

APPENDIX H

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Chris Ward, Kerry Hubbleday
Directorate:	Finance
Date of Completion:	February 2019

Name of Policy/Strategy/Service/Function Proposal
Budget and Council Tax setting 2019/2020 and Future Years Forecasts

The Aims, Objectives and Expected Outcomes:

The revenue and capital budget and council tax for 2019/20 will be set at the Council meeting on 27 February 2019.

The proposals within the Budget report recommend a Budget for 2019/20 that provides for £5.5m of savings, a Council Tax increase of 2.99% and forecasts that the 3 year period beyond 2019/20 will require a further £13.5m in savings.

Together, the suite of Budget proposals also enable the Council to further "smooth out" the necessary savings requirements to reduced levels, but only made possible by the approval of £5.5m of savings in the forthcoming year.

There remains considerable funding uncertainty from 2020/21 due to a comprehensive overhaul of the Local Government funding system. This will determine a new formula methodology which will set each Local Authority's baseline funding level. Alongside this, a new system for retaining future Business Rate growth / loss will be implemented, taking away all existing growth (amounting to £5m for the Isle of Wight Council (IOWC) and re-distributing that growth, nationally according to relative need (rather than where it was generated). For that reason, the Council's future forecast deficits could reasonably be expected to vary between +/- £3m.

During this unprecedented level of uncertainty, it is imperative that the Council continues to follow its Medium Term Financial Strategy (MTFS), planning for savings of £4.5m per year and retaining reserves at the levels proposed in this report to retain the necessary financial resilience to be able to respond in all circumstances.

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 8 years (since 2011/12), the Isle of Wight Council has faced Government

funding reductions of £47m 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 8 years of over £76m. This represents circa 40% of the Council's controllable spending.

For 2019/20, Efficiency Savings account for 59% of the proposed savings, with 36% relating to Additional Income and just 5% 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 2019/20 and the associated level of Council Tax necessary to fund that Budget. The report also seeks approval to the Capital Programme for 2018/19 to 2023/24.

The report sets out the details of the continuing challenging financial climate facing the Council in 2019/20 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 2019/20.

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 or 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 Town and Parish Councils, the Business Community and the General Public were held during January. The results of the Budget Consultation are set out in the body of the report and the recommendations are broadly aligned with the consultation response.
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. The majority of the recommended savings proposals seek to achieve the same or improved outcomes
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	x	In some circumstances, the proposals may have a positive impact, enabling individuals to remain independent for longer. Other 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 eligible need is met. Due to the scale of savings and the changes there is the potential for negative impact.
Disability	x	x	x	In some circumstances, the proposals may have a positive impact, enabling individuals to remain independent for longer. Other 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 eligible 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.
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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	13 February 2019

Stage 2 Full Equality Impact Assessment	
Assessor(s)Name(s):	Chris Ward, Kerry Hubbleday
Directorate:	Finance
Date of Completion:	February 2019

Name of Policy/Strategy/Service/Function Proposal
Budget and Council Tax setting 2019/2020 and Future Years Forecasts

The Aims, Objectives and Expected Outcomes:
<p>The revenue and capital budget and council tax for 2019/20 will be set at the Council meeting on 27 February 2019.</p> <p>The proposals within the Budget report recommend a Budget for 2019/20 that provides for £5.5m of savings, a Council Tax increase of 2.99% and forecasts that the 3 year period beyond 2019/20 will require a further £13.5m in savings.</p> <p>Together, the suite of Budget proposals also enable the Council to further "smooth out" the necessary savings requirements to reduced levels, but only made possible by the approval of £5.5m of savings in the forthcoming year.</p>

There remains considerable funding uncertainty from 2020/21 due to a comprehensive overhaul of the Local Government funding system. This will determine a new formula methodology which will set each Local Authority's baseline funding level. Alongside this, a new system for retaining future Business Rate growth / loss will be implemented, taking away all existing growth (amounting to £5m for the Isle of Wight Council (IOWC)) and re-distributing that growth, nationally according to relative need (rather than where it was generated). For that reason, the Council's future forecast deficits could reasonably be expected to vary between +/- £3m.

