

Appendix 11: MTFP (14) Equality Impact Assessment Summary

Adult and Health Services (AHS)

Saving Description	Element of saving with equality impact	Equality impact and analysis	Mitigation
Staffing - Turnover	Staffing turnover assumption	Disproportionate equality impact is not expected. Will not apply to statutory posts.	Further analysis will be carried out if turnover affects service delivery.
Service Provision to other bodies	Targeted review of contractual arrangements	No equality impact.	
Community Alarms – Contribution Removal	Removal of historic DCC contribution towards community alarms in in-house extra care schemes	<p>The contribution is not part of an assessed need, it is a standard charge applied to all tenants in flats in the extra care sites.</p> <p>Potential financial impact on tenants who are mainly older and/or have disabilities if additional costs are passed on by housing provider.</p> <p>It should be noted that in the Extra Care sites where the care is delivered by the independent sector the tenants pay the community alarm contribution. Therefore, the proposed change in arrangement would ensure equity by bringing the arrangements for</p>	Tenants have been informed of the proposed change to increase in the community alarm charges as part of their budget packs which Anchor Hanover produce on a yearly basis. Commissioning staff and Anchor Hanover have sent tenants a joint letter to explain the new charges. Anchor Hanover will liaise with the Council on any actions arising from tenant concerns, should any be expressed.

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		<p>the community alarm charges in line with the other 3 extra care sites in County Durham.</p> <p>Anchor (housing provider) have advised that similar work has already been done in other LA areas.</p>	
Commissioning Efficiencies	Savings in relation to commissioning efficiencies.	Commissioned Services will be reviewed in terms of efficiency savings. The proposal involves removal of unallocated funding which restricts potential investment in services. However, as the funding is unallocated, there is no direct equality impact.	None required.

Corporate

Saving Description	Element of saving with equality impact	Equality impact and analysis	Mitigation
LCTR Grant to Town and Parishes	Consideration of a 50% reduction in funding over two years for Town and Parish Councils	<p>A reduction in funding is likely to adversely impact across the protected characteristics.</p> <p>The council is one of a few across the country and the only one in the northeast that still pays a grant to T&PCs in respect of LCTR tax</p>	<p>This is a grant reduction, not a removal, half of the grant will remain in place.</p> <p>There is an expectation that normal taxbase growth of circa 1% alongside additional tax base income growth from</p>

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		<p>base impacts. There are no council tax capping requirements for Town and Parish councils.</p>	<p>utilising council tax additional flexibilities for empty and second homes will enable the impact of the grant loss to be mitigated.</p> <p>The impact of the grant reduction on individual authorities will be very much determined by the decisions individual authorities make upon increasing council tax and their response in terms of identifying efficiencies and mitigation.</p> <p>Many authorities responded to the consultation to note that they had expected the reduction to come at some point and had been planning for this eventuality.</p>
General Contingencies	None	<p>No equality impact – though the reduction will reduce corporate capacity to absorb unforeseen events.</p>	

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Member Budgets	It is expected that the number of members will reduce from 126 to 98 from May 2025. It is forecast that a saving will be realised from total member related budgets.	<p>An overall reduction in Member Budgets will reduce the total investment. This will result in investment being spread across larger populations as the overall number of members reduce and wards become larger.</p> <p>Member budgets cover a broad range of activity therefore there is likely to be some impact on protected characteristics in terms of a reduced capacity to support projects and/or individuals which will impact across the population age ranges.</p>	Although there could be an impact, the level of investment will still remain high with the council Member budgets being higher than the average across the country.

Corporate Affairs

Saving Description	Element of saving with equality impact	Equality impact and analysis	Mitigation
Corporate Affairs – Structure and vacancies	Review of current structure.	<p>This proposal does not impact on service ability to provide high quality intelligence and communications.</p> <p>Impact on staff will be minimum as savings are expected to be made</p>	<p>HR processes will be followed to ensure fair treatment of staff involved.</p> <p>This proposal will be supplemented by a parallel initiative through a corporate Business Intelligence product</p>

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		through ER/VR and deletion of vacant posts.	which will provide new opportunities for data analysis.
Comms and Marketing – Durham County News	Durham County News to be online	<p>Proposal affects how we communicate with residents and will impact on those residents who do not have digital access.</p> <p>Digital exclusion disproportionately impacts the following groups: older residents, people with disabilities and people on low incomes (possibly more women and minority ethnic).</p>	<p>Reasonable adjustments will be made for people with disabilities where necessary. Adjustments could include hard copies and/or alternative formats (large print, audio) distributed to those residents who request this as an adjustment.</p>

