keen to see some of the most public facing, local services retained and invested in by the council. Where this is no longer possible, there was a strong support to working in collaboration with the council to sustain these services. The view was that this requires longer time frames to achieve than are currently allowed for to create truly effective partnerships. It also needs to take better account of the capacity of the different organisations.

An open meeting on Tuesday 16 January was, unfortunately, attended by less than 15 members of the public. There was little consensus on the council's overall approach to its budget for 2018/19. General comments ranged from the degree to which the council would be able to continue to meet its statutory responsibilities in the light of its budget pressures, to whether it should consider an outright merger with another local authority.

The budget was discussed with the council's business reference group on Thursday 18 January. The meeting was generally supportive of the approach being taken by the council as set out in its medium term financial strategy.

The indicative savings impact will in some cases be neutral and in some cases positive. No specific negative impacts have been identified though with continued reductions there is a potential for negative impact.

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 effectively 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 Budget and Council Tax proposals set out in the budget report are part of a cohesive plan which conforms to the Council's approved Medium Term Financial Strategy and is consistent with the Council's Corporate Plan. In particular:

- It provides for 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 "Fair Funding" review in 2020/21
- Provides additional funding of £1.95m plus a share of a £4.23m Growth & Productivity Fund for the Council through the participation in a 100% Business Rate Retention Pilot with Portsmouth City Council and Southampton City Council
- With an Adult Social Care Precept at 3%, it provides a degree of stability for Adult Social Care Services on the Island which otherwise would be put at risk
- An increase in Council Tax of 2.99% for General Purposes avoids further cuts to essential services to residents and improves the funding base for the future
- Improves the overall financial resilience of the Council
- Ensures that funding is available to enable, or "pump prime" Spend to Save (Revenue) and Invest to Save (Capital) schemes
- Maximises the Capital Resources available to the Council for investment over the medium term balanced across essential services, regeneration and invest to save purposes

Recommendations

No specific negative impacts have been identified in this EIA although there is the potential with continued savings for there to be a negative impact. In many cases there is either no impact. There may in some cases be a potential 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 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

Action/Improvement Plan				
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)
Age	Potential negative impact, no impact or positive impact	Potentially		<p>Adult Social Care</p> <p>The indicative savings are achieved through a range of methods. This will include reduction in duplication through greater partnership working, service re-design, ensuring clients receive care according to their assessed needs – ensuring that what is commissioned for clients reflects their assessed needs and is based on measurable outcomes. To continue the ongoing programme of structured reviews to ensure assessed need is met and ensuring where clients should be making contributions to their care that these will be implemented on a means tested basis.</p> <p>Actions to address any potential negative impact will be addressed through the assessment or review of assessment of need, along with means testing where appropriate to ensure that maximum resources are available for those who have assessed needs.</p> <p>The phased reduction over 2 year proposal to remove the discretionary “Top up” provided voluntarily to the NHS for cross solent travel will not change the opportunity for those people including carers and escorts, attending appointments on the mainland for radiotherapy, chemotherapy and renal dialysis, to be re-imbursed on a means tested basis from the Statutory Health Travel Cost Scheme which is administered by the NHS.</p>

				<p>although the council has been continuing to provide limited support in this area, it has been the responsibility of schools since 2012 to provide careers guidance and this is now well embedded in schools. The council will continue to provide support, albeit reduced.</p> <p>There is the potential for a negative impact through the reduction in council grant funded youth activities. However this risk was identified when it was agreed to time limit youth funding some 4 years ago and work has been ongoing with providers towards them being self-sustaining in order to deliver services to young people. There are a range of providers on the island.</p> <p>Community Safety and Public Protection</p> <p>The savings arise from increased or new income (which where appropriate will be benchmarked against other similar local authorities), provide a charged service to other local authorities, some in year unspent budget, and vacant posts that may not be required. In relation to the fire service where there are some held vacant posts, the longer term decision around these roles will be determined following the service review.</p> <p>Regeneration and Business Development</p> <p>The saving arises from limiting the number of projects the council is working on to enable in house project development work rather than engaging external parties.</p> <p>Resources</p> <p>The indicative savings in this area come from identifying new streams of funding, removing elements of funding no longer needed, combining certain IT elements, and more efficient ways of working. The main saving from this area relates to changes to the Council Tax Support Scheme that were considered by Full Council in January 2018 – and in respect of which a full EIA was prepared to be considered alongside the report. The</p>
	No Impact			
	No Impact			
	No Impact (save for the negative impact)			

