

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Chris Ward / Kerry Hubbleday
Directorate:	Council wide
Date of Completion:	February 2021

Name of Policy/Strategy/Service/Function Proposal

Budget and Council Tax setting 2021/2022 and Future Years Forecasts

The Aims, Objectives and Expected Outcomes:

The revenue and capital budget and council tax for 2021/2022 will be set at the Council meeting on 24 February 2021.

The proposals within the Budget report recommend a Budget for 2021/2022 that provides for the full financial impact of the COVID-19 Pandemic in the current year and its expected ongoing legacy over the next 3 years, £3.5m of savings, a Council Tax increase of 4.99% (3% of which is raised specifically to be passported to Adult Social Care, additional funding for Adult Social Care and Children's Services of £6m in total, being far in excess of the funding provided by the Adult Social Care precept and additional Social Care grant from Central Government (£3.4m combined). In addition the future savings requirements have been revised downwards to £3m per annum (from £3.5m per annum previously) for the three year period commencing 2022/23 but are predicated on maintaining General Reserves above £8m over that period.

There remains considerable funding uncertainty from 2022/23 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 +/- £3m.

During this unprecedented level of uncertainty, it is imperative that the Council continues to plan for savings of £3.0m per year in the future, retaining the COVID-19 funding and General 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 2022/23 onwards.

The Council has been required to make £86m in savings and efficiencies (representing over 40% of controllable spending) over the past 10 years in order to balance the Budget, ensuring that spending remains in line with income and funding levels.

In following the Medium Term Financial Strategy (MTFS), the Administration have proposed savings in previous years which have further financial savings benefits in later years. Many of the savings proposals put forward last year provide additional savings in the forthcoming year, known as the "full year effect". The extent of the "full year effect" is £1.7m and therefore just £1.8m of new savings are proposed for 2021/22. As in previous years, the Administration's savings proposals are focused on an "Avoidance to Cuts" approach in line with the MTFS. For 2021/22, 89% of all savings proposed are planned from Efficiency Savings and Additional Income with Service Reduction measures amounting to just 11%

The COVID-19 pandemic has a significant impact on the budget proposals in both the Revised Budget for the current year, the Budget for 2021/22 and the future years' forecasts. Some of the financial impacts of the pandemic are expected to be short term in nature (1 to 2 years) but others are expected to endure through the longer term. Excluding Business Rate reliefs which are fully recompensed by Government, the cost of responding to the COVID pandemic in the current year is expected to amount to £18.7m with associated Government funding of £17.5m (gap of £1.2m). The council has set aside Deficit Recovery Strategy funding of £11.5m, therefore if the current estimated gap remains at £1.2m at year end there will be £10.3m remaining to fund COVID costs for the following 3 years. Added to this will be a further COVID government grant of £3.9m in 2021/22 to create a COVID fund of £14.2m

The EIA provides an assessment of the impact of the new indicative savings set out in Appendix 3 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 2021/22.

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 30 November 2020 and 25 January 2021 with 501 responses. 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.
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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 2021

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):	Chris Ward / Kerry Hubbleday
Directorate:	Council wide
Date of Completion:	February 2021

Name of Policy/Strategy/Service/Function Proposal

Budget and Council Tax Setting 2021/2022 and Future Years Forecasts

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There remains considerable funding uncertainty from 2022/23 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 +/- £3m.

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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 2022/23 onwards.

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Please delete as appropriate:

This is a proposal for the budget and council tax setting for 2021/2022.

Scope of the Equality Impact Assessment

The Budget and Council Tax setting for 2021/2022 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 24 February 2021.

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.

