
Appendix 4:

MTFP (13) Table of Equality Impacts and Analysis for Savings

Adult and Health Services

Saving Description	Element of saving with equality impact	Equality impact and analysis	Mitigation
Efficiencies from Commissioned Services	Budget prioritisation exercise resulting in a range of proposed efficiencies linked to County-wide commissioned services.	<p>Any budget reduction restricts investment in commissioned services and key priority areas.</p> <p>Any pressure on currently commissioned services due to increased costs will not be supported which may adversely impact service delivery and service users, potentially including vulnerable groups with protected characteristics.</p> <p>A key age group accessing the services identified as being in scope are anticipated to be the 18-55 age group. There may be impact on services that provide support to vulnerable groups with protected characteristics.</p> <p>Disproportionate impact is likely for some reductions, for example where more men access these services.</p> <p>Reduction in spend could reduce capacity within services and hinder future</p>	<p>Continual monitoring of impact to ensure fulfilment of service responsibilities.</p> <p>Analysis of service user data to identify impact and any necessary mitigation.</p> <p>Profiling exercise to identify timeline for contracts to apply savings to and when these can take effect in line with contractual terms and conditions.</p>

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		expansion/development of services that support communities.	
Market Shaping – Reablement and Direct Payments	As the saving proposal develops in subsequent years equality analysis will be added.		
High Cost Learning Disability Care Packages	Reducing costs for high-cost learning disability support packages.	<p>The proposal impacts those with a learning disability accessing support packages and their carers.</p> <p>Potential options include: reducing support hours and developing more efficient models of care that will lower running costs; reducing void costs in supported living schemes; decommissioning and development of some services; moves from high-cost residential care and suboptimal supported living schemes to alternative services that achieve equitable or improved outcomes in a more cost-effective way.</p> <p>Clinical demands and needs change constantly, making this a fluid situation.</p>	<p>Any models of care developed for individuals will create services with an improved model of care/support, encourage independence and improve welfare. This will include reducing less restrictive models of care.</p> <p>Support packages are considered on a case-by-case basis and always tailored to meet individual need.</p>
Review of Non-Assessed Community Based Services	Review and options development for future preventative (non-assessed) services as	At this stage of the review process, it is not known how many of the services will be decommissioned. However, MTFP savings will inevitably mean that some	Careful management, decommissioning and partnership working with providers should enable savings to be taken at the

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	<p>existing contracts approach their expiry date. Services comprise of preventative accommodation based and floating support services for individuals or families who are not eligible, or not yet eligible, for adult social care.</p>	<p>services are reduced and therefore impacting specific groups who access these services, who are likely to have protected characteristics, potentially disability, including physical/sensory disability and/or poor mental health.</p> <p>The floating support services which will be reduced are predominantly accessed by single males between the age of 16-35 years who are experiencing potential homelessness and mental health issues and require housing, benefit/financial advice and support to access services. There will also be an impact to the delivery of Gypsy Roma Traveller (GRT) floating support services.</p>	<p>level identified, while mitigating the most challenging risk impacts.</p> <p>Currently a review is underway and any recommendations to service delivery will have to reflect savings and changes to the ways of working.</p> <p>Careful management, decommissioning and partnership working with providers should enable savings to be taken at the level identified, while mitigating the most challenging risk impacts.</p> <p>Evidence base to be used will include:</p> <ul style="list-style-type: none"> • Interim findings from the Non-Assessed Accommodation review • Current provider performance data • DCC service user information
<p>Hearing Impaired Review</p>	<p>Review of commissioned services currently in place for people who are deaf, deafened or living with a hearing impairment. Currently two contracts:</p> <ul style="list-style-type: none"> • Adults who are 'pre-lingual deaf' 	<p>There are impacts in terms of disability and age. However, no negative impact is expected as part of re-commissioning of the two contracts. Redistribution of funding will ensure greater equity for people with acquired hearing loss. The number of referrals into this service has increased significantly so this will ensure continuity of service for these service users.</p>	<p>Whilst the amount of funding has been reduced, we expect the impact on service users to be minimal with efficiencies focused primarily on premises and associated utilities and prioritisation of projects within the services. In addition, to further mitigate the impact of reduced funding on service users, we have strengthened the need for a community based model of IAG support hubs, whereby people are supported county wide</p>

