

Appendix 8: MTFP (15) Equality Impact Assessment Summary for Savings Proposals

Adult and Health Services (AHS)

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
Deprivation of Liberty Safeguards	<p>Deprivation of Liberty Safeguards (DoLS) ensures people who cannot consent to their care arrangements in a care home or hospital are protected if those arrangements deprive them of their liberty.</p> <p>A review of DoLS arrangements to include a staffing reduction.</p>	<p>A reduced staffing resource could impact the ability to maintain manageable caseloads, and result in a growing backlog which would impact people with protected characteristics. The profile of referrals are older people (65+) and more likely to be female (59%). The profile for younger aged referrals are more likely to be male (61%).</p> <p>As the proposal involves the removal of vacant posts there are no implications for current staff.</p>	<p>Refinement of administrative processes and systems upgrades will allow for effective management existing workload with less staffing.</p>
Adult Protection & Practice Improvement	<p>The Adult Protection team coordinate interagency safeguarding adults enquires for the most complex cases as a key part of our safeguarding duties under the Care Act.</p>	<p>A reduction in staffing could impact service delivery for the most vulnerable people, where serious allegations of abuse need to be investigated. The client group for this service tend to be older, with more females. Although disability is not specifically recorded, we know a high proportion of service</p>	<p>Impact will be closely monitored alongside potential to upskill other lead officers to enhance resilience.</p> <p>HR processes will be followed to ensure fair treatment of staff.</p>

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
	<p>A review of the Adult Protection and Practice Improvement team to include a staffing reduction.</p>	<p>users have some form of support need, most are likely to have a disability or long term health condition.</p> <p>The staffing reduction will be met by the removal of vacant posts, also ER/VR.</p>	
Social Care Direct	<p>Social Care Direct (SCD) is the front door to Adult Social Care in County Durham. It handles all initial enquiries and commences the assessment process for those with the appearance of care and support needs.</p> <p>A review SCD to include a staffing reduction.</p>	<p>A reduced workforce capacity may impact operationally if volume of demand increases. Service users are more likely to be older and disproportionately female.</p> <p>As the proposal involves the removal of vacant posts there are no staffing implications.</p>	<p>Work has been undertaken to streamline some of the call activity in SCD.</p> <p>A further review of SCD to be undertaken with a view to increasing productivity and further develop delivery standards.</p>
Substance Misuse Team	<p>The Substance misuse team is a countywide team who undertake assessments and case work with service users whose primary needs emanate from the effects</p>	<p>The team will be absorbed into the work of other AHS teams with staff re-deployed. Service users will continue to get a service linked to substance misuse, but it will come from within the broader adult provision. Over two thirds of service users in this group are</p>	<p>There will be a specialist within the mental health provision, retaining capacity to be able to provide substance misuse advice and support to all social workers across the system. There are no changes to the Treatment Centre Offer and</p>

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
	<p>of chronic substance misuse.</p> <p>A review of the Substance Misuse Team and absorption of the work into other adult service's teams.</p>	<p>male and these are largely in the younger age group of 18-64. Most female service users tend to be in the younger age group.</p> <p>Workers within the team would be redeployed into other adult care vacancies therefore redundancies or early retirement would not be required, retaining a skills set within the workforce.</p>	<p>services provided by public health to those with substance misuse needs.</p> <p>HR processes will be followed to ensure fair treatment of staff affected by redeployment.</p>
Learning Disabilities & Mental Health Project Team	<p>The mental health and learning disability service includes three locality learning disability teams and five mental health social work hubs which undertake most of the long-term social care work for these service user groups.</p> <p>To cease the Learning Disabilities and Mental Health Project Team.</p>	<p>There would be minimal impact on service users with the removal of this project team. This has been an additional function within the learning disability and mental health team. The work would normally be picked up through the teams in localities and the review teams.</p> <p>Staff will be redeployed.</p>	<p>HR processes will be followed to ensure fair treatment of staff affected by redeployment.</p>
Locality Team	<p>Locality social work teams cover the whole of the county.</p>	<p>Staffing reductions for locality and occupational therapy teams are likely to have a detrimental impact in terms of service delivery. Given</p>	<p>Effective risk management and triage.</p>