In overall terms the provisional Local Government Settlement for the Council provides for the following:

- A 1 year Settlement only, pending the forthcoming Comprehensive Spending Review
- A 1 year delay to the comprehensive overhaul of the Local Government funding system including the Fair Funding Review and the Business Rate Retention Scheme, for which the Council had been relying on an additional £2.5m of funding within its forecasts (see below)
- A general increase in Government funding of 0.55%, in line with the Consumer Price index for September 2020
- A "one-off" Lower Tier Services grant - £0.2m
- New Homes Bonus Grant of £0.5m (£0.2m reduction)
- An increase in the Social Care Grant (to be distributed to both Adult Social Care and Children's Services) - £0.8m
- Cash flat allocation of the Improved Better Care Fund (including Winter Pressures Funding) for Adult Social Care
- Council Tax increase thresholds of:
 - 2.0% for General Purposes (amounting to £1.7m)
 - 3.0% for Adult Social Care (amounting to £2.6m)
 - 2.0% for Fire & Rescue Authorities
 - £15 for Police and Crime Commissioners
- COVID-19 Support as follows:
 - Emergency COVID-19 Grant - £3.9m
 - Continuation for the first 3 months of the year of the Sales, Fees & Charges compensation Scheme (funding circa. 70% of lost income streams excluding commercial property)
 - A Local Council Tax Support Grant (to compensate for rises in claimant demand and reduced Council Tax income) - £1.4m

There is a significant "funding gap" between Adult Social Care and Children's Services unavoidable costs of £6m and the funding available of £3.4m (i.e. 3% Council Tax of £2.6m plus additional Social Care Grant of £0.8m). Even the general 1.99% Council Tax increase amounting to £1.7m intended for all Services is insufficient to cover the "gap"

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. This has now been delayed by 2 years to 2022/23. The Council's forecasts had included an increase in Government funding of £2.5m in this respect. Whilst this is less than the additional costs estimated by the research undertaken by Portsmouth University of £6.4m (at 2015/16 prices), a balanced estimate of £2.5m 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 2022/23 and whilst it is still anticipated that there will be a favourable outcome for the Council, it has caused a shortfall for the coming financial year. This shortfall has been addressed within the proposals for the Budget 2021/22 and future forecasts, largely by removing planned future funding for new capital

Based on the Provisional Local Government Finance Settlement and a comprehensive review of all other estimates of funding, income and expenditure for 2021/22 and the following 3 years, the approved savings requirement for 2021/22 of £3.5m remains prudent but only on the basis of the Council Tax proposals set out within this report. Given what is known, or reasonably expected, regarding future funding and given future uncertainties, a savings requirement of less than £3.5m for 2021/22 would not be prudent.

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 2.2% and affects the Council's contracts with Care Providers for Adults), the additional clients that have entered residential care as a direct consequence of COVID-19 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 2.2% increase in the National Living Wage on Care Services), the cost pressures in Adult Social Care and Children's Services 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 2021/22, representing 55p per week for a Band C tax payer and yielding £1.7m
- ii) Adult Social Care precept be increased by 3.0% for 2021/22, representing 82p per week for a Band C tax payer and yielding £2.6m 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 2021/22, this decision will therefore 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 4.99% but if it chose to do so would need to identify additional savings over and above the £3.5m savings approved by the Council in February 2020. For every 1% reduction in Council Tax, additional savings of £852,900 will be required.

It is now estimated that the savings required for the 3 year period 2022/2023 – 2024/2025 will be £9m.

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 +/- £3m

Budget Consultation

The Council published its budget consultation survey on 30 November 2020 and closed on 25 January 2021 with 501 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:
 - 70% 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, Harbours and Beach Huts were the most frequently made suggestions for charging. 67% of respondents preferred increasing fees and charges to making further savings.
- ❖ Council Tax Increase for General Purposes:
 - 67% of respondents opted for an increase of 1%, 2% or more than 2%. 33% of respondents would like to see no increase in Council Tax and instead opting for further Council cuts.
- ❖ Adult Social Care Precept:
 - 39% of respondents said that they would be prepared to pay an extra 2% in Council Tax for Adult Social Care with 61% 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 Services was also identified as a priority as well as Public Health, Community Safety and Public Protection.
- ❖ 79% of respondents agreed that the council should reduce financial support to individuals or organisations unless they are able to demonstrate genuine hardship.
- ❖ Services provided by town and parish council, local community groups and the voluntary sector:

