

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Directors
Directorate:	Council wide
Date of Completion:	February 2020

Name of Policy/Strategy/Service/Function Proposal

Budget and Council Tax setting 2020/2021 and Future Years Forecasts

The Aims, Objectives and Expected Outcomes:

The revenue and capital budget and council tax for 2020/2021 will be set at the Council meeting on 26 February 2020.

The proposals within the Budget report recommend a Budget for 2020/2021 that provides for £4.5m of savings, a Council Tax increase of 3.99% (2% of which is raised specifically to be passported to Adult Social Care). In addition the future savings requirements have been revised downwards to £3.5m per annum (from £4.5m per annum previously) for the three year period commencing 2021/22 but are predicated on maintaining General Reserves above £10m over that period. There remains considerable funding uncertainty from 2021/22 due to a comprehensive overhaul of the Local Government funding system known as the "Fair Funding Review", it 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 and re-distributing that growth nationally according to relative need (rather than where it was generated). For these reasons, the Council's future forecast deficits could reasonably be expected to vary between +/- £4m.

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 £3.5m per year, retaining reserves at the levels proposed in this report so as to retain the necessary financial resilience to be able to respond in all circumstances.

The proposals also seek to remedy the financial stress being experienced in both Adults and Children's Social Care, providing a sound financial base as the Council moves into a very uncertain period for Local Government funding from 2021/22 onwards.

Over the past 9 years since 2011/12 Government funding reductions and the need to accommodate other inflationary and unavoidable cost pressures has seen the council make savings of £82m. This represents over 40% of the council's controllable spend)

For 2020/21 efficiency savings account for 57% of the proposed savings, with 36% relating to additional income and 7% service reduction measures.

The report sets out the details of the continuing challenging financial climate facing the Council in 2020/2021 and beyond and the consequential budget deficits that result.

The 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 Service to determine these and in doing so 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 2020/21.

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 took place between the 5 November 2019 and 6 December 2019. 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 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.

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.

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.

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.

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, information provided by services and the budget information	
Head of Service Sign off:	Chris Ward
Advice sought from Legal Services (Name)	Justin Thorne
Date	February 2020

A signed version is to be kept by your team and also an electronic version should be published on the council's website (follow the link from the EIA page on the intranet)

Stage 2 Full Equality Impact Assessment

Assessor(s)Name(s):	Directors
Directorate:	Council wide
Date of Completion:	February 2020

Name of Policy/Strategy/Service/Function Proposal

Budget and Council Tax Setting 2020/2021 and Future Years Forecasts

The Aims, Objectives and Expected Outcomes:

The revenue and capital budget and council tax for 2020/2021 will be set at the Council meeting on 26 February 2020.

The proposals within the Budget report recommend a Budget for 2020/2021 that provides for £4.5m of savings, a Council Tax increase of 3.99% (2% of which is raised specifically to be passported to Adult Social Care). In addition the future savings requirements have been revised downwards to £3.5m per annum (from £4.5m per annum previously) for the three year period commencing 2021/22 but are predicated on maintaining General Reserves above £10m over that period. There remains considerable funding uncertainty from 2021/22 due to a comprehensive overhaul of the Local Government funding system known as the "Fair Funding Review", it 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 and re-distributing that growth nationally according to relative need (rather than where it was generated). For these reasons, the Council's future forecast deficits could reasonably be expected to vary between +/- £4m.

During this unprecedented level of uncertainty, it is imperative that the Council continues to plan for savings of £3.5m per year, retaining reserves at the levels proposed in this report so as to retain the necessary financial resilience to be able to respond in all circumstances.

The proposals also seek to remedy the financial stress being experienced in both Adults and Children's Social Care, providing a sound financial base as the Council moves into a very uncertain period for Local Government funding from 2021/22 onwards.

Over the past 9 years since 2011/12 Government funding reductions and the need to accommodate other inflationary and unavoidable cost pressures has seen the council make savings of £82m. This represents over 40% of the council's controllable spend)

For 2020/21 efficiency savings account for 57% of the proposed savings, with 36% relating to additional income and 7% service reduction measures.

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 56% of the Council's controllable budget and these services have historically been protected.

The alternative to the proposed Council Tax increase is to increase the overall savings requirement by a further £861k for each 1% reduction in Council Tax.

The report sets out the details of the continuing challenging financial climate facing the Council in 2020/2021 and beyond and the consequential budget deficits that result.

The 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 Service to determine these and in doing so 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 2020/2021.