	<p>identified in the EIA prepared in relation to the changes to the Council Tax Support Scheme)</p> <p>No impact</p> <p>Potential negative impact, no impact</p>			<p>changes to the Council Tax Support Scheme are not therefore considered separately in this EIA.</p> <p>Environment and Heritage</p> <p>The indicative savings arise significantly from increasing income from a range of items, reducing some overheads, reducing some staff hours without altering the services, reducing the DVD and online budget for libraries as the budget is currently underused, and reducing the small grants made to community libraries (£4k to Bembridge, Shanklin and East Cowes, and £2k to Brighstone and Niton. Community libraries do not form part of the council's statutory library provision. The grant was to help the libraries move to being self-sustaining and they should be using available opportunities to seek additional funding from other sources. The council has been assisting them since 2011 and phasing the grant reduction by halving their grant in year 1 provides them with the opportunity to identify alternative funding before the funding ceases altogether at the end of 2 years.</p> <p>Infrastructure and Transport</p> <p>The indicative savings arise from removing a small residual budget for school crossing patrols no longer used, the removal of discretionary elements of travel schemes and other elements of concessionary fares. The National concessionary fares scheme remains available to all residents eligible for free travel and continues to be funded by the council. This enables those eligible to travel "Off Peak". The discretionary elements paid by the council covered travel at "Peak" times and for companions. Certain negotiated efficiencies in the Highways PFI Contract, designed to minimise the impact to the Highway network and therefore users have been identified. A review of car parking charges will</p>
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				<p>be undertaken. This will require a period of consultation and a decision following the consultation.</p> <p>Planning and Housing</p> <p>The indicative savings arise in a range of ways. A review of various fees and charges and removal of unused budgets. The removal of a £16k grant for the domestic violence project. The grant is currently committed for integrated re-commissioning of domestic violence services and this would reduce that wider pool (shared with other departments). This could potentially impact upon the service that can be commissioned if the reduced budget means that an effective service cannot be delivered. However of the overall pooled budget, the £16k is a small proportion and therefore it is considered that the £16k reduction can be covered through efficiencies rather than service reduction. The council is moving to a new 3 year contract, which will enable further grant/charitable funding to be available to the provider to add further financial support.</p> <p>It is proposed to reduce the budget for floating support (supporting people). A review of current support provision will need to be undertaken as this reduction could result in the waiting list for support increasing, which will impact on those seeking support to ensure they are not at risk of homelessness. A restructure of the Housing Service including how temporary accommodation is managed – which is specifically to recover contributions to costs which are not currently recovered. Whilst this will impact on those who do not currently contribute – the contributions are means tested and in recovering all contributions, the council can maximise the use of its resources for the benefit of others.</p> <p>Procurement, Projects and Forward Planning</p> <p>The indicative savings arise from identified efficiencies, increased income through the introduction of the Garden Waste Wheeled Bins, through charging collection from residential and nursing homes, cessation of the free collection of waste from properties operating a business, remove all bring banks (not those provided by charities), and other adjustments to the arrangements with Amey. The introduction of Garden Waste</p>
	<p>Potential negative impact, no impact</p>			
	<p>No impact,</p>			

	positive impact			Wheeled Bins benefits all protected characteristics – but in particular older/disabled/pregnant through door to door collection, reducing the need for people to dispose of garden waste manually at a waste recycling centre.
Disability	No Impact or Positive Impact	No	N/A	<p>Adult Social Care</p> <p>The indicative savings are achieved through a range of methods. This will include reduction in duplication through greater partnership working, service re-design, ensuring clients receive care according to their assessed needs – ensuring that what is commissioned for clients reflects their assessed needs and is based on measurable outcomes. To continue the ongoing programme of structured reviews to ensure assessed need is met and ensuring where clients should be making contributions to their care that these will be implemented on a means tested basis.</p> <p>Actions to address any potential negative impact will be addressed through the assessment or review of assessment of need, along with means testing where appropriate to ensure that maximum resources are available for those who have assessed needs.</p> <p>The phased reduction over 2 year proposal to remove the discretionary “Top up” provided voluntarily to the NHS for cross solent travel will not change the opportunity for those people including carers and escorts, attending appointments on the mainland for radiotherapy, chemotherapy and renal dialysis, to be re-imbursed on a means tested basis from the Statutory Health Travel Cost Scheme which is administered by the NHS. In addition the ferry companies offer specific discounts for this type of travel to assist those needing to travel. The means testing ensures that those with limited means can still access help, whilst the ferry discounts are available regardless of means testing.</p> <p>The review and reconfiguration of internal Learning Disability residential homes to explore alternative delivery through Supported</p>