- 59% of respondents agreed or strongly agreed that some services should be provided locally and the most popular suggestions were beach and street cleaning, public toilets, car parking and grass cutting
- ❖ Council owned profit making trading companies:
 - 44% of respondents disagreed or strongly disagreed with councils setting up trading companies whilst 31% agreed or strongly agreed. Those that agreed suggested services such as Housing could be provided in this way.
- ❖ Providing services in partnership:
 - 39% of respondents agreed or strongly agreed with services being provided in partnership with other local authorities highlighting Adult Social Care, Children's Services, Health, Highways and Housing.
- ❖ Capital investment:
 - When asked to identify 3 areas where the council should invest; regeneration, improvements to the public realm and supporting people to stay in their own homes were the most popular options.

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

- It provides a COVID-19 Fund expected to be sufficient to cover the financial impact of the pandemic over the next 3 years, providing financial resilience through an uncertain period and therefore a good degree of confidence in the sustainability of essential Council Services
- It provides £6m of additional funding for Adult Social Care and Children's Services, bringing financial stability to those essential services at a critical time
- It provides for a "smoothing" of savings over a planned period enabling the Council to maximise its operational capacity to implement initiatives aimed at increasing income / funding and reducing costs and providing time for "alternative to cuts" initiatives to take effect
- It reduces the overall Savings Requirements for future years from £3.5m per annum to £3.0m per annum
- Maintains the overall financial resilience of the Council at a time of unprecedented uncertainty in terms of both cost and funding, enabling the Council to guard against more immediate and deeper savings
- Provides for a balanced budget once the Council's £7m per annum saving on debt repayments comes to an end in 2022/23
- An increase in Council Tax of 4.99% avoids further cuts to essential services to residents and improves the funding base for the future

- Ensures that sufficient funding is available to enable, or "pump prime" Spend to Save (Revenue) and Invest to Save (Capital) schemes as one of the primary vehicles to address future savings requirements
- Provides for the £0.6m transfer of General Reserves to the new Combined Fire Authority

Provides £2m additional funding from the Revenue Budget to the Capital Programme enabling a total capital investment of £56.1m (helping to lever in £46.5m of external funding) to meet the Council's statutory responsibilities, protect homes, employment and the environment more generally as well as supporting new regeneration.

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 3 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.

Future decisions to make service specific savings will consider the councils PSED duties in more detail at the relevant time, including the potential need to consult, and where appropriate a full EIA will be completed and accompany the decision report/record. Equally, if a Portfolio Holder alters, amends or substitutes any of the indicative saving proposals set out in Appendix 3 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>Including efficiencies from taking advantage of technology enhanced during the pandemic to enable staff to hold remote meetings rather than travelling to the mainland.</p> <p>Income opportunities from growing activity in the tech enabled care market will also be developed which in turn will help people to live more independently on return home from temporary residential stays at the council's internal provider services and will also enable the wider public to buy equipment to maintain independence from the Community equipment Store which will offer an expanded commercial service. This has the potential to improve the opportunity for equality across all the protected characteristics.</p> <p>The recommissioning of the Supporting People Service will remove duplication across the local authority commissioning portfolio and improve efficiency and the service available through investing in preventative services with the voluntary sector to maintain independence and prevent homelessness. Other funding sources have been received in the form of a homelessness prevention grant which is ringfenced for the sole use of homelessness prevention – the impact on those defined by the Equality Act is therefore limited.</p>