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
	<p>Teams are based in the Dales, Durham and Chester le Street, Derwentside, Easington and Sedgefield.</p> <p>A review of Locality Team arrangements to include a staffing reduction.</p>	<p>the nature of the service this will have an impact largely; older people, women and disabled people, some with complex needs.</p> <p>The staffing reduction will be met by the removal of vacant posts, also ER/VR.</p>	<p>Assistant roles can work with lower risk clients.</p> <p>Examine streamlining recording practices to explore if effective and safe improvements could be implemented.</p> <p>Continued support of the apprentice programme which helps with the provision of qualified staff.</p> <p>HR processes will be followed to ensure fair treatment of staff.</p>
Review Team	<p>The remit of the review team is to monitor and review cases annually in line with Care Act guidance.</p> <p>A review of Review Team arrangements to include a staffing reduction.</p>	<p>A staffing reduction in the review team may have a detrimental service delivery impact. Given the ageing population within the County, and complex care needs, this provides additional pressure on the team to deliver timely reviews with a potential disproportionate impact on older people, disability and women.</p>	<p>Extra care team to manage their own reviews will mitigate some of the risk.</p> <p>Work ongoing to streamline processes and continue to ensure the time committed to undertaking reviews is proportionate to the level of need and risk.</p> <p>HR processes will be used to ensure fair treatment of staff,</p>

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
		<p>The staffing reduction will be met by the removal of vacant posts, also ER/VR.</p>	<p>to include slot in and deletion of posts where possible.</p>
<p>Sensory Support</p>	<p>The sensory support team is a specialist service that offers support and rehabilitation to people with a hearing or sight loss.</p> <p>Review of sensory support team arrangements.</p>	<p>The proposal to remove two specialist posts will impact people with sight and hearing loss and their families in seeking support. The service is rehabilitation intensive, as well as acting as an advocate or method of communication.</p> <p>There is potential for an increase in waiting / response times for assessment, reviews and rehabilitation. This could impact on wider general health and subsequent increased reliance on other services e.g. health and social care, carers support.</p> <p>On most occasions the service users supported by the team have come from hospital registers (sight loss) or have been referred via Social Care Direct or internally via a social work team.</p>	<p>Both the sight and hearing loss teams have a great knowledge around the voluntary and community resources available who share this knowledge and support people to access this to reduce intervention of council services.</p> <p>Combined service management may benefit some service users, particularly those with dual sensory loss. Continuity in management across each service type.</p> <p>HR processes will be followed to ensure fair treatment.</p>

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
		<p>This could lead to additional pressures for family carers who are more likely to be female.</p> <p>The reduction in specialist knowledge will have an impact, although it is anticipated that the supervision and monitoring of staff should remain manageable. Due to the small cohort of people supported it is felt that the work can be maintained within the team.</p>	
<p>Pathways</p>	<p>Pathways is part of the County Durham Care and Support in-house provider service. They are a cohort of day centres for people with learning disabilities.</p> <p>A review of Pathway team arrangements to include a reduction in sites and staff.</p>	<p>The proposal is to decommission existing delivery at the Pathway site at Newton Aycliffe and return Stanley Pathways from its temporary base at Chester Le Street to its permanent home in the Louisa Centre Stanley. This will offer improved facilities although those service users affected by moving facility may find it unsettling at first and may have longer journeys.</p> <p>There are no negative impacts in terms of facility access.</p>	<p>Working from reduced sites makes sense from a service delivery perspective as it will enable efficiencies to be made; both in terms of staffing and in building revenue costs. A strategic review of the remaining delivery sites including consultation with users and their families has commenced. Many of the service users live within the vicinity of more than one day centre, so travel disruption for those affected will be kept to a minimum.</p>