During this unprecedented level of uncertainty, it is imperative that the Council continues to follow its Medium Term Financial Strategy (MTFS), planning for savings of £4.5m per year and retaining reserves at the levels proposed in this report to retain the necessary financial resilience to be able to respond in all circumstances.

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 8 years (since 2011/12), the Isle of Wight Council has faced Government funding reductions of £47m 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 8 years of over £76m. This represents circa 40% of the Council's controllable spending.

Prior 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 2019/20 to 2021/22 (which was prepared in February 2018) was £16.5m.

The Budget Savings Requirement for 2019/20 amounts to £5.5m. 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 £5.5m of savings are characterised as follows:

Description of Saving	Savings	
Efficiency Savings (little or no reduction in Services)	£3.2m	59%
Additional Income	£2.0m	36%
Service Reduction	£0.3m	5%
Total	£5.5m	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 2.1% of net spending versus the average saving of 3.5% across all areas. This excludes additional funding for Children's Services of £0.7m which if included would result in an overall increase of 0.7%. Whilst the savings proposed for Adult Social Care are 3.1%, this is measured before the additional funding of £1.4m is passported, meaning that funding to Adult Social Care will reduce by 1%.

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 59% 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 (85%) to pay for priorities with 37% supporting an increase of 3% or more.

The alternative to the proposed Council Tax increase is to increase the overall Savings Requirement by a further £831,000 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 2019/20 and the associated level of Council Tax necessary to fund that Budget. The report also seeks approval to the Capital Programme for 2018/19 to 2023/24.

The report sets out the details of the continuing challenging financial climate facing the Council in 2019/20 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 2019/20

Scope of the Equality Impact Assessment

The Budget and Council Tax setting for 2019/20 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 £16.5m 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. A summary of the consultation results is contained within the report to Full Council on 27 February 2019.

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

Analysis and assessment

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

Since the £5.5m savings requirement was approved in February 2018, the Council has received the provisional Local Government Finance Settlement for 2019/20 which was broadly in line with the Council's forecasts. There is an additional £2.1m for Adults and children's Social Care but this is for 2019/20 only. The actual level of inflation for 2019/20 is £1.3m higher than had been originally forecast. This is principally due to the pay award being £0.3m higher than forecast, rising costs of Children's Social Care of £0.2m, RPI / CPI (upon which contracts and other costs are linked) estimated to cost an additional £0.2m plus the uplift in the National Living Wage of 4.9% (for provider services, especially in the independent care sector) has added a further cost burden of £0.6m. The Council had originally forecast that it would increase the level of Council Tax by just 1.99% for general purposes, a further increase in Council Tax of 1% (to 2.99%) would generate a further £831,000.

To avoid these additional cost pressures having a significant detrimental impact on the overall financial resilience of the Council in 2019/20 and also contributing towards an increase in the overall 3 year forecast budget deficit upon which savings are based, the Council will need to increase the Council Tax for general purposes by 2.99% to offset the overall increase in inflationary costs. The alternative would be to make further savings of £831,000 for every 1% reduction in Council Tax.

Given the extent of the Council's financial challenge to find £5.5m of savings, the upward inflationary pressure generally, the demographic pressures in Adult Social Care and the impact of the 4.9% increase in the National Living Wage on Care Services, it is proposed that the Council Tax be increased by 2.99% as set out in Appendix B of the report, representing 79p per week for a Band C tax payer (before any applicable discounts).

The basic referendum principle of a 3% increase in council tax has been confirmed by the Government.