				<p>living will enable more clients to live more independently which is a positive outcome.</p> <p>The proposal to make changes to the non-residential care charging policy was considered in a report to the Cabinet on the 18 February 2018 and regard should be had to the EIA accompanying that report.</p> <p>Public Health</p> <p>Negotiated reductions in the contracts for the provision an Integrated Sexual Health Service with efficiencies being achieved through service redesign, aimed at transferring delivery closer to patients as well as reducing overheads, using staff and resources more efficiently will ensure that the service continues to be delivered. The Substance misuse Community provision has been renegotiated and efficiencies agreed with the provider, whilst maintaining key performance and quality indicators.</p> <p>Contract efficiencies in the Health Visiting and School Nursing contract, through introducing a more diverse skill mix will continue to deliver the service. Going forward, opportunities of integration with Children Services will be explored.</p> <p>Children's Services</p> <p>There is no impact from the majority of the indicative savings as the savings will be identified through removing unused posts or funding, the reshaping of roles, improvement in supporting families to maximise benefit income, continued integration through the Island's Partnership with Hampshire County Council and recharging.</p> <p>There is the potential for a negative impact on age through the reduction in council grant funded youth activities. However this risk was identified when it was agreed to time limit youth funding and work has been ongoing with providers towards them being self-sustaining in</p>
	No impact			
	No impact/potential negative impact			

				<p>order to deliver services to young people.</p> <p>Community Safety and Public Protection</p> <p>The savings arise from increased or new income (which where appropriate will be benchmarked against other similar local authorities), provide a charged service to other local authorities, some in year unspent budget, and vacant posts that may not be required. In relation to the fire service where there are some held vacant posts, the longer term decision around these roles will be determined following the service review.</p> <p>Regeneration and Business Development</p> <p>The saving arises from limiting the number of projects the council is working on to enable in house project development work rather than engaging external parties.</p> <p>Resources</p> <p>The indicative savings in this area come from identifying new streams of funding, removing elements of funding no longer needed, combining certain IT elements, and more efficient ways of working. The main saving from this area relates to changes to the Council Tax Support Scheme that were considered by Full Council in January 2018 – and in respect of which a full EIA was prepared to be considered alongside the report. The changes to the Council Tax Support Scheme are not therefore considered separately in this EIA.</p> <p>Environment and Heritage</p> <p>The indicative savings arise significantly from increasing income from a range of items, reducing some overheads, reducing some staff hours without altering the services, reducing the DVD and online budget for libraries as the budget is currently underused, and reducing the small grants made to community libraries (£4k to Bembridge, Shanklin and</p>
	No impact			
	No impact			
	No impact (save for the negative impact identified in the EIA prepared in relation to the changes to the Council Tax Support Scheme)			
	No impact			

	<p>No impact/potential negative impact</p>		<p>East Cowes, and £2k to Brighstone and Niton. Community libraries do not form part of the council's statutory library provision. The grant was to help the libraries move to being self-sustaining and they should be using available opportunities to seek additional funding from other sources. The council has been assisting them since 2011 and phasing the grant reduction by halving their grant in year 1 provides them with the opportunity to identify alternative funding before the funding ceases altogether at the end of 2 years.</p> <p>Infrastructure and Transport</p> <p>The indicative savings arise from removing a small residual budget for school crossing patrols no longer used, the removal of discretionary elements of travel schemes and other elements of concessionary fares. The National concessionary fares scheme remains available to all residents eligible for free travel and continues to be funded by the council. This enables those eligible to travel "Off Peak". The discretionary elements paid by the council covered travel at "Peak" times and for companions. Certain negotiated efficiencies in the Highways PFI Contract, designed to minimise the impact to the Highway network and therefore users have been identified. A review of car parking charges will be undertaken. This will require a period of advertisement before implementation. The use of blue badges will continued to apply within council carparks in addition to on street parking. No increase is proposed in relation to period permits.</p> <p>Planning and Housing</p> <p>The indicative savings arise in a range of ways. A review of various fees and charges and removal of unused budgets. The removal of a £16k grant for the domestic violence project. The grant is currently committed for integrated re-commissioning of domestic violence services and this would reduce that wider pool (shared with other</p>
	<p>No impact/potential</p>		