Scope of the Equality Impact Assessment

The Budget and Council Tax setting for 2020/2021 covers all the activities and services that the council is responsible for.

The outcome from the budget consultation survey has been considered by the Administration in setting out their Revenue Budget, Council Tax and Capital Investment proposals. A summary of the consultation results is contained with the report to Full Council on 26 February 2020

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

Analysis and assessment

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

Since the £4.5m savings requirement was approved in February 2019, the Council has received the provisional Local Government Finance Settlement for 2020/21 which was broadly in line with the Council's forecasts. With two main exceptions:

- i) Additional funding announced for Social Care (see below)
- ii) The delay to the Fair Funding Review upon which the Council's forecasts had anticipated an increase in funding of £1.5m

Social Care:

The additional funding available for Social Care is:

- An increase in the Social Care Grant (for both Adult Social Care and Children's Social Care) of £3m but announced for 2020/21 only and taking the total grant now to £4.3m
- The flexibility to increase the Adult Social Care Precept by a further 2% (amounting to £1.7m and passporting it direct to Adult Social Care)

This additional funding is expected to bring financial stability to the budgets for both Adults and Children's Social Care, at least for 2020/21. It will help to remove the underlying budget deficits in Children's Social Care whilst also contributing to the financial challenges in Adult Social Care arising from demographic pressures generally, as well as the 6.2% uplift in National Living Wage which affects the care sector in particular.

Whilst the Conservative manifesto has confirmed that the Social Care Grant funding will continue through the life of the parliament, it is not clear whether this is new funding to the Local Government System as a whole or whether it is to be funded from within the system via a re-direction from the Business Rate Growth that is currently being enjoyed by Local Authorities.

Should the Social Care funding be funded from by a re-direction of Business Rate Growth, it will not take effect until the financial year 2021/22. So whilst next financial year is protected, the increased grant funding allocated to Social Care will continue but will be offset by reducing general funding which is used to fund other Council Services. At a sum of £4.3m, this remains a critical uncertainty for the Council's future forecast savings requirements.

Fair Funding Review:

Government had originally announced that the Fair Funding review would be implemented for the financial year 2020/21 and Government consultations have indicated that it would take account of the unique cost pressures associated with providing Council Services on the Island. This is expected to be recognised through a "remoteness" factor which will be applied to the formulae for the majority of key services provided. On that basis, the Council's forecasts had included an increase in Government funding of £1.5m. Whilst this is less than the additional costs estimated by the research undertaken by Portsmouth University of £6.4m, a balanced estimate of £1.5m was assumed on the basis that any increase will be phased in over time (under "damping arrangements") and that there are very large number of other factors being considered under the Fair Funding review that could impact positively or

negatively on the overall funding allocation to the Council.

The implementation of the Fair Funding Review has now been delayed to 2021/22 and whilst it is still anticipated that there will be a favourable outcome for the Council, it has caused a shortfall of £1.5m for the coming financial year. This shortfall has been addressed within the proposals for the Budget 2020/21; some through "one off" factors such as a surplus on the Collection Fund of £0.6m and other continuing improvements such as a £0.3m increase in the Council Tax Base (i.e. number of properties subject to Council Tax) plus other smaller variations.

The Provisional Local Government Finance Settlement for 2020/21 confirmed a Council Tax increase limit for general purposes (i.e. referendum threshold) of 2%, being broadly in line with inflation. Any increase beyond the 2% threshold can only be implemented following a "Yes" vote in a local referendum.

The actual level of inflation for the Council in 2020/21, taking into account price rises that the Council is exposed to, significantly exceeds the level of increase allowed in the Council Tax. The Council's estimated inflation is exposed to the 6.2% uplift in the National Living Wage (affecting the care sector in particular) and a 2.4% increase in contracts linked to the Retail Price Index.

The additional flexibility to apply a Council Tax increase for the Adult Social Care Precept has been provided in recognition of the extreme cost pressures facing Adult Social Care. For this Council, that includes but is not limited to, the increasing numbers of clients that can no longer afford to fund their own care and which subsequently falls on the Council to fund, the increase in the National Living Wage (which has increased by 6.2% and affects the Council's contracts with Care Providers for Adults) as well as the general demographic pressures of an aging and "living longer" population.

Given the extraordinary upward inflationary pressures on the Council more generally (and including the 6.2% increase in the National Living Wage on Care Services), the cost pressures in Adult Social Care and having due regard to the results of the Budget Consultation, it is proposed that:

- i) The Council Tax for General Purposes be increased by 1.99% for 2020/21, representing 54p per week for a Band C tax payer and yielding £1.7m
- ii) Adult Social Care precept be increased by 2.0% for 2020/21, representing 55p per week for a Band C tax payer and yielding £1.7m to be passported direct to Adult Social Care.