The new medium term forecast takes account of the £5.5m savings being achieved in 2019/20, comprehensively revises the remaining £11m that was estimated to be required over the following 2 years and makes a forecast for the additional year 2022/23. It is now estimated that the savings required for the new 3 year period 2020/21 to 2022/23 will be £13.5m

The combination of responsible financial management and additional funding from the 75% Business Rate Retention Pilot scheme has enabled the council to maintain a smooth savings profile and to reduce the necessary savings in 2020/21 whilst keeping General Reserves at modest but necessary levels to support the proposed evenly phased £13.5m savings strategy over the next three years.

It is important to recognise that this forecast extends beyond the Comprehensive Spending Review planned for the coming year and the Fair Funding Review and the 75% Business Rate Retention Scheme due to be implemented in 2020/21. It also moves 2 years beyond these events making broad assumptions at the macroeconomic level pending any indicative information at the local level. Consequently, there remains a

significant level of uncertainty surrounding the £13.5m forecast deficit which could realistically vary between +/- £3m.

Budget Consultation

In formulating the budget 2019/20, the Administration set out a list of savings options in its report to the Cabinet on the 8th November 2018. This provided for an effective consultation period of 3 months over which time comments, proposals and alternative proposals have been invited. Response have been invited through a dedicated email address and also through meetings with representatives from Town and Parish Council's, the Business Community and the General Public. In addition, the Council published an online survey which ran from November to the 23rd January.

Email responses have been received from 24 residents alongside written submissions from Shanklin and Ventnor Town Councils and Northwood Parish Council. In general, the responses recognised the difficulties due to diminishing resources and increasing demand and were concerned about the impact of this on the most vulnerable in our society. Alternative means of generating income were suggested, but many commented that a balance needed to be maintained to ensure that increasing charges did not impact negatively on tourism and businesses.

Comments were also received around making better use of the voluntary and community sectors to provide or support more services and building on positive experiences around community provision of services such as libraries and public toilets.

There were 427 responses to the online survey. The main themes arising out of that survey are summarised below:

- 86% of respondents agreed that the council should charge for those services that users choose to utilise such as leisure centres, beach huts and harbours
- 85% of respondents voted for an increase in council tax to pay for priorities with 37% supporting an increase of 3% or more.
- Respondents prioritised increased spending in regeneration and business development which is similar to last year

Free form comments submitted as part of the online survey focused on parking with many suggestions about new charges, uniformity of charging across the island and opportunities to increase income. Equally, there were concerns about the impact of charges on local businesses and the economy. There was also a preference for increasing Council Tax or Business Rate income by increasing charges for holiday lets and second homes. Increasing investment in regeneration was a repeated suggestion as well as investing in new housing and converting empty properties. As in previous years, effective lobbying of central Government for additional funding was also a focus.

Feedback from Town and Parish Councils was consistent with the responses from the online survey.

The Budget was discussed with the Business Reference Group on 17 January 2019. The meeting was generally supportive of the approach being taken by the Council as set out in its MTFS with most discussion focussed on preparing for Brexit and investment into the Island economy

The open meeting on 30 January was attended by 15 members of the public. Discussions ranged between the importance of Social Care, Housing, investing in the Island and resolving any remaining issues with the floating bridge

The proposed Budget for 2019/20 has been prepared with both regard to the Budget Consultation exercise and the approved MTFS.