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	<p>No Impact</p> <p>No Impact</p> <p>Potential negative impact, no impact or positive impact</p>			<p>Children’s Services, Education & Skills Indicative savings arise from a variety of efficiencies and structure reviews to remove budgets no longer required. This includes taking advantage of the new ways of working /use of more technology which were developed during the pandemic. These are assessed to have minimal or no impact on service delivery.</p> <p>Community Safety & Digital Transformation The indicative savings arise from ICT software contract reviews and telephony savings which have no impact on service delivery. Other minor reductions relating to new ways of working and efficiencies relating to use of public transport and operational equipment etc which will also have very minor impacts on service delivery.</p> <p>Other savings result from fee increases in Bereavement Services which will apply to all users of the service equally.</p> <p>Environment, Heritage & Waste Management There are a number of minor indicative savings arising from additional income relating to the archaeology service, historic environment services, Newport Roman Villa, archives service, and the Museum of Island History. Other savings relate to a small reduction in the library service book fund having no significant impact on service delivery, and a reduction in opening hours at Newport Roman Villa and</p>

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	No Impact			<p>Dinosaur Isle (this is tailored to demand and therefore has no impact on service delivery). In addition, new beach huts will be introduced with the resulting income stream from the leases.</p> <p>A further saving results from the closure of Lord Louis Library for one additional day per week but this still remains open for 5 days per week helping to mitigate the impact on anyone using the service. The mobile library service is also proposed to be closed, however, the popularity of the service has been in decline with research showing that most users of the service also visit the libraries. The council will mitigate any negative impact on service users by supporting users into its home library and online services.</p> <p>A further income stream being developed is to provide a Reuse Shop at Lynnbottom Household Waste Recycling Centre which will potentially provide a benefit to all users including those with protected characteristics.</p> <p>Any staffing reviews necessary as a result of the indicative savings will be subject to further consultation with staff and unions.</p> <p>Infrastructure & Transport The indicative savings arise from additional car park income which have included a review of current charges, the reintroduction of a long stay parking charge area and new charging for events for suspensions</p>

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	<p>Potential positive impact or no impact</p> <p>No Impact</p> <p>Potential negative impact, no impact or positive impact</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> <p>Planning and Housing Renewal The indicative savings arise from an increase in income from offering new services in relation to discretionary HMO licensing, this has the potential to improve the opportunity for equality across all the protected characteristics.</p> <p>Other savings relate to the removal of under-utilised budgets including staff travelling in Housing Renewal and Enforcement service , having a minimal impact on the service delivery.</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 come from a variety of sources including minor savings relating to new ways of working and efficiencies in the use public transport and operational equipment etc, the cancellation of a whistleblowing hotline service but being replaced by alternative arrangements at no cost, and a review of staffing structures as a result of the implementation of the new learning management system – having no impact on the service user. Staffing reviews will be subject to further consultation with staff and unions</p>

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	No Impact			<p>Further savings relate to the reduction in the Local Council Tax Support Scheme which was approved by Full Council in January 2021 – see EIA which accompanied that report at Appendix 2.</p> <p>The Local Council Tax Support Grant to Town and Parish Councils is being reduced by £31,000 and is spread across all Town and Parish Councils, thereby being a minor reduction in funding to most and will not have a significant impact on the delivery of services</p> <p>A further saving is a result of additional government funding being received to fund unavoidable cost pressures in social care, thereby creating a saving in the corporate provision for inflation and unfunded pressures.</p>
Disability	Potential negative impact, no impact of positive impact	Potentially		<p>Adult Social Care, Public Health and Housing Needs The indicative savings are achieved through a range of methods.</p> <p>Including efficiencies from taking advantage of technology enhanced during the pandemic to enable staff to hold remote meetings rather than travelling to the mainland.</p> <p>Income opportunities from growing activity in the tech enabled care market will also be developed which in turn will help people to live more independently on return home from</p>