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
		Removal of vacant posts and re-deployment of staff will be necessary.	<p>Service user transitions will be carefully managed to minimise any distress or negative impact.</p> <p>HR processes will be followed to ensure fair treatment of staff.</p>
Support and Recovery	<p>The Support and Recovery service is part of the County Durham Care and Support in house provider service.</p> <p>Review of support and recovery arrangements.</p>	Minimal impact on service users is expected as the saving involves the deletion of a currently vacant post and one staff reduction.	<p>Management capability in the service helps to mitigate the risk.</p> <p>HR processes will be followed to ensure fair treatment of staff.</p>
Hawthorn House, Shared Lives & Extra Care	<p>Hawthorn House is part of County Durham Care and Support in house provider services.</p> <p>It is a respite facility to support people who have a diagnosed learning disability.</p> <p>To review Hawthorn House, Shared Lives and Extra Care arrangements.</p>	<p>The proposal to reduce staff will impact people with disabilities including learning disability.</p> <p>Two posts have never been filled at Hawthorn House and Harbour Lodge with minimal impact on service users. There is a further vacant post to delete.</p> <p>Although impact is expected to be minimal for service users, the reduction in staffing capacity/skill</p>	<p>More efficient ways of working / rotas within the Shared Lives team to be implemented.</p> <p>Impact will be closely monitored.</p> <p>HR processes will be followed to ensure fair treatment of staff.</p>

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
		<p>will hamper development of the service.</p> <p>ER/VR or re-deployment will be considered in relation to one post.</p>	
Commissioning	<p>The integrated commissioning team have strategic responsibility for the procurement, delivery, review and monitoring of external adult and children's social care services.</p> <p>To review commissioning arrangements within adults.</p>	<p>No detrimental impact anticipated on service users.</p> <p>Staff reductions will be managed through deletion of vacant posts and ER/VR.</p>	<p>Mitigating actions are in place to support affected social care providers such as training in preparation for contract changes.</p> <p>Re-allocation of work and re-configuration of teams are planned to mitigate the impact on performance and outcomes.</p> <p>HR processes will be followed to ensure fair treatment of staff.</p>
Charging for Learning Disability Transport – Harmonisation of Arrangements	<p>Introduction of a subsidised charge of £2.00 per journey (£4.00 return) for individuals accessing Learning Disability provision through our internal fleet service.</p>	<p>This will impact people with learning disabilities.</p> <p>The introduction of a subsidised charge still represents value for money for service users and continues to provide access to a safe and reliable transport service. It also provides equity for those</p>	<p>Clear communication with service users affected.</p>

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
		service users receiving transport outside of the DCC fleet.	
Income – Recharge for North East Association of Directors of Adult Social Services Secretariat Support	To charge NE ADASS for support provided in DCC role as host of NE ADASS	No equality impact.	

Chief Executive's

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
Legal and Democratic Services – staffing savings	A restructure of legal and democratic service aligned to a review and re-prioritisation of resources with staffing savings.	Non-staffing savings and deletion of vacant posts with no equality impact on service delivery.	
Increased income in relation to the Registration Service	To generate additional income aligned to the new service offer / increased capacity provided by the move to The Story and from a review of fees and charging.	Increased fees and charging with no disproportionate equality impact.	
Corporate Affairs restructure	A restructure of the service aligned to a review and re-	Potential impact across the protected groups as a result of reduced activity in equality and	Any negative impact will be minimised via broader

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
	prioritisation of resources with staffing savings.	<p>diversity, data analysis and intelligence, communications and marketing and community engagement.</p> <p>Minimal impact on staff as savings are expected to be made through ER/VR, deletion of vacant posts and reduction in temporary posts.</p>	<p>integration of roles to spread available capacity.</p> <p>All statutory functions and core activity will be maintained.</p> <p>HR processes will be followed to ensure fair treatment of staff.</p>
Review of corporate sponsorships, advertising and subscription arrangements	To review corporate sponsorships, advertising and subscription arrangements	Removal or reductions in sponsorships, advertising and subscription with no equality impact.	
Durham County News online only	To review the arrangements of Durham County News to online.	<p>Proposed changes to move Durham County News from printed copy to digital affects how we communicate with residents who do not have digital access. 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>There are no staffing implications.</p>	<p>Reasonable adjustments will be made for people who cannot access information digitally due to their disability. Adjustments will include hard copies and/or alternative formats (large print, audio) distributed to those residents who request this as an adjustment.</p> <p>A limited number of hard copies will also be made available in customer access points and libraries each</p>

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
			quarter for members of the public who wish to have them.