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.m plus a share of a £2.2m Growth & Productivity Fund for the Council through the participation in a 75% Business Rate Retention Pilot with Portsmouth City Council and Southampton City Council
- 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 no impact and in some cases there is 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 positive impact	Potentially		<p>Adult Social Care, Public Health & Housing Needs</p> <p>The indicative savings are achieved through a range of methods. This will include reduction in duplication, re-negotiation of contacts, 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 and where possible enabling clients to receive their care at home or in more independent provision such as supported living. 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 proposal to relating to charges for non-residential care is the full year effect of the decision made by Cabinet in February 2018 and regard should be had to the EIA which accompanied that report.</p> <p>It is important to note that no changes to a client's care package will be made without a review of their needs. Where after a review of client's needs, savings are not deemed to be achievable in full then contingency arrangements have been made. No clients will be in the position of having their eligible needs unmet.</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 the re-organisation of teams (e.g. the early intervention teams) that will improve co-ordination and overall resilience to the service but at a reduced cost.</p> <p>The provider of the Family Centre contract has confirmed that the 10% reduction in contract value will have no impact on service delivery, outcomes for children, young people and families as the reduction is being offset with other funding streams.</p> <p>The proposed removal of council subsidy to the careers service may have a negative effect if schools do not purchase the careers advice on behalf of their students. However, this is a school responsibility rather than a council responsibility and schools have the choice to provide the service in a way that best meets their students' needs. The reduction of council subsidy has been gradual to enable Schools to take on this responsibility since 2012, due to this gradual approach the provision of careers advice is now well embedded in schools and therefore the impact of the removal of the subsidy has been mitigated.</p>			<p>No Impact</p> <p>No Impact/ Potential Negative Impact</p>	

	<p>No Impact</p>		<p>Community Safety and Public Protection</p> <p>The majority of the savings arise from increased income for existing charges in Bereavement Services and the Registrars service (which are consistent with other local authorities). There is also one minor staffing reorganisation planned which will not adversely affect service levels.</p> <p>The proposed saving relating to the Fire Service relates to the contract for Personal Protective Equipment which has been secured in-house at a lower cost and has no impact on service levels</p> <p>Environment and Heritage</p> <p>The indicative savings arise entirely from increasing income from Leisure Centres, Shanklin Lift and Beach Huts</p> <p>Infrastructure and Transport</p> <p>The indicative savings arise from negotiated efficiencies in the Highways PFI Contract, designed to minimise the impact to the Highway network.</p> <p>Taking into consideration the results of the budget consultation and other representations from the community the majority of the initial parking proposals have been withdrawn pending a full review of parking across the Island. Some parking charges have been proposed relating to permit charges and the introduction of a £1 charge for parking in on-street chargeable areas and off-street car parks between 6pm and 8am</p> <p>Planning and Housing</p> <p>The indicative savings arise from increases in income from offering new services in relation to pre-planning advice and from license fees relating to houses in multiple occupation.</p>
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	<p>No Impact</p> <p>No Impact</p> <p>No Impact</p>		<p>Procurement, Projects, Forward Planning & Waste</p> <p>The indicative savings arise from identified efficiencies, increased income through the increased participation of the Green Waste collection service and the savings arising from reduced disposal costs due to the reduction in waste volumes that are currently being experienced.</p> <p>Regeneration and Business Development</p> <p>The saving arises from lease income achieved new property assets leased to a third party</p> <p>Resources</p> <p>The indicative savings in this area come from a variety of sources including identifying additional income from property leases and reduced costs from the termination of the lease at Enterprise House enabled by the more productive use of other council owned buildings.</p> <p>Other proposals relate to income that is already being achieved from commercial property investment in line with the council's approved commercial investment strategy and reduction in taxation relating to national insurance and VAT</p> <p>Other minor savings proposals relate to contract changes for Internal Audit arrangements, staff vacancy savings, income and efficiencies relating to training and learning and development activities</p>
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<p>Disability</p>	<p>Potential negative impact, no impact or positive impact</p>	<p>Potentially</p>	<p>Adult Social Care, Public Health & Housing Needs The indicative savings are achieved through a range of methods. This will include reduction in duplication, re-negotiation of contacts, 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 and where possible enabling clients to receive their care at home or in more independent provision such as supported living. 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 proposal to relating to charges for non-residential care is the full year effect of the decision made by Cabinet in February 2018 and regard should be had to the EIA which accompanied that report.</p> <p>It is important to note that no changes to a client's care package will be made without a review of their needs. Where after a review of client's needs, savings are not deemed to be achievable in full then contingency arrangements have been made. No clients will be in the position of not having their eligible needs met.</p> <p>Children's Services There is no impact from the majority of the indicative savings as the savings will be identified through removing unused posts or the re-organisation of teams (e.g. the early intervention teams) that will improve co-ordination and overall resilience to the service but at a reduced cost.</p> <p>The provider of the Family Centre contract has confirmed that the 10% reduction in contract value will have no impact on service delivery, outcomes for children, young people and families as the reduction is being offset with other funding streams.</p> <p>The proposed removal of council subsidy to the careers service may have a negative effect if schools do not purchase the careers advice on behalf</p>
<p>No Impact</p>	<p>No Impact/Potential</p>		

