

Appendix 9 – MTFP(8) - Table of Equality Impacts

MTFP Ref / Savings Proposal	Description	Impact	Mitigation
AHS			
<p>AHS 1.1 Review direct provision of remaining in-house services</p>	<p>Relates to phased savings arising from outsourcing of reablement and supported living and restructuring of Extra Care. Clients/service users who are eligible will continue to receive services (previously agreed by Cabinet September 2016).</p>	<p>Service users affected by the change are predominantly older and disabled people. There are likely to be higher numbers of women than men impacted, and more carers are likely to be female than male.</p> <p>Changes to operating models are not anticipated to affect the level of service provided as service users will continue to receive services to address their eligible needs however some service users may experience a change of provider.</p> <p>Savings will involve potential changes to staffing which will include, in some instances, TUPE transfer.</p>	<p>Services will continue to operate, and the principles of the review work are that eligible service users will continue to receive support, subject to ongoing annual review and consistent application of eligibility criteria.</p> <p>Transition arrangements, including individual care plans will be sensitively planned to mitigate any issues connected to a change of provider. Service users and staff will receive communication on a timely basis and alternative means of communication will be provided where required.</p> <p>Any changes relating to staff will be carefully planned and implemented to promote fairness and equality in line with DCC procedures by following the Change Management toolkit.</p> <p>Consideration of ER/VR, where possible, and deletion of vacant posts will minimise impact on staff.</p>
<p>AHS 2.1 Continuation of consistent and effective use of existing criteria</p>	<p>Continuation of effective use of eligibility criteria for adults.</p>	<p>There are potential impacts as people are assessed more consistently and effectively meaning reviews of care and support may result in changes in care provision following re-assessment.</p> <p>The profile of service users indicates that older people and those with a disability are likely to be impacted as well as more females than males.</p>	<p>The overarching policy objective is to bring about greater clarity, consistency and equality of access to care and support, both for people using care and support and for people with caring responsibilities. This is outcome-focused, supports personalisation and prevention, and continues to allow the council flexibility to reflect individual, family and local circumstance. It also promotes positive</p>

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		<p>Needs will continue to be met in variety of ways as part of the Transformation Agenda for Adult Care.</p> <p>The Care Act 2014 (Section 2) requires local authorities to offer preventative services which will contribute towards preventing, reducing or delaying the needs for care and support, which will impact positively on those identified with the protected characteristics.</p> <p>Department of Health equality analysis on modernisation of legislation did not identify any negative impact and highlighted the potential for positive outcomes such as improving the quality and availability of information about support services on offer and improvement of personalised care and support service for both service users and carers.</p>	<p>attitudes to older and disabled people and involves them in decision-making.</p> <p>The following current practice ensures users' needs are met and may lead to more positive outcomes for some:</p> <ul style="list-style-type: none">) Consistent use of eligibility criteria) Services sensitive to people's needs) Not necessarily using traditional service responses such as building-based day care. Consideration of universal community based services to meet need) Examining differences in locality arrangements) Greater use of preventative services, e.g. telecare) Ensuring consistency in teams linked to practice and volumes) Maximising opportunities with the voluntary and community sector) Providing alternatives to residential and hospital admissions.) Use of reablement and other service offers to maximise independence.
<p>AHS 3.1 Review of Adult Social Care Charging (Disability related expenditure)</p>	<p>Phased savings arising from changes to ASC charging policy in respect of Disability Related Expenditure disregards in new cases only (previously agreed by Cabinet March 2017)</p>	<p>This is a continuation of a saving agreed in 2017 with full public consultation carried out April-June 2016 prior to the decision.</p> <p>Current applicants (at the time of implementation) were not affected, only new applications/clients. Previous profile suggested that people most affected are more likely to be older, female and will have some form of severe disability. The</p>	<p>Ongoing support is provided to service users were necessary as changes implemented. This includes advice and support to help maximise income and benefit entitlement where possible during the financial assessment. Social work support is available if required. Service users unhappy with the financial contribution they are assessed to make will be offered a further fast track review.</p>