Children and Young People Services (CYPS)

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
Education	Review of education service management structure and non-staffing budgets.	Realignment of posts with no service user impact.	HR processes will be followed to ensure fair treatment of staff.
Early Help, Inclusion and Vulnerable Children	Review of early help and youth justice services to streamline management and operational delivery.	Staffing reductions may lead to waiting lists for families/carers with children to receive a service at the Front Door and may mean some cases could go more quickly to statutory social care referrals. This will have a disproportionate impact in terms of age (younger and working age) and disability (disproportionally more children and young people with SEND access the service). Also, a likely greater impact on women who generally undertake higher levels of care within the family unit or be a single parent with greater family responsibility.	<p>Implementation of Family Hub and Start for Life programme and Supporting Families programme will seek to maximise wider partnership resources for early help work and collective best use of resources available to us.</p> <p>Social work caseloads and performance are regularly monitored and any changes in patterns of demand and workload are quickly identified.</p> <p>Regular monitoring of youth justice performance and any</p>

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
		<p>The impact on the early help workforce is likely to be an increase in average caseloads across Key Workers, as they will be allocated more families to work with. High caseloads can lead to increased pressure on staff in terms of staff wellbeing, sickness, and staff turnover. The workforce is predominantly female, and more females are likely to be impacted.</p> <p>The review and re-alignment of work in the youth justice service will involve a small staff reduction with minimal impact expected in terms of service delivery.</p> <p>Removal of vacant posts and ER/VR will be considered.</p>	<p>concerns added to the risk register/issues log.</p> <p>HR processes will be followed to ensure fair treatment of staff.</p>
<p>Central</p>	<p>Review of non-staff budgets across CYPS and a reduction in third party expenditure.</p>	<p>This proposal involves a review of existing budgets, with a particular focus on those areas where there has been underspending in recent years. There is no equality impact.</p>	

Neighbourhood and Climate Change (NCC)

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
Grass Cutting on Central Reservations	Reduce grass cutting on central reservations of dual carriageways.	No equality impact.	
Community Highways Workers	Review of community highway workers arrangements.	<p>Removing this service would have minimal impact on local residents as much of the work of the highway workers on DCC land can be absorbed by existing services such as litter pickers, grass cutting teams & gardeners.</p> <p>There are potential staffing implications which would disproportionately impact men, although redundancies are not being considered, staff would be re-deployed.</p>	<p>If alternative funding arrangements cannot be secured, staff will be reallocated to mainstreamed Clean & Green maintenance activity.</p> <p>HR processes to be followed to ensure fair treatment of staff.</p>
Review of Clean & Green	Review staffing arrangements within clean and green.	<p>Potential for reduced grounds maintenance and street cleaning which could impact access. It is proposed to cease removal of graffiti from private properties although a rapid response for removal of offensive or obscene graffiti will remain available.</p> <p>Removal of vacant posts.</p>	<p>The approach will be kept under review and any complaints or issues in relation to access will be addressed.</p> <p>Removal of offensive or obscene graffiti on private properties will be available (where consent received from property owner).</p>

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
Verge Cutting	Reduce roadside verge cutting from two to one cuts per year.	Reduced verge cutting could potentially restrict access, although the verges are generally not pedestrian paths. No staffing implications.	The approach will be kept under review and any complaints or issues in relation to access will be addressed.
Review of Find & Fix	Review the arrangements around the Find and Fix team.	No equality impacts. Seconded staff would return to their posts and agency staff laid off.	
Review of Parks & Countryside	Review staff arrangements and other budgets within parks and countryside.	No direct equality impact.	
Vacancies in Clean & Green	Removal of vacant post in Clean and Green.	No equality impact.	
Weed spraying in open spaces	Cease weed spraying to fence lines and obstacles on open spaced grass areas.	Reduced weed spraying could potentially restrict access with a disproportionate impact for people with disabilities, mobility and sensory impairments or carers with pushchairs and wheelchairs. Removal of vacant posts with no wider staffing implications.	The approach will be kept under review and any complaints or issues in relation to access will be addressed.
Northumbria in Bloom & Carpet Beds	Cessation of some carpet bedding in Durham city,	No equality impact.	