	<p>Negative Impact</p>		<p>of their students. However, this is a school responsibility rather than a council responsibility and schools have the choice to provide the service in a way that best meets their students' needs. The reduction of council subsidy has been gradual to enable Schools to take on this responsibility since 2012, due to this gradual approach the provision of careers advice is now well embedded in schools and therefore the impact of the removal of the subsidy has been mitigated.</p> <p>Community Safety and Public Protection</p> <p>The majority of the savings arise from increased income for existing charges in Bereavement Services and the Registrars service (which are consistent with other local authorities). There is also one minor staffing reorganisation planned which will not adversely affect service levels.</p> <p>The proposed saving relating to the Fire Service relates to the contract for Personal Protective Equipment which has been secured in-house at a lower cost and has no impact on service levels</p> <p>Environment and Heritage</p> <p>The indicative savings arise entirely from increasing income from Leisure Centres, Shanklin Lift and Beach Huts</p> <p>Infrastructure and Transport</p> <p>The indicative savings arise from negotiated efficiencies in the Highways PFI Contract, designed to minimise the impact to the Highway network.</p> <p>Taking into consideration the results of the budget consultation and other representations from the community the majority of the initial parking proposals have been withdrawn pending a full review of parking across the Island. Some parking charges have been proposed relating to permit charges and the introduction of a £1 charge for parking in on-street chargeable areas and off-street car parks between 6pm and 8am</p>
<p>No Impact</p>			
<p>No Impact</p>			
<p>No Impact</p>			