Children and Young People (CYPS)

Saving Description	Element of saving with equality impact	Equality impact and analysis	Mitigation
Home to School Transport	Review of systems, costs and policies for Home to School Transport	Proposals involve a review of passenger assistants for children with SEND, individual taxi provision, independent travel training, collective pick-up points, safe walking routes and 'concessionary' fare increases.	Charges for the Standard and Maintained Concessionary scheme of £2.00 for the 2023/24 academic year aligns with the Bus Service Improvement Plan offer and is lower than the £2.80 fare proposed as part of the consultation. This should

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		<p>There are potential impacts (both positive and negative) in relation to the protected characteristics of disability, age and sex (women).</p> <p>A full equality impact assessment and public consultation has been undertaken and Cabinet updated on 14 June 2023, with consultation outcomes, recommendations and actions to address mitigations going forward.</p>	<p>mitigate some of the financial impact for working age families, and potentially (disproportionately), women.</p> <p>A Programme Board has been established to review the needs of those individual children who are in receipt of single person transport and/or a passenger assistant to ensure that the most appropriate transport assistance relevant to their (disability related) needs is provided.</p> <p>Trial of pick-up points will be undertaken.</p> <p>Review of personal budget scheme to ensure it is fit for purpose.</p> <p>Programme of reviews to consider routes which are currently assessed as unsafe and the feasibility of making them safe, as well as the current configuration of school transport journeys with an</p>

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			initial focus on those schools which have the highest number of vehicles and/or cost associated with transporting pupils to their school
Reduction in Historic FE Liabilities	None	No equality impact – relates to attrition in former employees.	
Review of Music Service	A review of the current model of delivery which will include price policy and current accommodation.	Clarification is required to determine whether the price policy will have an equality impact on families and young people accessing the service.	Further detailed of the review is required as the proposal progresses to better and fully understand impact.
Review of Early Years service	To consider the delivery of early years services across CYPS	Budget commitment to nursery schools is now covered via DSG grant funding rather than the Education service budget therefore no equality impact. New ways of service delivery are improving efficiencies leading to a reduction in service costs without adversely impacting service users.	No adverse equality impact therefore no mitigation required.
Fees and Charging	A review of fees and charges across CYPS, which includes some service level agreements.	Further specific detail is required to determine the equality impact of the review on the services identified.	Further equality analysis will be undertaken as the proposal develops and delegated decisions made on fees and charges to be applied.

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Review of Safeguarding approach	Development of family help approach in line with the national reform programme.	Proposals are in line with national reform programme with no equality impact.	
Review of Early Help Model	Management of vacant posts and gradual reduction of DCC funded posts	<p>A review of DCC funded posts will allow savings to be generated through management of vacant posts and gradual reduction in the DCC funded posts in the service.</p> <p>It is not anticipated that this will have an equality impact, as the review will focus on vacant posts. However, this could lead to an increased workload for remaining staff who are delivering services for families and young people.</p>	<p>New approaches and working practices have evolved to adapt to efficiencies.</p> <p>Further analysis is required as the proposal progresses to fully assess and monitor equality impact.</p>
Review of Council Nursery Provision	The proposal considers the current service provision of 4 existing council-run nurseries (Dean Bank Childcare, Louisa Centre Nursery, Selby Cottage Childcare Centre and Shildon Childcare).	<p>The proposal is to ensure that each of the four nurseries are financially sustainable by 2026/27, through rationalisation of staffing levels and increased income generation.</p> <p>Potentially this is positive for children and families in ensuring a sustainable future for council-run nurseries.</p>	<p>This review is long term to minimise impact and allow for careful planning towards a sustainable future.</p> <p>The government plans for the expansion of free childcare will be phased in over the period from April 2024 to September 2025. The extension of the free (30 hour) childcare support for working parents of children</p>

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			<p>over the age of nine months, will allow opportunities for all four nurseries to remodel their provision. It is expected that increased volumes of potential children requiring places along with increased funding rates will allow for a financially sustainable model.</p> <p>HR processes will be followed to ensure fair treatment where there is any impact on staff and the equality impact assessment will be updated to reflect this.</p>

Neighbourhood and Climate Change (NCC)

Saving Description	Element of saving with equality impact	Equality impact and analysis	Mitigation
<p>Increase in fees and charges in community protection</p>	<p>Increases to existing charges and some new charges will also be introduced where possible.</p>	<p>Businesses affected by increases in licenses will potentially include licensed trade, landlords, food, beauty and hospitality industry. As these are business related impacts no direct equality impact is expected.</p>	<p>Fee increases will be spread over three years to minimise impact.</p>