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
	and cease subscription to Northumbria in Bloom.		
Review of arrangements around animals killed on highway	Review the arrangements around collection and disposal of animals killed on the highway.	No equality impact.	
Depot security cover	Increased standardisation of security arrangements across the depot sites.	No equality impact.	
Depot contract cleaning	Review contract cleaning at depots.	No equality impact.	
Review of Environment & Design	The review of staffing and grant arrangements within the Environment and Design Team.	Deletion of vacant posts, will reduce specialists and potentially add pressure to existing staff although no direct equality impact.	
Review of Low Carbon Team	Review of staffing arrangements within the low carbon team.	Potential removal of two posts, no specific equality impact.	
Review of Pest Control	Review staffing arrangements within the pest control team.	The continuation of the 50% subsidised rate for pest control treatment for those households receiving a council tax reduction supports low income households, potentially more likely to be beneficial for those with a disability and low income working age families with young children.	The subsidised rate improves access to the service for all communities. HR processes will be followed to ensure fair treatment.

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
		Reduction of one post with minimal impact on service delivery.	
Review of Civic Pride	Review staffing arrangements within the civic pride team.	Reduction in environmental campaigns with minimal equality impact. Reduction of one post and deletion of apprentice vacancy (not impacting current post holder).	HR processes will be followed to ensure fair treatment. Complaints will be monitored and any equality issues addressed.
Allotments	Reduction in staff and material budgets associated with the reduced number of sites managed within the service.	Transfer of some allotment sites will enable the reduction of one post with a corresponding reduction in maintenance costs. There will be no equality impact for allotment holders.	HR processes will be followed to ensure fair treatment.
Vacant apprentice post in Strategic Waste	Remove vacant strategic waste apprentice post.	Strategic Waste has teamed up with Refuse and Recycling to provide placement opportunities and training to their allocated apprentices, to ensure they gain a holistic apprenticeship program across all aspects of waste management therefore one vacant apprentice post can be removed.	

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
Vacancies in Strategic Waste	Remove vacant environment monitoring post in strategic waste.	Removal of vacant post which potentially adds pressure to existing staff although no direct equality impact.	
General premises and supplies savings	Savings in premises and supplies costs across the whole of Neighbourhoods and climate change.	No specific equality impact.	
Review of Community Protection Service	Review of current service provision including the rationalisation of existing posts with the community protection service.	This is a developing saving for 2026/27. A further update will be provided in due course.	
Gypsy, Roma and Traveller & Community Action	Reduce contributions to other bodies.	No direct equality impact anticipated at this stage.	
Civil Contingency Unit	Reduce contributions to other bodies.	No equality impact.	
Highways Permit Scheme	Realignment of the resources utilised under the Highways Permit Scheme.	Recharge of staffing to another budget with no equality impact.	
Staff reductions in Civil Engineering	To review the arrangements of the civil engineering team.	Removal of an apprenticeship post will have no impact to current posts or service delivery but will remove potential future apprenticeship opportunities.	

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
Staff reductions in Road Safety	To review the arrangements of the road safety team.	Removal of two vacant posts. Minimal service impact. Remit for coordination of the driving assessments is absorbed within the existing staff structure, plus with the assistance of our road safety partners. There are plans to deliver to as many of the same young driver audiences throughout the County.	Young driver safety awareness training sessions are lead by DCC officers from the Road Safety Team, and delivered jointly with Road Safety Partners from Durham Constabulary and CDDFRS which builds in resilience.
Recharge Highway Maintenance staff to Capital	To recharge highway maintenance staff to capital.	No equality impact.	
Reduction in Camera Enforcement purchases	To put forward the enforcement budget as a saving that is no longer required.	No equality impact.	
Parking Enforcement Contract	To review the arrangements of the parking and transport team.	Removal of car park night time patrols (supplied by contractors) due to changes in parking systems might result in users feeling less secure on an evening/night which impacts all but may have a disproportionate impact for women.	CCTV cameras will remain in operation and the car park has been awarded the Safer Parking 'Park Mark' accreditation.
Airport Legal Expenses	To review the budget for airport legal fees.	No equality impact.	
Minor Projects	To review the minor projects budget	No equality impact.	