	<p>No Impact</p>			<p>Planning and Housing</p> <p>The indicative savings arise from increases in income from offering new services in relation to pre-planning advice and from license fees relating to houses in multiple occupation.</p> <p>Procurement, Projects, Forward Planning & Waste</p> <p>The indicative savings arise from identified efficiencies, increased income through the increased participation of the Green Waste collection service and the savings arising from reduced disposal costs due to the reduction in waste volumes that are currently being experienced.</p> <p>Regeneration and Business Development</p> <p>The saving arises from lease income achieved new property assets leased to a third party</p> <p>Resources</p> <p>The indicative savings in this area come from a variety of sources including identifying additional income from property leases and reduced costs from the termination of the lease at Enterprise House enabled by the more productive use of other council owned buildings.</p> <p>Other proposals relate to income that is already being achieved from commercial property investment in line with the council's approved commercial investment strategy and reduction in taxation relating to national insurance and VAT</p> <p>Other minor savings proposals relate to contract changes for Internal Audit arrangements, staff vacancy savings, income and efficiencies relating to training and learning and development activities</p>
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Gender Reassignment	No impact	No	<p>Adult Social Care, Public Health and Housing Needs No impact is identified against this protected characteristic.</p> <p>Children’s Services No impact is identified against this protected characteristic.</p> <p>Community Safety and Public Protection No impact is identified against this protected characteristic</p> <p>Environment & Heritage No impact is identified against this protected characteristic</p> <p>Infrastructure & Transport No impact is identified against this protected characteristic</p> <p>Planning & Housing Renewal No impact is identified against this protected characteristic</p> <p>Procurement, Projects, Forward Planning & Waste No impact is identified against this protected characteristic</p> <p>Regeneration and Business Development No impact is identified against this protected characteristic</p> <p>Resources No impact is identified against this protected characteristic</p>
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<p>Marriage & Civil Partnership</p>	<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>No Impact</p> <p>No Impact</p> <p>No Impact</p>	<p>No</p>	<p>N/A</p>	<p>Adult Social Care, Public Health and Housing Needs No impact is identified against this protected characteristic.</p> <p>Children’s Services No impact is identified against this protected characteristic.</p> <p>Community Safety and Public Protection No impact is identified against this protected characteristic</p> <p>Environment & Heritage No impact is identified against this protected characteristic</p> <p>Infrastructure & Transport No impact is identified against this protected characteristic</p> <p>Planning & Housing Renewal No impact is identified against this protected characteristic</p> <p>Procurement, Projects, Forward Planning & Waste No impact is identified against this protected characteristic</p> <p>Regeneration and Business Development No impact is identified against this protected characteristic</p> <p>Resources No impact is identified against this protected characteristic</p>
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Pregnancy & Maternity	No Impact	No	N/A	<p>Adult Social Care, Public Health and Housing Needs No impact is identified against this protected characteristic.</p> <p>Children's Services No impact is identified against this protected characteristic.</p> <p>Community Safety and Public Protection No impact is identified against this protected characteristic</p> <p>Environment & Heritage No impact is identified against this protected characteristic</p> <p>Infrastructure & Transport No impact is identified against this protected characteristic</p> <p>Planning & Housing Renewal No impact is identified against this protected characteristic</p> <p>Procurement, Projects, Forward Planning & Waste No impact is identified against this protected characteristic</p> <p>Regeneration and Business Development No impact is identified against this protected characteristic</p> <p>Resources No impact is identified against this protected characteristic</p>
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Race	No Impact	No	N/A	<p>Adult Social Care, Public Health and Housing Needs No impact is identified against this protected characteristic.</p> <p>Children's Services No impact is identified against this protected characteristic.</p> <p>Community Safety and Public Protection No impact is identified against this protected characteristic</p> <p>Environment & Heritage No impact is identified against this protected characteristic</p> <p>Infrastructure & Transport No impact is identified against this protected characteristic</p> <p>Planning & Housing Renewal No impact is identified against this protected characteristic</p> <p>Procurement, Projects, Forward Planning & Waste No impact is identified against this protected characteristic</p> <p>Regeneration and Business Development No impact is identified against this protected characteristic</p> <p>Resources No impact is identified against this protected characteristic</p>
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Religion/Belief	No Impact	No	N/A	<p>Adult Social Care, Public Health and Housing Needs No impact is identified against this protected characteristic.</p> <p>Children’s Services No impact is identified against this protected characteristic.</p> <p>Community Safety and Public Protection No impact is identified against this protected characteristic</p> <p>Environment & Heritage No impact is identified against this protected characteristic</p> <p>Infrastructure & Transport No impact is identified against this protected characteristic</p> <p>Planning & Housing Renewal No impact is identified against this protected characteristic</p> <p>Procurement, Projects, Forward Planning & Waste No impact is identified against this protected characteristic</p> <p>Regeneration and Business Development No impact is identified against this protected characteristic</p> <p>Resources No impact is identified against this protected characteristic</p>
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Sexual Orientation	No Impact	No	N/A	<p>Adult Social Care, Public Health and Housing Needs No impact is identified against this protected characteristic.</p> <p>Children's Services No impact is identified against this protected characteristic.</p> <p>Community Safety and Public Protection No impact is identified against this protected characteristic</p> <p>Environment & Heritage No impact is identified against this protected characteristic</p> <p>Infrastructure & Transport No impact is identified against this protected characteristic</p> <p>Planning & Housing Renewal No impact is identified against this protected characteristic</p> <p>Procurement, Projects, Forward Planning & Waste No impact is identified against this protected characteristic</p> <p>Regeneration and Business Development No impact is identified against this protected characteristic</p> <p>Resources No impact is identified against this protected characteristic</p>
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Summary	
Date of Assessment:	February 2019
Signed off by Head of Service/Director	Chris Ward