Setting an Adult Social Care precept at a lower sum will inevitably result in additional service reductions to Adult Social Care services in 2020/21, this decision therefore will be critical for Adult Social Care services and the wider health system on the Island.

The Council could elect not to increase the level of Council tax by 3.99% but if it chose to do so would need to identify additional savings over and above the £4.5m savings approved by the Council in February 2019. For every 1% reduction in Council Tax, additional savings of £861,000 will be required.

It is now estimated that the savings required for the 3 year period 2021/2022 – 2023/2024 will be. £10.5m

Due to the delay in the Fair Funding Review and the new system for retaining future Business Rate growth / loss which will be implemented,(taking away all existing growth and re-distributing that growth nationally according to relative need rather than where it was generated) there remains a significant level of uncertainty surrounding the forecast deficit which would realistically vary between +/- £4m

Budget Consultation

The Council published its budget consultation survey on 5 November 2019 and closed on 6 December 2019 with 347 responses. A summary of the results is set out below and has been considered by the Administration in setting out their Revenue Budget, Council Tax and Capital Investment proposals:

- ❖ Fees & Charges:
 - 75% either agree or strongly agree that fees and charges should be made for services that users have a choice of whether to use or not. Leisure and parking services were the most frequently made suggestions for charging.
- ❖ Council Tax Increase for General Purposes:
 - 70% of respondents opted for an increase of 1%, 2% or more than 2%. 30% of respondents would like to see no increase in Council Tax and instead opting for further Council cuts.
- ❖ Adult Social Care Precept:
 - 41% of respondents said that they would be prepared to pay an extra 2% in Council Tax for Adult Social Care with 59% saying they would not
- ❖ Spending priorities generally:
 - Schools, education and skills was the highest priority for spending with Adult Social Care coming a close second. Children's Social Care was also identified as a priority as well as Public Health, Community Safety and Public Protection.
- ❖ Services provided by town and parish council, local community groups and the voluntary sector:
 - 51% of respondents agreed or strongly agreed that some services should be provided locally and the most popular suggestions were around public realm including parks and gardens, roads, drains, street and beach cleaning, rights of way and countryside management.
- ❖ Council owned profit making trading companies:
 - 42% of respondents disagreed or strongly disagreed with councils setting up trading companies whilst 39% agreed or strongly agreed. Those that agreed suggested services such as transport including ferries, buses, roads and bridges, leisure services (such as leisure centres, harbours, libraries and museums) and social care homes could be provided in this way.
- ❖ Providing services in partnership:

- 57% of respondents agreed or strongly agreed with services being provided in partnership with other local authorities highlighting the "back office" in particular as a suitable shared function.

❖ Capital investment:

- When asked to identify 3 areas where the council should invest, regeneration, transport and supporting people to stay in their own homes were the most popular options. Specific schemes identified by respondents included a fixed link to the mainland and an alternative connection to East Cowes.

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 review of local government finance.

An increase in Council Tax of 1.99% for General Purposes avoids further cuts to essential services to residents and improves the funding base for the future. A further increase of 2% for Adult Social Care will help to fund the extreme cost pressures facing Adult Social Care as previously outlined above

- 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.
- Maximise 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 negative impact. In many cases there is no impact and in some cases there is potential for positive impact.

It is important to note that the Council's responsibility is set to 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 the 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, Public Health and Housing Needs</p> <p>The indicative savings are achieved through a range of methods.</p> <p>This will include reduction in duplication, re-negotiation of contracts, service re-design, ensuring clients receive care and support according to their assessed needs – ensuring that what is commissioned for clients reflects their assessed need and is based on measurable outcomes and where possible enabling clients to receive care and support at home or in more independent provision, such as supported or other accommodation. To continue the ongoing programme of structured reviews to ensuring 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 to those that have assessed needs.</p> <p>Indicative savings provide the opportunity to support individuals to take control and to promote choice. This has the potential to improve the opportunity for equality across all protected characteristics.</p> <p>Income opportunities from growing activity in the tech enabled care market.</p>