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		policy change led to a negative impact for some due to increased financial contributions as a result of ending the automatic 50% disregard in relation to service users in receipt of the severe disability premium.	Since the policy was introduced no complaints or issues for consideration have been raised with regard to the charging policy.
AHS 3.2 Review of Adult Social Care Charging (Minimum income guarantee)	Phased savings from changes to ASC charging policy in respect of the Minimum Income Guarantee thresholds in new cases only.	<p>It is anticipated that this policy will implement consistency across all new service users post April 2018.</p> <p>The adverse effect will derive from the increase in care costs predominantly affecting older and disabled people and greater proportions of women.</p> <p>Full public consultation closed on 14th January 2018. Results are currently being analysed.</p>	Ongoing support will be offered to new clients. This includes advice and support to help maximise income and benefit entitlement where possible during the financial assessment. Social work support will be available if required. Service users unhappy with the financial contribution they are assessed to make will be offered a further fast track review.
AHS 4.1 Adult Commissioning Efficiencies	A restructure of the support and other services retained within AHS that have not yet been unitised.	<p>It is unclear at this stage if there will be any service impact and the equality impact assessment will be updated as the saving proposal progresses.</p> <p>Staff impact in terms of a restructure.</p>	<p>The restructure/staffing changes would be completed following change management guidelines to ensure fair treatment.</p> <p>Consideration of ER/VR, where possible, and deletion of vacant posts will minimise impact on staff.</p>
AHS 4.4 Review of Adult Social Work Function	Management Review	<p>No service impact is expected.</p> <p>Staff impact in terms of a management review.</p>	The review will be completed following change management guidelines to ensure fair treatment.

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AHS 4.5 Review of non frontline activity in Public Health	Reduction in transport costs.	Reduction in transport costs with no anticipated equality impact.	
AHS 4.6 Environment, Health and Consumer Protection – Service Review	Restructure and re-prioritisation of service delivery within Environment, Health and Consumer Protection.	Staff impact in terms of a restructure. It is unclear at this stage if there will be any service impact and the equality impact assessment will be updated as the saving proposal progresses.	The restructure/staffing changes would be completed following change management guidelines to ensure fair treatment. Consideration of ER/VR, where possible, will minimise impact on staff.
AHS 5.1 Review of community based services	To be achieved through the non-recurrent budget / capacity within the current BCF budget plan.	The services and initiatives funded are either ending in March 2018 or will be continued using alternative funding sources. For some services alternative funding has been identified. Services affected are as follows: <ul style="list-style-type: none">) Reablement – alternative funding identified: no impact on service users) MAIN Autism Support service – alternative funding identified: no impact on service users) Dementia Care Advisors – alternative funding identified: no impact on service users) Support to move onto direct payments – time limited initiative: no impact on service users) Pre-Paid Carers Cards – to be funded through operational (core) budgets: no impact) Contribution to temporary posts – time limited: no impact on service users 	Implications for service users and staff will be considered as proposals are developed and the equality impact assessment will be updated going forward.

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		At this stage the impact on affected services / protected characteristics is considered negligible. Impact in relation to staff will be limited, as small numbers are likely to be affected.	
CYPS			
CYPS 1.2 Opening 5th Unit at Aycliffe Secure Services	Expansion of traded service	This proposal will promote our commitment to equality as it will provide an additional service for vulnerable children and young people. Staff will be recruited via Durham County Council recruitment policies and procedures for the 5 th House.	None required.
CYPS 2 Review home to school / college transport policies	This saving is a continuation of savings arising from Policy Changes previously agreed by Cabinet in relation to safe walking routes, Year 10/11 exam movers, post 16 independent / SEN travel arrangements etc.	There is a potential negative impact on young people between the ages of 16-19 and those with a disability. The impact is financial as some pupils will no longer receive free or subsidised travel compared to the previous policy. There are also potential impact in relation to gender, where there are variations in proportions between male and female in some of the affected categories. Also religion, where families have a preference of educational establishment due to religion or belief.	<p>Public consultation took place during Autumn 2015.</p> <p>The council works with schools and colleges to promote a programme of Independent Travel Training. It is noted that, for some pupils / students, independent travel training would not be appropriate due to their complex needs.</p> <p>An assessment of a family's ability to pay will be made to enable those who do need financial support for travel costs to receive the level of funding required from a dedicated Hardship Fund established by the council.</p> <p>The council will have regard to any preference an individual may have for a particular institution based on their religion or belief.</p>