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Increased income in Highways	None	No equality impact	
Reduction in PACE contributions	Reduce contributions to outside bodies.	No equality impact	
Increase in fees and charging within Environmental Services	Increases in relation to bulky waste in Refuse & Recycling	Although any price increases impacts all customers there is a potential disproportionate impact on disabled and older residents due to the fact that they may not be able to easily 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>The service will continue to provide assisted bulky good collections (e.g. from yard/garden rather than kerbside) for those that require support and/or reasonable adjustments due to a disability.</p> <p>Assisted bin collections and bin pull outs, are in place for disabled residents (with no other household assistance).</p> <p>The service will ensure the increase in charging is comprehensively communicated.</p>
Review of Neighbourhood Protection	Identification of efficiencies within neighbourhood protection	As the saving proposal develops in subsequent years equality analysis in relation to impact on communities and staff will be added.	If efficiencies involve staff reductions HR processes will be followed to ensure fair treatment.
Reduction in AAP Area Budgets	Adjustment to funding of AAP area budgets with a reduction in revenue	A reduction in revenue funding will impact AAP's ability to support its population and deliver projects	Seek additional internal and external match funding for AAP projects working with a range

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	budget, partially offset by an increase in capital budget.	<p>compared to current funded capacity. Projects are broad in focus therefore there is likely to be some impact on protected characteristics in terms of a reduced capacity to support projects which support older/younger people, people with disabilities, for example.</p> <p>An increase in capital funding is positive and will better support improvements to community infrastructure and equipment.</p>	<p>of partners and funders to potentially mitigate in full shortfalls in revenue funding.</p> <p>Comprehensive communication of changes and support provided to each AAP.</p>
Review of Allotments	Review of maintenance and fees for council retained allotment sites.	<p>The review is likely to lead to a fee increase which will potentially adversely impact allotment keepers. Maintenance will be reduced in comparison with the growth seen in 2022.</p> <p>Profile data does not exist to fully determine impact, although anecdotally we know that allotment keepers are more likely to be older males which could indicate a disproportionate impact for this group. However, it needs to be noted, the diversity of allotment</p>	<p>The impact assessment will be updated as the allotment review progresses.</p> <p>Effective communication will be issued where there are any changes to fees.</p>

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		keepers is gradually changing with an increase in women and families.	
Alternative funding of highways staff	Utilise Capital and additional external income to part fund Highways staff.	No equality impact - staff working on and delivering the Highways Capital Programme are to be funded from capital resources.	
Review of Local Networks	Review of the Local Network model, taking into account the ongoing Boundary Commission review of the County Council's Elected Member boundaries	<p>A review of the Local Network model will take account of the ongoing Boundary Commission review of the County Council's Elected Member boundaries which will potentially lead to fewer local networks in comparison to the current AAP model which has the potential to achieve more consistent Network populations and release savings.</p> <p>The proposal is in the early stages of development and it is unclear if there would be an impact on communities and/or staff.</p>	More detailed work in terms of equality impact will be carried out as part of the service review process, if required.
Restructure in Partnerships and Community Engagement	Staffing review within PACE	<p>The review will lead to a staffing reduction.</p> <p>Service impact is not expected, with changes in service delivery and efficiencies being implemented to offset impact.</p>	HR processes will be followed to ensure fair treatment of staff involved.

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Development Management and Spatial Policy	Increased fee income.	No equality impact.	
Income generation at Coastal Destinations	Additional income generation opportunities including car parking will be considered at Seaham and Crimdon	<p>Introduction of charges will impact all motorists equally and there is no disproportionate impact on any particular group.</p> <p>The approach supports car park sustainability via improved management of parking space turnover which will increase access for all. It may minimise environmental impact by encouraging alternative modes of transport for some which will have positive and lasting impacts for all.</p>	<p>The proposal has been subject to public consultation and the equality impact assessment will be updated with the analysis of feedback.</p> <p>On street dedicated blue badge bays will remain free and on street pay and display bays and time limited bays will remain free of charge and without limit of stay for blue badge holders.</p> <p>All Pay and Display tickets will be valid for an additional period (to be determined) after expiration when accompanied by a valid blue badge.</p>

Regeneration Economy and Growth (REG)

Saving Description	Element of saving with equality impact	Equality impact and analysis	Mitigation
Strategic Traffic	None	No equality impact.	
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Economic Development	None	No equality impact.	