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	No Impact	Potentially		<p>Children's Services Indicative savings arise from a review of Home to School Transport contracts to include optimising routes and services and contracting fewer vehicles and efficiencies from the children's services transformation programme.</p> <p>Procurement, Projects, Forward Planning & Waste The indicative savings arise from identified efficiencies and increased income through increased participation in the Green Waste collection service and fees and charges for waste management.</p> <p>Planning and Housing The indicative savings arise from increase in income from offering new services in relation to planning advice and from income and review of contracts in relation to housing renewal.</p> <p>Some potential saving from a review of housing renewal resources linked to a review of regulatory services.</p> <p>Actions to address any potential negative impact will be addressed through the review of resource allocation to ensure that resources are allocated to priority areas.</p> <p>Regeneration and Business Development The savings arise from lease income achieved and lease arrangements with third parties.</p> <p>Resources The indicative savings in this area com from a variety of sources including identifying income from property leases and reduced costs from the termination of the lease at Enterprise</p>
	No Impact			
	No Impact			
	Potential negative impact, no impact or positive impact			
	No Impact			
	No Impact			

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	<p>Potential negative impact, no impact or positive impact No Impact</p> <p>No Impact</p>	Potentially		<p>House.</p> <p>Other proposals relate to a full review of all council property rentals, lower cost Treasury Management activities due to lower cost long term borrowing taken during 2019/20 and the ability to replace council funding of some Adult Social Care pressures due to the new Social Care grant being provided by Government for 2020/21</p> <p>Other minor savings proposals relate to ICT contract changes; vacancy management and income and efficiencies relating to training, learning and development, enforcement fees, and trading activities with schools.</p> <p>Community Safety and Public Protection Indicative savings arise from a reduction in postal spend which has the potential to limit accessibility of information provided by the service. This will be mitigated by ensuring that paper copies of information/guidance will be made available on request. Other minor savings from efficiencies within the service.</p> <p>Vacancy management will provide limited savings and service review will require further consultation with staff and unions.</p> <p>Environment and Heritage The indicative savings arise from staffing reviews and vacancy management and review of grounds maintenance contracts; income from leisure services, Newport harbour and commercial services; efficiency savings from heritage and library services. Staffing reviews will be subject to further consultation with staff and unions.</p>

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	No Impact			<p>Infrastructure and Transport</p> <p>The indicative savings arise from additional car park and permit income which have included both a review of current charges and the introduction of new parking charge areas.</p> <p>Staff parking arrangements will be subject to further consultation with both staff and unions.</p> <p>The introduction of new parking charges will require a Parking Places Order and accordingly will be subject to a statutory consultation period and a specific EIA</p>
Disability	Potential negative impact, no impact of positive impact	Potentially		<p>Adult Social Care, Public Health and Housing Needs</p> <p>The indicative savings are achieved through a range of methods.</p> <p>This will include reduction in duplication, re-negotiation of contracts, service re-design, ensuring clients receive care and support according to their assessed needs – ensuring that what is commissioned for clients reflects their assessed need and is based on measurable outcomes and where possible enabling clients to receive care and support at home or in more independent provision, such as supported or other accommodation. To continue the ongoing programme of structured reviews to ensuring 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 to those that</p>

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Gender Reassignment	<p>No Impact</p> <p>No Impact</p> <p>No Impact</p> <p>No Impact</p>			<p>Adult Social Care, Public Health & 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>Procurement, Projects, Forward Planning & Waste No impact is identified against this protected characteristic.</p> <p>Planning and Housing No impact is identified against this protected characteristic.</p>

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Marriage & Civil Partnership	<p>No Impact</p> <p>No Impact</p> <p>No Impact</p> <p>No Impact</p>			<p>Adult Social Care, Public Health & 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>Procurement, Projects, Forward Planning & Waste No impact is identified against this protected characteristic.</p> <p>Planning and Housing No impact is identified against this protected characteristic.</p>

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	<p>No Impact</p> <p>No Impact</p> <p>No Impact</p> <p>No Impact</p> <p>No Impact</p>			<p>Regeneration and Business Development No impact is identified against this protected characteristic.</p> <p>Resources 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 and Heritage No impact is identified against this protected characteristic.</p> <p>Infrastructure and Transport No impact is identified against this protected characteristic.</p> <p>The introduction of new parking charges will require a Parking Places Order and accordingly will be subject to a statutory consultation period and a specific EIA</p>
Pregnancy & Maternity	<p>No Impact</p> <p>No Impact</p> <p>No Impact</p> <p>No Impact</p> <p>No Impact</p>			<p>Adult Social Care, Public Health & 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>Procurement, Projects, Forward Planning & Waste No impact is identified against this protected characteristic.</p> <p>Planning and Housing No impact is identified against this protected characteristic.</p> <p>Regeneration and Business Development</p>