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<p>CYPS 3.1 Children's Services – Service Review</p>	<p>A staffing restructure and the development of a new partnership arrangement for universal and Early Help Service focused on tackling Child Poverty delivered in localities through 0-19 Family Hubs.</p>	<p>Redesign of Children's Services will impact children, young people and their families.</p> <p>The re-design will ensure a robust focus on providing high quality and targeted early help and statutory services to children and families which is provided in accordance with need. This will take account of equality and diversity issues when considering the provision of support to vulnerable children and their families which meets their assessed needs.</p> <p>The service will ensure a clear focus on the provision of targeted and intensive support to children and families who's need is greatest which will minimise any impact of the service redesign for the most vulnerable.</p> <p>The service has invested in new roles of VCS Alliance Workers who will ensure there is good knowledge of the VCS provision in localities which can support children and families with lower level needs.</p> <p>Staff impact in terms of a restructure.</p>	<p>Any potential impacts on service delivery will be monitored as the restructure and service re-design is implemented.</p> <p>The restructure/staffing changes would be completed following change management guidelines to ensure fair treatment.</p> <p>Consideration of ER/VR, where possible, and deletion of vacant posts will minimise impact on staff.</p>
<p>CYPS 3.2 Education - Service Review</p>	<p>Restructure of Education Services across all teams, together with non staffing budget reductions and</p>	<p>Service changes will impact on children and young people and those with a disability, especially a sensory impairment. This will also impact families and carers, where the impacts could be greater for</p>	<p>Steps will be taken to protect all statutory functions.</p> <p>Adapting the service delivery model of the Sensory Team will align the responsibilities for</p>

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	increased income generation.	<p>women who are more likely to have care responsibilities.</p> <p>Impact may mean that provision which is currently discretionary may reduce or cease. There is currently insufficient detail to make an informed assessment, but this will be undertaken as the review progresses.</p> <p>Staff impact in terms of a restructure.</p>	<p>meeting pupils sensory needs with schools responsibilities and funding arrangements for other pupils with SEND, supporting the capacity of staff in all schools with reference to pupils with sensory impairment, and will continue to meet statutory duties under SEND legislation. The delivery model will also continue to operate within nationally agreed guidelines for support for children with sensory impairment.</p> <p>Further equality analysis will be carried out going forward, and be provided to support further decision making.</p>
CYPS 3.2a Review of Service Delivery Model – Sensory Services	Relates to 'Modifications to the Service Delivery Model of the Sensory Services (Hearing Impaired / Visual Impaired).	As above.	As above.
CYPS 3.5 CYPS Operational Support – Service Review	Staffing and non-staffing costs e.g. supplies, stationery, training.	At this stage there is not expected to be an impact on service users. The numbers of staff at risk of potential compulsory redundancy are small. Some staff may need to move job location.	The restructure/staffing changes would be completed following change management guidelines to ensure fair treatment.
CYPS 11 Repayment of CYPS Cash Limit in 2017/18	Repayment of CYPS Cash Limit in 2017/18 to delay restructuring savings.	No equality impact.	