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Planning and Housing	None	No equality impact.	
Development Management and Spatial Policy	Deletion of vacant posts	No service delivery impact, therefore no equality impact, as the posts have been vacant for some time.	
Culture	None	No equality impact.	
Catering Review	Review of catering to ensure it is cost neutral	No equality impact is anticipated	
Durham City Car Parking	Strategic Review of Car Parking in Durham City including Park and Ride provision on Sundays to address air quality and promote sustainable travel – with the retention of targeted initiatives / promotions at Christmas etc.	<p>Increased charges will impact all motorists equally and there is no disproportionate impact on any particular group.</p> <p>A nudge towards more sustainable travel could be of potential benefit to all in terms of improved health and air quality.</p>	<p>On street dedicated blue badge bays will remain free and on street pay and display bays and time limited bays will remain free of charge and without limit of stay for blue badge holders.</p> <p>For the road usage charge at Durham peninsular some automatic exemptions exist such as powered wheelchairs or scooters. Exemptions who need to apply include vehicles used by disabled people that are exempt from road tax under the 'disabled' class.</p> <p>The changes will be effectively communicated.</p>

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Countywide Car Parking	Removal of Free After 2 Parking Initiative for off-street parking and replacement with targeted interventions including at Christmas.	<p>Increased charges will impact all motorists equally and there is no disproportionate impact on any particular group.</p> <p>A nudge towards more sustainable travel could be of potential benefit to all in terms of improved health and air quality.</p>	<p>On street dedicated blue badge bays will remain free and on street pay and display bays and time limited bays will remain free of charge and without limit of stay for blue badge holders.</p> <p>The changes will be effectively communicated.</p>

Resources

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Corporate Finance and commercial services – review of service structures	Staff reduction.	<p>A review of roles in Corporate Finance is expected to enable a reduction in the number of posts.</p> <p>No adverse service impact is expected.</p>	<p>HR processes will be followed to ensure fair treatment of staff.</p> <p>More effective use of Oracle is expected to enable a reduction in the resource requirement in the Capital/Systems /Commercial Team. In addition, our new commercial developments are expected to reduce which could provide an opportunity to review resources. Once Oracle has been rolled out into schools a</p>

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			<p>review of resource can be undertaken and with more effective working across the Team a reduction in resource could be reasonably be expected.</p>
<p>Legal and Democratic Services - Non-staffing reductions</p>	<p>None</p>	<p>No equality impact.</p>	
<p>Digital Services – further review of Service Structures</p>	<p>Review of service structures 2025/26</p>	<p>Realignment of application and digital solution delivery could lead to a reduction in various levels in the structure including management.</p> <p>The restructure proposals are being drafted to ensure we can continue to meet our digital strategy objectives.</p>	<p>The equality impact assessment will be updated as the proposal develops.</p> <p>HR processes will be followed to ensure fair treatment of staff involved.</p> <p>Any service delivery impact due to reduced staffing capacity will be mitigated wherever possible.</p>
<p>Transactional and Customer Services – Customer Feedback review</p>	<p>Process review with potential staff reductions 2025/26</p>	<p>Customer Feedback and Investigation Process Review with savings aligned to the implementation of process and technology improvements that focus on reductions in demand and increased capacity, without limiting the ability to meet statutory guidelines. This will</p>	<p>The equality impact assessment will be updated when the review concludes.</p> <p>HR processes will be followed to ensure fair treatment of staff involved.</p>

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		<p>remove/minimise any negative impact for customers.</p> <p>The review could lead to a small staff reduction.</p>	
<p>Transactional and Customer Services – Service review</p>	<p>Review of service processes and structures and implementation of a new operating model to support innovation, new ways of working, increased capacity to meet changing levels of demand and effective delivery of strategic and corporate objectives.</p>	<p>The review could provide insight and lead to the delivery more innovative solutions and service improvements for some groups.</p> <p>There is however, potential for impact on key front line services providing support for financially vulnerable households. This would impact across protected characteristics, especially age and disability and potential disproportionate impact for women. Reduced financial support for residents could affect physical, mental, and emotional health and wellbeing as residents experience fuel poverty, food insecurity, child poverty, economic inactivity, and low pay.</p> <p>The review could lead to a reduction in management posts in 2026/27.</p>	<p>The equality impact assessment will be updated when the review concludes.</p> <p>Potential mitigating factors could include:</p> <ul style="list-style-type: none"> -Identification of new service delivery models -More efficient processes and procedures -Enhanced workforce resource and capacity management -Increased automation -Further channel shift to self-serve and digital pathways. -Streamlined provision -Reduction in duplication -New models of partnership working

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			HR processes will be followed to ensure fair treatment of staff involved.
Internal Audit, Risk, Corporate Fraud and Insurance – Review of Re-charges	None	No equality impact.	