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	<p>No Impact</p> <p>No Impact</p> <p>No Impact</p> <p>No Impact</p>			<p>No impact is identified against this protected characteristic.</p> <p>Resources 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 and Heritage No impact is identified against this protected characteristic.</p> <p>Infrastructure and Transport No impact is identified against this protected characteristic.</p> <p>The introduction of new parking charges will require a Parking Places Order and accordingly will be subject to a statutory consultation period and a specific EIA</p>
Race	<p>No Impact</p> <p>No Impact</p> <p>No Impact</p> <p>No Impact</p> <p>No Impact</p>			<p>Adult Social Care, Public Health & 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>Procurement, Projects, Forward Planning & Waste No impact is identified against this protected characteristic.</p> <p>Planning and Housing No impact is identified against this protected characteristic.</p> <p>Regeneration and Business Development No impact is identified against this protected characteristic.</p>

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	<p>No Impact</p> <p>No Impact</p> <p>No Impact</p> <p>No Impact</p>			<p>Resources 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 and Heritage No impact is identified against this protected characteristic.</p> <p>Infrastructure and Transport No impact is identified against this protected characteristic.</p> <p>The introduction of new parking charges will require a Parking Places Order and accordingly will be subject to a statutory consultation period and a specific EIA</p>
Religion / Belief	<p>No Impact</p> <p>No Impact</p> <p>No Impact</p> <p>No Impact</p> <p>No Impact</p>			<p>Adult Social Care, Public Health & 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>Procurement, Projects, Forward Planning & Waste No impact is identified against this protected characteristic.</p> <p>Planning and Housing No impact is identified against this protected characteristic.</p> <p>Regeneration and Business Development No impact is identified against this protected characteristic.</p>

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	No Impact No Impact No Impact No Impact			<p>Resources 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 and Heritage No impact is identified against this protected characteristic.</p> <p>Infrastructure and Transport No impact is identified against this protected characteristic.</p> <p>The introduction of new parking charges will require a Parking Places Order and accordingly will be subject to a statutory consultation period and a specific EIA</p>
Sex (male or female)	No Impact No Impact No Impact No Impact No Impact			<p>Adult Social Care, Public Health & 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>Procurement, Projects, Forward Planning & Waste No impact is identified against this protected characteristic.</p> <p>Planning and Housing 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</p>

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	<p>No Impact</p> <p>No Impact</p> <p>No Impact</p>			<p>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 and Heritage No impact is identified against this protected characteristic.</p> <p>Infrastructure and Transport No impact is identified against this protected characteristic.</p> <p>The introduction of new parking charges will require a Parking Places Order and accordingly will be subject to a statutory consultation period and a specific EIA</p>
Sexual Orientation	<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>Adult Social Care, Public Health & 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>Procurement, Projects, Forward Planning & Waste No impact is identified against this protected characteristic.</p> <p>Planning and Housing 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>No Impact</p> <p>No Impact</p> <p>No Impact</p>			<p>Community Safety and Public Protection No impact is identified against this protected characteristic.</p> <p>Environment and Heritage No impact is identified against this protected characteristic.</p> <p>Infrastructure and Transport No impact is identified against this protected characteristic.</p> <p>The introduction of new parking charges will require a Parking Places Order and accordingly will be subject to a statutory consultation period and a specific EIA</p>
HR & workforce issues				<p>Adult Social Care, Public Health & Housing Needs No impact is identified.</p> <p>Children's Services No impact is identified.</p> <p>Procurement, Projects, Forward Planning & Waste No impact is identified.</p> <p>Planning and Housing Staffing review in housing renewal will require consultation with staff and unions.</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>Community Safety and Public Protection Regulatory Services staffing review will require consultation with staff and unions.</p> <p>Environment and Heritage Library and Heritage staffing review will require consultation with staff and unions.</p> <p>Infrastructure and Transport Review of staff parking permit charging will require consultation with staff and unions.</p>
Human Rights implications if relevant				<p>Adult Social Care, Public Health & Housing Needs No impact is identified.</p> <p>Children's Services No impact is identified.</p> <p>Procurement, Projects, Forward Planning & Waste No impact is identified.</p> <p>Planning and Housing No impact is identified.</p> <p>Regeneration and Business Development No impact is identified.</p> <p>Resources No impact is identified.</p> <p>Community Safety and Public Protection</p>

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
				<p>No impact is identified.</p> <p>Environment and Heritage No impact is identified.</p> <p>Infrastructure and Transport No impact is identified.</p>

Summary**Date of Assessment:**

February 2020

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

Chris Ward