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	<ul style="list-style-type: none"> Adults who have 'acquired hearing loss' 	In relation to 'age' we anticipate that greater accessibility to hubs will result in an increase in older people receiving services. More than 40% of people over 50 years old have hearing loss, rising to more than 70% of people over the age of 70.	as opposed to a centralised 'building'. The hubs must support accessibility and encourage social inclusion. The number of people supported is not expected to decrease, instead how we deliver the services will be more efficient with an emphasis on promoting the independence of service users.
Extra Care Cleaning	None	Reduction in annual budget to reflect spend, with no disruption to current service delivery. No disproportionate equality impact.	
Car Mileage Reduction	None	Changing working practises as we exit the covid pandemic have resulted in a reduction in car mileage claims. No disproportionate equality impact.	

Children and Young People

Saving Description	Element of saving with equality impact	Equality impact and analysis	Mitigation
Review of Support Services	As the saving proposal develops in subsequent years equality analysis will be added.		

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Reduced activity costs for One Point hubs	Reduction of expenditure from the DCC One Point activities budget through rationalisation of activities with families.	There will be an impact in terms of age, parents and carers, children and young people 0-19 years and up to 25 years for those with Special Educational Needs and/or a disability. Negative impact is expected to be minimal due to greater use of virtual technology and phased reductions over three years helping us to monitor impact.	Greater use of virtual technology to minimise impact and partnership working activity to enhance levels of non DCC funded activity.
Early help, Inclusion and Vulnerable Children review	Staffing reduction by 1FTE	Phased reduction in posts over 4 years, 1FTE vacant post reduction for 2023/4 as per business case recommendation.	Through the development and implementation of Family Hubs and Start for life programme there will be an opportunity to rationalisation of a number of posts within the service due to improved integration with partners. A greater focus on development and use of digital platforms to minimise impact.
Cross Service Accommodation	As the saving proposal develops in subsequent years equality analysis will be added.		
Restructure of Education Services	Restructure of Education Service, including deletion of vacant posts	The restructure was completed in July 2022 with full staff and union consultation resulting in the progression of ER/VR requests. All those leaving the service were over 55 years of age. Changing service delivery and reducing staff capacity was necessary to reflect the increasing academisation of schools and an anticipated reduction in SLA income.	Restructure complete with HR processes followed to ensure fair and transparent treatment.

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		There is no equality impact to remaining service functioning.	
Restructure of Adult Learning Service	As the saving proposal develops in subsequent years equality analysis will be added.		
Car Mileage Reduction	None	Changing working practises as we exit the covid pandemic have resulted in a reduction in car mileage claims. No disproportionate equality impact.	
Reduction in Historic FE Liabilities	None	No equality impact.	

Neighbourhood and Climate Change

Saving Description	Element of saving with equality impact	Equality impact and analysis	Mitigation
Clean and Green Efficiency Review	Review of grounds maintenance staff	There will be an environmental impact in reduction of grounds maintenance and planting although there is no direct equality impact as a result of this. Staff impact is likely to disproportionately impact men.	ER/VR will be sought where possible. HR processes will be followed to ensure fair treatment.
Income and Efficiencies from Destination Parks	Cease operation of miniature cars at Wharton Park and replace with free activity. Review of parking and café	The miniature cars (chargeable) at Wharton Park are commercially unviable and will be replaced with more free children's play equipment and outdoor classes which is positive.	Any increase in charges from the review will be offset by the withdrawal of charges for the provision childrens play equipment at Wharton Park.