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
	<p>No Impact</p> <p>No Impact</p> <p>Potential negative impact, no impact or positive impact</p>			<p>temporary residential stays at the council’s internal provider services and will also enable the wider public to buy equipment to maintain independence from the Community equipment Store which will offer an expanded commercial service. This has the potential to improve the opportunity for equality across all the protected characteristics</p> <p>The recommissioning of the Supporting People Service will remove duplication across the local authority commissioning portfolio and improve efficiency and the service available through investing in preventative services with the voluntary sector to maintain independence and prevent homelessness. Other funding sources have been received in the form of a homelessness prevention grant which is ringfenced for the sole use of homelessness prevention – the impact on those defined by the Equality Act is therefore limited.</p> <p>Children’s Services, Education & Skills No impact is identified against this protected characteristic.</p> <p>Community Safety & Digital Transformation No impact is identified against this protected characteristic.</p> <p>Environment, Heritage and Waste Management There are a number of minor indicative savings arising from additional income relating to the archaeology service, historic environment services, Newport Roman Villa, archives service, and the Museum of Island History. Other savings relate to a small reduction in the library service book</p>

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	No Impact			<p>fund having no significant impact on service delivery, and a reduction in opening hours at Newport Roman Villa and Dinosaur Isle (this is tailored to demand and therefore has no impact on service delivery). In addition, new beach huts will be introduced with the resulting income stream from the leases.</p> <p>A further saving results from the closure of Lord Louis Library for one additional day per week but this still remains open for 5 days per week helping to mitigate the impact on anyone using the service. The mobile library service is also proposed to be closed, however, the popularity of the service has been in decline with research showing that most users of the service also visit the libraries. The council will mitigate any negative impact on service users by supporting users into its home library and online services.</p> <p>A further income stream being developed is to provide a Reuse Shop at Lynnbottom Household Waste Recycling Centre which will potentially provide a benefit to all users including those with protected characteristics.</p> <p>Any staffing reviews necessary as a result of the indicative savings will be subject to further consultation with staff and unions.</p> <p>Infrastructure & Transport The indicative savings arise from additional car park income which have included a review of current charges, the reintroduction of a long stay parking charge area and new charging for events for suspensions</p>

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	<p>Potential positive impact or no impact</p> <p>No Impact</p> <p>Potential negative impact, no impact or positive impact</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> <p>Planning and Housing Renewal The indicative savings arise from an increase in income from offering new services in relation to discretionary HMO licensing, this has the potential to improve the opportunity for equality across all the protected characteristics.</p> <p>Other savings relate to the removal of under-utilised budgets including staff travelling in Housing Renewal and Enforcement service , having a minimal impact on the service delivery.</p> <p>Regeneration and Business Development No impact is identified against this protected characteristic.</p> <p>Resources The indicative savings in this area come from a variety of sources including minor savings relating to new ways of working and efficiencies in the use public transport and operational equipment etc, the cancellation of a whistleblowing hotline service but being replaced by alternative arrangements at no cost, and a review of staffing structures as a result of the implementation of the new learning management system – having no impact on the service user. Staffing reviews will be subject to further consultation with staff and unions</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)
	No Impact			<p>Further savings relate to the reduction in the Local Council Tax Support Scheme which was approved by Full Council in January 2021 – see EIA which accompanied that report at Appendix 2.</p> <p>The Local Council Tax Support Grant to Town and Parish Councils is being reduced by £31,000 and is spread across all Town and Parish Councils, thereby being a minor reduction in funding to most and will not have a significant impact on the delivery of services</p> <p>A further saving is a result of additional government funding being received to fund unavoidable cost pressures in social care, thereby creating a saving in the corporate provision for inflation and unfunded pressures.</p>
Gender Reassignment	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, Education & Skills No impact is identified against this protected characteristic.</p> <p>Community Safety & Digital Transformation No impact is identified against this protected characteristic.</p> <p>Environment, Heritage & Waste Management No impact is identified against this protected characteristic.</p>

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	No Impact No Impact No Impact No Impact			<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>Regeneration & Business Development No impact is identified against this protected characteristic.</p> <p>Resources No impact is identified against this protected characteristic.</p>
Marriage & Civil Partnership	No Impact 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, Education & Skills No impact is identified against this protected characteristic.</p> <p>Community Safety & Digital Transformation No impact is identified against this protected characteristic.</p> <p>Environment, Heritage & Waste Management 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>Regeneration & Business Development No impact is identified against this protected characteristic.</p>