	negative impact			<p>departments). This could potentially impact upon the service that can be commissioned if the reduced budget means that an effective service cannot be delivered. However of the overall pooled budget, the £16k is a small proportion and therefore it is considered that the £16k reduction can be covered through efficiencies rather than service reduction. The council is moving to a new 3 year contract, which will enable further grant/charitable funding to be available to the provider to add further financial support.</p> <p>It is proposed to reduce the budget for floating support (supporting people). A review of current support provision will need to be undertaken as this reduction could result in the waiting list for support increasing, which will impact on those seeking support to ensure they are not at risk of homelessness. A restructure of the Housing Service including how temporary accommodation is managed – which is specifically to recover contributions to costs which are not currently recovered. Whilst this will impact on those who do not currently contribute – the contributions are means tested and in recovering all contributions, the council can maximise the use of its resources for the benefit of others.</p>
	No impact/positive impact			<p>Procurement, Projects and Forward Planning</p> <p>The indicative savings arise from identified efficiencies, increased income through the introduction of the Garden Waste Wheeled Bins, through charging collection from residential and nursing homes, cessation of the free collection of waste from properties operating a business, remove all bring banks (not those provided by charities), and other adjustments to the arrangements with Amey. The introduction of Garden Waste Wheeled Bins benefits all protected characteristics – but in particular older/disabled/pregnant through door to door collection, reducing the need for people to dispose of garden waste manually at a waste recycling centre.</p>

Gender Reassignment	No Impact	No		<p>Adult Social Care</p> <p>No impact is identified against this protected characteristic.</p>
	No impact			<p>Public Health</p> <p>No impact is identified against this protected characteristic.</p>
	No impact			<p>Children's Services</p> <p>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>
	No impact			<p>Community Safety and Public Protection</p> <p>No impact is identified against this protected characteristic</p>
	No impact			<p>Regeneration and Business Development</p> <p>No impact is identified against this protected characteristic.</p>
	No impact			<p>Resources</p> <p>The main saving from this area relates to changes to the Council Tax Support Scheme that were considered by Full Council in January 2018 – and in respect of which a full EIA was prepared to be considered alongside the report. The changes to the Council Tax Support Scheme are not therefore considered separately in this EIA.</p>
	No impact			<p>Environment and Heritage</p>

	No impact			<p>No impact is identified against this protected characteristic.</p> <p>Infrastructure and Transport</p> <p>No impact is identified against this protected characteristic.</p> <p>Planning and Housing</p> <p>No impact is identified against this protected characteristic.</p> <p>Procurement, Projects and Forward Planning</p> <p>No impact is identified against this protected characteristic.</p>
Marriage & Civil Partnership	No Impact	No	N/A	<p>Adult Social Care</p> <p>No impact is identified against this protected characteristic.</p> <p>Public Health</p> <p>No impact is identified against this protected characteristic.</p> <p>Children's Services</p> <p>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>Community Safety and Public Protection</p> <p>There is no impact as the savings arise largely from increased or new income, and vacant posts.</p>
	No impact			
	No impact			
	No impact			

	No impact			<p>Regeneration and Business Development</p> <p>No impact is identified against this protected characteristic.</p> <p>Resources</p> <p>The main saving from this area relates to changes to the Council Tax Support Scheme that were considered by Full Council in January 2018 – and in respect of which a full EIA was prepared to be considered alongside the report. The changes to the Council Tax Support Scheme are not therefore considered separately in this EIA.</p> <p>Environment and Heritage</p> <p>No impact is identified against this protected characteristic.</p> <p>Infrastructure and Transport</p> <p>No impact is identified against this protected characteristic.</p> <p>Planning and Housing</p> <p>No impact is identified against this protected characteristic.</p> <p>Procurement, Projects and Forward Planning</p> <p>No impact is identified against this protected characteristic.</p>
Pregnancy & Maternity	No Impact	No	N/A	<p>Adult Social Care</p> <p>No impact is identified against this protected characteristic.</p>

	No impact			<p>Public Health</p> <p>No impact is identified against this protected characteristic.</p> <p>Children's Services</p> <p>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>Community Safety and Public Protection</p> <p>No impact is identified against this protected characteristic.</p> <p>Regeneration and Business Development</p> <p>No impact is identified against this protected characteristic.</p> <p>Resources</p> <p>The main saving from this area relates to changes to the Council Tax Support Scheme that were considered by Full Council in January 2018 – and in respect of which a full EIA was prepared to be considered alongside the report. The changes to the Council Tax Support Scheme are not therefore considered separately in this EIA.</p> <p>Environment and Heritage</p> <p>No impact is identified against this protected characteristic.</p> <p>Infrastructure and Transport</p> <p>No impact is identified against this protected characteristic.</p>
	No impact			
	No impact			
	No impact			
	No impact			
	No impact			
	No impact			