Saving Description	Element of saving with equality impact	Equality impact and analysis	Mitigation
	charges to be considered alongside Countywide Parking Strategy Review.	<p>The review of café and parking charging may disproportionately impact working age families and carers with young children.</p> <p>There are no staff reductions.</p>	
Income Generation in Refuse and Recycling	Increase bulky waste collection charging from £16 to £18.	Potential impact on disabled and older residents due to the fact that they may not be able to use alternative means of disposing of bulky waste, such as using household waste recycling centres (tips), and may therefore have no option but to pay the cost of receiving this service.	<p>Bulky waste collection charges remain the lowest within the region.</p> <p>The service will ensure the increase in charging is comprehensively communicated.</p>
Additional Fixed Penalty Notice Income	None	No disproportionate equality impact.	
Review of Cemetery Fees	Review of burial fees	<p>Deaths are generally within older age groups with interment or cremation arrangements falling to their partner or wider family, impacting the general public as a whole, affecting all groups.</p> <p>Proposed increased cemetery fees would take the charges to around mid-point of the regional average.</p>	Durham operates two crematoria with prices amongst the lowest in the region and options to reduce costs through direct cremation or early slots being available to customers.
Revision to Allotments	Removal of two vacant posts from the six	Additional investment built into 2022/23 budget resulted in a growth in the team	

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Investments built into 2022/23 Budget	Additional posts built into 2022/23 Budget	from 2 to 8 posts. Two posts remain vacant and will be deleted in 2023/24. These vacant posts have never been recruited to therefore no disproportionate equality impact.	
Review of Neighbourhood Protection	Removal of management within the Neighbourhood Protection Team	Review of staffing will reduce the numbers in the neighbourhood protection team by 2 posts, this is out of 60 staff overall and will impact on management and vacant posts only. Minimal impact on the general public is expected.	HR processes will be followed to ensure fair treatment of any temporary staff involved.
Power Purchase Agreements	None	Income stream with no disproportionate equality impact.	
Review of Garden Waste Income	Review of volumes and prices	Potential impact on disabled and older residents due to the fact that they may not be able to use alternative means of disposing of garden waste, such as using household waste recycling centres (tips), and may therefore have no option but to pay the cost of receiving this service.	<p>Garden waste can be placed in the general domestic waste bin. Assisted bin collections, bin pull outs, are in place for disabled residents (with no other household assistance).</p> <p>The council encourages the use of composters to dispose of garden waste which can be purchased through the council at heavily subsidised rates.</p> <p>The service will ensure the increase in charging is comprehensively communicated.</p>

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Increase in Power Generation Income at Joint Stocks	None	Income stream with no disproportionate equality impact.	
Deletion of vacant post in Highways Estimating Team	None	Deletion of a vacant post with no disproportionate equality impact.	Functions absorbed within existing team
Restructure of Highways Adoption Team	None	Changes to funding stream for posts with no disproportionate equality impact.	The restructuring will be funded from the supervision fees levied against developers for the monitoring of works.
Capitalise the cost of Strategic Highways staff working on LTP	None	Changes to funding stream for posts with no disproportionate equality impact.	Capital investment will still be targeted at those assets warranting repair/maintenance.
New charging system for vehicle crossing applications	None	Charging for services with no disproportionate equality impact.	The initial application charge will be taken from the overall licence fee meaning no impact on residents who apply and have a crossing installed.
Supplies and services saving in Strategic street lighting	None	Supplies and services underspend with no disproportionate equality impact.	Services maintained effectively and efficiently within existing budgets.
Review of Community Protection & Income Generation	Reduction in community protection staff.	Saving will involve a phased reduction of staff over 4 years to ease impact, with a reduction of 2FTE for 2023/24. There will be a Countywide impact on service delivery affecting the general public, visitors and businesses which may indirectly impact protected groups.	ER/VR will be sought where possible. HR processes will be followed to ensure fair treatment.
Review of structure in Partnerships Team	Restructure exercise with a reduction of	Reduction in capacity to support partnerships including the voluntary and	HR processes will be followed to ensure fair treatment.