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
Vacancies in Stores	Removal of a vacant post in stores team.	No equality impact.	
Vacancies in Estimating	Removal of a vacant post in estimating team.	No equality impact.	

Regeneration, Economy and Growth (REG)

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
Casual staff reductions in Cultural Venues	To rationalise the public opening hours at Gala and Empire Theatres.	Reduced opening times has been implemented for the early part of week, with minimal impact. This has reduced use of casual staff.	
Staff reductions in Visit County Durham (Option 1)	To review the arrangements of the Visit County Durham Team.	Staff reductions will impact service delivery although no specific equality impacts are anticipated at this stage.	HR processes will be followed to ensure fair treatment.
Staff reductions in Business Durham and Employability	To review the arrangements of the Business Durham and Employability Service	A staff reduction of two posts and the deletion of one vacant post. ER/VR will be utilised where possible. No equality impact in terms of service delivery.	HR processes will be followed to ensure fair treatment.
Reductions in Area Action Partnerships staffing and Neighbourhood Budgets	To look at the arrangements of the AAP Team	A staff reduction of two posts with no equality impact in terms of service delivery. ER/VR will be utilised where possible.	HR processes will be followed to ensure fair treatment.

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
Promotional Events	To look at arrangements around how we fund promotional events.	Removal of funding for business related promotional events with no equality impact.	
Staff reductions in Care Connect	To review arrangements in the Care Connect Team.	The Care Connect Service provides an emergency alarm and response service primarily for older people and people with additional needs / disabilities. The proposal involves the deletion of vacant posts due to the posts having been vacant for some time with no adverse impact. No impact on current staff and service users is foreseen.	An improved shift pattern and digitisation efficiencies will maintain robust service delivery and further enhance team resilience.
Staff reductions in Strategy & Delivery	To review the arrangements of the strategy and delivery team.	Although there is no impact on current staff, the removal of a future apprenticeship post will impact succession development and negatively impact apprenticeship opportunities which are more likely to attract younger applicants. The regrading of one post will release further savings. No specific equality impact for customers.	

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
Staff reductions in Building Safety and Standards	To review arrangements of the building safety and standards team.	Deletion of two posts. No specific equality impact.	
Recharge Humanitarian Support staff costs to reserve	Contribution from Humanitarian Support reserve towards staff costs.	No equality impact.	
In House Telecare Engineer Contract	To review the arrangement of the external telecare engineers.	Contractual arrangements with no equality impact.	
Temporary Accommodation and Out of Hours Homelessness	Ending of the out of hours homelessness contract and bringing this in-house with a budget reduction.	Removal of a service level agreement from CYPS, with support to be delivered by Care Connect service at a lower cost. No service delivery implications.	
Central Costs	Rebasing of regeneration central budgets.	No equality impact.	

Resources

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
Corporate Finance Restructure - staffing and non staffing savings	A restructure of the service aligned to a review and re-prioritisation of resources with staffing and non-staffing savings.	Deletion of vacant posts with no customer or equality impact.	