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REAL			
REAL 1.20 Review of Culture & Sport	This proposal will see a general scaling down and re-structuring of a range of development services in both sport and the arts together with further operational reductions across the service.	Change will mainly affect targeted interventions. Service recipients by nature are therefore transient depending upon specific programmes operating at any one time. Whilst this saving may result in fewer new programmes being introduced it is unlikely to affect existing users. Impact is likely to relate to gender, age and disability going forward with reduced access to targeted interventions for these groups. Proposals will result in changes to staffing levels.	Monitor impact going forward and update of the equality impact assessment as the proposal develop. Staffing changes would be completed following change management guidelines to ensure fair treatment. Consideration of ER/VR, where possible, and deletion of vacant posts will minimise impact on staff.
REAL 3.91 Review of Fleet Service	A more streamlined service allowing workshops to operate extended hours minimising loss of productivity for service users as vehicles can be maintained outside normal operating hours.	There will be limited impact on external service users as proposals will bring about more efficient ways of working. Proposals will result in changes to terms / conditions, post titles, the removal of existing posts and creation of new posts.	Staffing changes would be completed following change management guidelines to ensure fair treatment. Consideration of ER/VR, where possible, and deletion of vacant posts will minimise impact on staff.
REAL 3.92 Review of Building and Facilities Maintenance	Reductions across a range of service areas in Building and Facilities Maintenance, R&M Budgets and in out of hours services.	No negative impact on external service users as proposal will bring about more efficient ways of working. Minimal impact on staff for 2018/19.	Staffing changes would be completed following change management guidelines to ensure fair treatment. Consideration of ER/VR, where possible, and deletion of vacant posts will minimise impact.

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<p>REAL 4.06 Savings in Clean and Green</p>	<p>Low impact savings including a restructure within management, and savings from the in-housing of weed control. Also reductions in general maintenance and weekend working where impact can be minimised.</p>	<p>Low impact such as reductions in general maintenance and weekend working where impact can be minimised. Unlikely impact on general public.</p> <p>Proposals will result in changes to staffing levels.</p>	<p>Staffing changes would be completed following change management guidelines to ensure fair treatment.</p> <p>Consideration of ER/VR, where possible, and deletion of vacant posts will minimise impact.</p>
<p>REAL 5.20 Increased income within Refuse and Recycling</p>	<p>A range of measures to increase income, including increased trade / bulky waste charges and the introduction of charges on developers.</p>	<p>Increased charging for the bulky waste scheme may have a greater impact on elderly or disabled people as they may be restricted in the means by which they can otherwise dispose of their bulky waste.</p> <p>The introduction of a points system means that customers can mix smaller and larger bulky waste items.</p>	<p>The service will ensure the change to the charge is comprehensively communicated; including ensuring that the service information is accessible to all residents.</p> <p>Residents needing help to present their waste (often due to disability) are able to access the 'assisted collection' service.</p> <p>The points system may make some collections cheaper where the number of items collected is low and this may mitigate impact for some people.</p>
<p>REAL 6.06 Review of garden waste charges</p>	<p>Savings proposal includes a £5 annual increase on garden waste charging each year in 2018/19 and 2019/20 (to £30 and then £35 - three year discounted offer to be made available).</p>	<p>An increase in charging has a negative financial impact for all those accessing the service. However there is likely to be a disproportionate impact on disabled and older residents accessing the garden waste service as they may be restricted in the means by which they can otherwise dispose of their waste.</p> <p>There is an option of a discounted multi-year deal to pay for this service which will ease the impact of increased charging for all customers.</p>	<p>The service will ensure the change to the charge is comprehensively communicated; including ensuring that the service information is accessible to all residents.</p> <p>Residents needing help to present and pull in their waste bin (often due to disability) are able to access the 'assisted collection' service.</p> <p>Households are reminded that they can share garden waste bins with neighbours (as publicised on the Council website) which will</p>