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	No Impact			Resources No impact is identified against this protected characteristic.
Pregnancy & Maternity	No Impact			Adult Social Care, Public Health & Housing Needs No impact is identified against this protected characteristic.
	No Impact			Children’s Services, Education & Skills No impact is identified against this protected characteristic.
	No Impact			Community Safety & Digital Transformation No impact is identified against this protected characteristic.
	No Impact			Environment, Heritage & Waste Management No impact is identified against this protected characteristic.
	No Impact			Infrastructure & Transport No impact is identified against this protected characteristic.
	No Impact			Planning & Housing Renewal No impact is identified against this protected characteristic.
	No Impact			Regeneration & Business Development No impact is identified against this protected characteristic.
	No Impact			Resources No impact is identified against this protected characteristic.
Race	No Impact			Adult Social Care, Public Health & Housing Needs No impact is identified against this protected characteristic.
	No Impact			Children’s Services, Education & Skills

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

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	No Impact No Impact No Impact			<p>No impact is identified against this protected characteristic.</p> <p>Planning & Housing Renewal No impact is identified against this protected characteristic.</p> <p>Regeneration & Business Development No impact is identified against this protected characteristic.</p> <p>Resources No impact is identified against this protected characteristic.</p>
Sex (male or female)	No Impact No Impact No Impact No Impact No Impact No Impact			<p>No impact is identified against this protected characteristic.</p> <p>Adult Social Care, Public Health & Housing Needs No impact is identified against this protected characteristic.</p> <p>Children’s Services, Education & Skills No impact is identified against this protected characteristic.</p> <p>Community Safety & Digital Transformation No impact is identified against this protected characteristic.</p> <p>Environment, Heritage & Waste Management 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>Regeneration & Business Development No impact is identified against this protected characteristic.</p> <p>Resources</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)
				No impact is identified against this protected characteristic.
Sexual Orientation	No Impact 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, Education & Skills No impact is identified against this protected characteristic.</p> <p>Community Safety & Digital Transformation No impact is identified against this protected characteristic.</p> <p>Environment, Heritage & Waste Management 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>Regeneration & Business Development No impact is identified against this protected characteristic.</p> <p>Resources No impact is identified against this protected characteristic.</p>
HR & workforce issues	No Impact No Impact			<p>Adult Social Care, Public Health & Housing Needs No impact is identified.</p> <p>Children’s Services, Education & Skills No impact is identified.</p>

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
	<p>No Impact</p> <p>Potential Negative, Positive or No Impact</p> <p>No Impact</p> <p>No Impact</p> <p>No Impact</p> <p>Potential Negative, Positive or No Impact</p>			<p>Community Safety & Digital Transformation No impact is identified.</p> <p>Environment, Heritage & Waste Management Staffing reviews as a result of reduced opening hours or outsourcing will require consultation with staff and unions</p> <p>Infrastructure & Transport No impact is identified.</p> <p>Planning & Housing Renewal No impact is identified.</p> <p>Regeneration & Business Development No impact is identified.</p> <p>Resources Staffing reviews will require consultation with staff and unions. Alternative arrangements will be put in place once the externally commissioned whistleblowing hotline service is cancelled to ensure staff still have the opportunity to report issues.</p>
Human Rights implications if relevant	<p>No Impact</p> <p>No Impact</p>			<p>Adult Social Care, Public Health & Housing Needs No impact is identified.</p> <p>Children's Services, Education & Skills No impact is identified.</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)
	No Impact			<p>Community Safety & Digital Transformation No impact is identified.</p> <p>Environment, Heritage & Waste Management No impact is identified.</p> <p>Infrastructure & Transport No impact is identified.</p> <p>Planning & Housing Renewal No impact is identified.</p> <p>Regeneration & Business Development No impact is identified.</p> <p>Resources No impact is identified.</p>
	No Impact			

Summary**Date of Assessment:**

February 2021

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

Chris Ward