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
Digital Services Restructure - staffing and non staffing savings	A restructure of the service aligned to a review and re-prioritisation of resources with staffing and non-staffing savings.	<p>No expected external customer impact with minimal impact for internal customers.</p> <p>Men could be disproportionately impacted as part of the restructure as they are over represented in the service.</p>	HR processes will be followed to ensure fair treatment.
Human Resources & Employee Services Restructure - staffing and non staffing savings	A restructure of the service aligned to a review and re-prioritisation of resources with staffing and non-staffing savings.	<p>Service delivery impact will be minimal with no external customer impact.</p> <p>Women and staff aged 41-60 are more likely to be impacted as part of the restructure due to the staff profile.</p>	HR processes will be followed to ensure fair treatment with ER/VR utilised where possible along with deletion of vacant posts.
Internal Audit & Corporate Fraud Restructure- staffing and non staffing savings	A restructure of the service aligned to a review and re-prioritisation of resources with staffing and non-staffing savings.	Given the nature of the posts to be deleted, it is not expected to have any negative impact.	
Procurement, Sales and Business Services Restructure - staffing and non staffing savings	A restructure of the service aligned to a review and re-prioritisation of resources with staffing and non-staffing savings.	The outcome of future budget reviews may not be sufficient to resource all business services apprentice posts going forward. Although current apprentices within the service are not impacted this would impact any future intake (up	<p>HR processes will be followed to ensure fair treatment with utilisation of ER/VR where possible.</p> <p>Improved efficiencies, harnessing digitisation and</p>

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
		<p>to 25 posts). An analysis of the current cohort shows this could potentially have a disproportionate impact in terms of gender (women) and age (younger age groups).</p> <p>Deletion of vacant posts and mini-restructures will be used to implement other elements of the business services saving with a minimal impact to service delivery.</p> <p>Minimal service delivery impact for procurement and sales is expected due to new ways of working.</p> <p>Women will be disproportionately impacted due to the service profile.</p>	<p>new ways of working will minimise any negative impact.</p>
Increased income – North East Procurement Organisation Rebate	<p>Increase in budget linked to NEPO procurement rebate based on DCC engagement with regional procurement frameworks.</p>	<p>No equality impact.</p>	
Staff Reductions in Health & Safety	<p>Review the arrangements of the Health and Safety Compliance Team staffing budget.</p>	<p>A proposed staffing reduction of two staff will be managed via ER/VR where possible. No equality impact.</p>	<p>HR processes will be followed to ensure fair treatment.</p>

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
Staff funded from Capital Receipts and Capital	To review the arrangements of the staffing budgets.	No impact for staff or service delivery.	
Supplies and Services	Proposals to reduce a number of budgets across the service.	No equality impact.	
Transactional & Customer Services Restructure - staffing and non staffing savings	A restructure of the service aligned to a review and re-prioritisation of resources with staffing and non-staffing savings.	Reduced service levels may affect processing times which would impact customers and increase pressures on staff. Women will be disproportionately impacted due to the service profile.	Changes in processing, new ways of working and the realignment of work will help to mitigate impact. HR processes will be followed to ensure fair treatment with utilisation of ER/VR where possible.
Transactional & Customer Services - Increased Court Cost Income	Increase in budget to reflect review of court costs fees implemented in 2024/25.	No disproportionate equality impact identified.	Currently, DCC's 100% Local Council Tax Reduction Scheme protects those most in need from this cost.

Corporate

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
Review of the Section 13a Council Tax discount for properties impacted by the Empty Home Premium	Review of existing policy in line with statutory mandatory relief scheme for empty homes, moving	Proposals will be subject to a Cabinet report in due course.	Any data on ownership of empty homes would be included in council reports.

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
	to a time limited relief scheme based on Government guidance.	At this stage, no differential impact is identified.	
Loan Expenses	One off fees to be met by central capital financing or corporate contingencies going forward.	No equality impact.	
Bank / Payment Card Expenses	Savings based on changes in activity levels and efficiencies achieved in current budget.	No equality impact.	
Reduction in General Contingencies Budget	Reductions on centrally held budget.	No equality impact.	
Dividend from Chapter Homes	Additional income from increased dividend.	No equality impact.	
Review of Minimum Revenue Provision (MRP)	To adopt a change to the council's MRP policy in relation to provision for principle on extra loans – changed to an annuity basis.	No equality impact.	
Member Budgets	Reduction in member's Basic Allowances budget post implementation of the Independent Remuneration Panel recommendations agreed at Council in January and factoring in the reduction	The reduction in the basic allowances budget reflects the reduced number of elected members from May 2025. Each elected member will cover a ward with a larger population. There is no expected equality impact on the	

Savings Proposal	Savings Proposal Description	Equality impact and analysis	Mitigation
	in the number of members from May 2025	elected member as a result of this proposal.	