	No impact			<p>Planning and Housing</p> <p>No impact is identified against this protected characteristic.</p> <p>Procurement, Projects and Forward Planning</p> <p>No impact is identified against this protected characteristic.</p>
Race	No Impact	No	N/a	<p>Adult Social Care</p> <p>No impact is identified against this protected characteristic.</p> <p>Public Health</p> <p>No impact is identified against this protected characteristic.</p> <p>Children's Services</p> <p>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>Community Safety and Public Protection</p> <p>No impact is identified against this protected characteristic.</p> <p>Regeneration and Business Development</p> <p>No impact is identified against this protected characteristic.</p>
	No impact			
	No impact			
	No impact			
	No impact			
	No impact			

	<p>No impact</p> <p>No impact</p> <p>No impact</p> <p>No impact</p> <p>No impact</p>			<p>Resources</p> <p>The main saving from this area relates to changes to the Council Tax Support Scheme that were considered by Full Council in January 2018 – and in respect of which a full EIA was prepared to be considered alongside the report. The changes to the Council Tax Support Scheme are not therefore considered separately in this EIA.</p> <p>Environment and Heritage</p> <p>No impact is identified against this protected characteristic.</p> <p>Infrastructure and Transport</p> <p>No impact is identified against this protected characteristic.</p> <p>Planning and Housing</p> <p>No impact is identified against this protected characteristic.</p> <p>Procurement, Projects and Forward Planning</p> <p>No impact is identified against this protected characteristic.</p>
Religion / Belief	No Impact	No	N/A	<p>Adult Social Care</p> <p>No impact is identified against this protected characteristic.</p>

	No impact		<p>Public Health</p> <p>No impact is identified against this protected characteristic.</p> <p>Children's Services</p> <p>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>Community Safety and Public Protection</p> <p>No impact is identified against this protected characteristic.</p> <p>Regeneration and Business Development</p> <p>No impact is identified against this protected characteristic.</p> <p>Resources</p> <p>The main saving from this area relates to changes to the Council Tax Support Scheme that were considered by Full Council in January 2018 – and in respect of which a full EIA was prepared to be considered alongside the report. The changes to the Council Tax Support Scheme are not therefore considered separately in this EIA</p> <p>Environment and Heritage</p> <p>No impact is identified against this protected characteristic.</p> <p>Infrastructure and Transport</p> <p>No impact is identified against this protected characteristic.</p>
	No impact		
	No impact		
	No impact		
	No impact		
	No impact		

	<p>No impact</p> <p>No impact</p> <p>No impact</p>			<p>Planning and Housing</p> <p>No impact is identified against this protected characteristic.</p> <p>Procurement, Projects and Forward Planning</p> <p>No impact is identified against this protected characteristic.</p>
Sexual Orientation	<p>No Impact</p> <p>No impact</p>	No	N/A	<p>Adult Social Care</p> <p>No impact is identified against this protected characteristic.</p> <p>The proposal to remove the discretionary “Top up to the NHS for cross solent travel will not change the opportunity for those people attending appointments on the mainland to be re-imbursed on a means tested basis from the Statutory Health Travel Cost Scheme, in addition to which the ferry companies offer specific discounts for this type of travel.</p>

	No impact			<p>Public Health</p> <p>No impact is identified against this protected characteristic.</p> <p>Children's Services</p> <p>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>Community Safety and Public Protection</p> <p>No impact is identified against this protected characteristic.</p> <p>Regeneration and Business Development</p> <p>No impact is identified against this protected characteristic.</p> <p>Resources</p> <p>The main saving from this area relates to changes to the Council Tax Support Scheme that were considered by Full Council in January 2018 – and in respect of which a full EIA was prepared to be considered alongside the report. The changes to the Council Tax Support Scheme are not therefore considered separately in this EIA.</p> <p>Environment and Heritage</p> <p>No impact is identified against this protected characteristic.</p> <p>Infrastructure and Transport</p> <p>No impact is identified against this protected characteristic.</p>
	No impact			
	No impact			
	No impact			
	No impact			
	No impact			
	No impact			

	No impact			Planning and Housing No impact is identified against this protected characteristic.
	No impact			Procurement, Projects and Forward Planning No impact is identified against this protected characteristic.

Summary	
Date of Assessment:	February 2018
Signed off by Head of Service/Director	Chris Ward