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	1 FTE staff member.	<p>community sector with potential impacts for protected groups supported by this sector.</p> <p>The roles of the remaining team members will be reviewed to ensure the impact on partnerships including the voluntary and community sector are minimised.</p>	
Review of AAPs	Independent review of AAPs including potential grant funding and staff reductions	<p>The review of AAPs is expected to conclude in December 2022.</p> <p>It is anticipated that the savings will mainly be made up of reductions in AAP grant funds (which benefit initiatives across protected groups), and any potential staffing reductions would be managed through vacancies/ERVR. Based on recent practice with AAPs, it is envisaged that any reduction in their core grant funds would be supplemented by their securing alternative, often externally funded, programmes to manage that would minimise the impact of the reduction on the VCS.</p>	HR processes will be followed to ensure fair treatment.
Restructure within Civil Contingencies Unit (CCU) and Corporate Policy	Review of management arrangements	Management responsibilities will be reviewed with no disproportionate equality impact as a result of this saving.	HR processes will be followed to ensure fair treatment.

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Car mileage reduction	None	Changing working practises as we exit the covid pandemic have resulted in a reduction in car mileage claims. No disproportionate equality impact.	

Regeneration Economy and Growth

Saving Description	Element of saving with equality impact	Equality impact and analysis	Mitigation
Strategic Car Park Review	As the saving proposal develops in subsequent years equality analysis will be added.		
Moving vehicle/Bus Lane enforcement income	None	No disproportionate equality impact.	
Park and Ride Discount Rate	Removal of discount rate of £1.70 per day for regular users who pay on the bus using a POP (Pay as you Go) Card and reconfiguration of the on-bus ticket machines to accept contactless debit/credit card payment.	Removal of the discount POP card user rate will negatively impact the most regular users who access this discount rate (4.5% of all transactions), and will most likely be of working age, although it will create price equity for all users. Proposed improvements in flexibility in payment methods for all customers through reconfiguration of on-bus ticket machines to accept contactless debit/credit card payment will benefit all	Communication strategies will be key in the promotion of more flexible payment methods for majority of users.

Saving Description	Element of saving with equality impact	Equality impact and analysis	Mitigation
		customers, in particular some people with disabilities who may find using contactless on-bus payments more accessible.	
Reduction in Concessionary Fares	None	One off saving due to reduced ridership of concessionary passengers. No equality impact.	
Increased surplus rental income on commercial properties	None	No equality impact.	
Theatre ticketing – introduce dynamic pricing	As the saving proposal develops in subsequent years equality analysis will be added.		
Theatre Marketing – contract out	None	No equality impact.	
End daytime café offer at Empire Theatre	None	Underuse of daytime café at the Empire Theatre. There are a number of more established independent cafes nearby for use. The café offer will however remain available when the theatre/cinema is open. There is no impact on staff and no further equality impact.	
Library Transformation – Sevenhills lease	None	No equality impact as saving refers to lease agreements only.	

Saving Description	Element of saving with equality impact	Equality impact and analysis	Mitigation
Library Transformation – Clayport Library remodel	As the saving proposal develops in subsequent years equality analysis will be added.		
Planning Income volumes	None	Planning and building control fees with no equality impact.	
Review Housing Team Solutions	None	Deletion of vacant post with no equality impact.	
International Team Restructure	Reduced staffing by one post within the International Team and amalgamate operations within the existing Employability team.	Reduced capacity of the international team from will adversely impact opportunities for young people to participate in international / intercultural events. Although reduced in team capacity, an international service offer will remain available after a merger of remaining staff with the employability team.	The proposal is felt to both reflect the reducing demand for the service, post Brexit and pandemic which has reduced the level of school travelling, while still retaining sufficient capacity to provide an effective service offer going forward. HR processes will be followed to ensure fair treatment of staff involved.
Service review Catering, Cleaning and facilities management	As the saving proposal develops in subsequent years equality analysis will be added.		

Resources

Saving Description	Element of saving with equality impact	Equality impact and analysis	Mitigation
<p>Policy and Performance employee review</p>	<p>Staff Reduction within the strategy team.</p>	<p>Removal of posts in the Strategy Team, facilitated through the Data Insight & Business Intelligence Programme.</p> <p>The saving is expected to be made through progression of ER/VR and there is no disproportionate equality impact.</p>	<p>HR processes will be followed to ensure fair treatment of staff involved.</p> <p>Data Insight & Business Intelligence improvements will ensure service continuity and minimize impact on wider team.</p>
<p>HR Employee review and training budgets</p>	<p>As the saving proposal develops in subsequent years equality analysis will be added.</p>		
<p>Procurement income generation and employee reductions</p>	<p>Reduction of 1FTE procurement manager.</p>	<p>Reduction of one procurement manager with realignment of responsibilities. Projected further income generation to contribute to saving.</p> <p>The saving is expected to be made through progression of ER/VR and there is no disproportionate equality impact.</p>	<p>HR processes will be followed to ensure fair treatment of staff involved.</p> <p>Realignment of responsibilities with remaining managers/staff will ensure service continuity.</p>
<p>Business support employee review</p>	<p>Service review and restructure of business services.</p>	<p>Proposed staffing reductions over a 4-year period. Initial phase 2023/24 will involve a review of the management positions across the service with any impact to be managed by progressing ER/VR and deletion of vacant posts, where possible, but some compulsory redundancies may be required</p>	<p>HR processes will be followed to ensure fair treatment of staff involved.</p> <p>A full equality impact assessment will be undertaken.</p> <p>Ongoing business improvement and digitisation to mitigate impact.</p>

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		The level of staff reductions will result in reduced/removed service in some areas which requires further study to understand impact on equality.	
Internal Audit Income generation and employee review	Deletion of two audit manager posts with realignment of responsibilities and creation of deputy chief auditor post.	Proposed staffing reductions/realignment within Internal Audit are in response to service change and the increasing need for a strategic approach. Negative equality impact is not expected as this can be managed with ER/VR requests.	HR processes will be followed to ensure fair treatment of staff involved. The proposal will ensure that the level of service is maintained with greater support to the Chief Internal Auditor and Corporate Fraud Manager.
Corporate Finance employee review	Deletion of senior manager vacant post with expected retirement of another post.	This proposal involves deletion of a senior management vacancy and although this will impact staff workload in picking up additional responsibilities, no disproportionate impact in terms of equality is expected.	HR processes will be followed to ensure fair treatment of staff involved.
Corporate Finance non employee budgets	None	Reduction in non-employee expenditure budgets with no equality impact.	
Legal Services staffing	Staff reductions	For 2023/24 saving involves a voluntary reduction in staff hours with no equality impact. As the saving proposal develops in subsequent years equality analysis will be added to.	

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Legal and Dem Services non employee budgets	None	Reduction in non-employee expenditure budgets with no equality impact.	
Digital Services employee review	As the saving proposal develops in subsequent years equality analysis will be added.		
Digital Services supplies and services	None	Reduction in supplies with no equality impact.	
Finance and Transactional Charging	As the saving proposal develops and appropriate consultations are undertaken, the equality analysis will be added.	The service will be looking at current charging for services provided where the Council provides additional support within the Deputy and Appointee Team	The proposal will be subject to consultation and this will lead to Analysis of service user data to identify impact and any necessary mitigation.
Finance and Transactional Charging non employee budgets	None	Reduction in non-employee expenditure budgets with no equality impact.	
Review of Customer Services	Demand led review of the service offer within Customer Services As the saving proposal develops in subsequent years equality analysis will be added.	A consultation will be carried out with users of the service to understand preferences and demand in terms of contact, so that resources can be directed where they are needed the most. The outcomes from the consultation will	The review aims to better understand customer need and will ensure the customer service offer meets demand. The proposal is still under development and will be subject to consultation. HR processes will be followed to ensure fair treatment of staff.

Saving Description	Element of saving with equality impact	Equality impact and analysis	Mitigation
		inform proposals for making changes to the service offer to make savings.	
Review of the structure within Finance and Transactional Services	As the saving proposal develops in subsequent years equality analysis will be added.		
Digital Services Application and hosting	None	Reduction in goods and services with no equality impact.	

Corporate – No equality impact for any corporate savings