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			<p>cut costs and help to mitigate financial impact for some.</p> <p>Multi-year discounted payment plans will ease impact for some.</p>
<p>REAL 6.07 Review of Strategic Waste</p>	<p>A restructure within Strategic Waste plus a range of non-staffing efficiencies.</p>	<p>No expected service delivery impact.</p> <p>Staff impact in terms of a restructure.</p>	<p>Staffing changes would be completed following change management guidelines to ensure fair treatment.</p> <p>Consideration of ER/VR, where possible, and deletion of vacant posts will minimise impact.</p>
<p>REAL 11.21 Realignment of Winter Maintenance Budget with support from the Winter Maintenance Reserve</p>	<p>Current coverage of the network can be accommodated with any additional costs from a severe winter funded from the Winter Maintenance Reserve.</p>	<p>No equality impact on the realignment of this budget.</p>	
<p>REAL 11.23 Capitalisation of Condition Surveys</p>	<p>Alternative funding arrangements are proposed which will enable savings to be made.</p>	<p>No equality impact on this funding arrangement.</p>	
<p>REAL 20.1 Overachievement of 17/18 Savings</p>	<p>Over programming of staffing reductions across former RED activities taken in 2017/18 and removed from budget 2018/19.</p>	<p>No equality impact.</p>	

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REAL 20.2 Reductions in Supplies & Services	Reductions in Supplies and Services in former RED areas.	No equality impact.	
REAL 20.3 Review of Planning	Restructures within planning teams.	No adverse impact is expected for service users as work is to be picked up by wider team. Staff impact in terms of a restructure.	Staffing changes would be completed following change management guidelines to ensure fair treatment. Consideration of ER/VR, where possible, and deletion of vacant posts will minimise impact.
REAL 20.4 Increased Income Generation	Increased income generation within Chapter Homes, Visit County Durham, Business Durham and International Relations.	No equality impact	
REAL 20.5 Review of Economic Development	Savings from restructuring, and supplies and services savings in Economic Development and Visit County Durham.	See 20.3 above.	
REAL 20.6 Review of Transport	Restructure of Strategic Traffic & Sustainable Transport.	See 20.3 above.	
REAL 20.7 Review of Strategy and Programmes	Restructure of Strategy and Programmes.	See 20.3 above.	
REAL 24.09 Savings due to Capital Investment within Leisure	Savings associated with One Life Contract following capital investment already negotiated for 2018/19.	No equality impact.	
REAL 24.10 Review of Culture Provision	Non staffing savings with regards to library service.	No equality impact of this saving which relates to supplies and services.	

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REAL 35.02a Management and Non-Staffing Efficiencies in Neighbourhood Protection	Savings proposals include a restructure of management & support, plus reductions in horse impounding, and safer communities budgets and increased income from burial charges, pest control, fixed penalty notices, and from Durham Crematorium Service.	<p>Increases in fees and charges will affect the following areas: Cremation and Burial Fees Increased issue of fixed penalty notices Pest control charges.</p> <p>Furthermore the Stray/tethered horses budget will be reduced.</p> <p>At this stage it is not anticipated that these changes will have an equality impact.</p> <p>Minimal staff impact in terms of proposed staffing reductions.</p>	<p>Staffing changes would be completed following change management guidelines to ensure fair treatment.</p> <p>Consideration of ER/VR, where possible, and deletion of vacant posts will minimise impact.</p>
RES			
RES 07 Restructure in HR Health and Safety and Occupational Health	Restructure in Health and Safety and Occupational Health.	<p>No direct impact upon the public however impact upon the service provided within the council is expected. No expected specific equality impact.</p> <p>Staff impact due to restructure.</p>	<p>A re-prioritisation of work will take place.</p> <p>Staffing changes would be completed following change management guidelines to ensure fair treatment.</p> <p>Consideration of ER/VR, where possible, and deletion of vacant posts will minimise impact.</p>
RES 13 Restructure of Legal & Democratic Services	A restructure of Legal & Democratic Services.	<p>A reduction in service capacity may have an impact through reduced service levels to internal customers and stakeholders.</p> <p>Employee impact is limited for 18/19 as changes to post grading is currently vacant.</p>	Effective management of available resources aims to mitigate any impact.

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RES 15 Corporate Finance /Financial Services - Finance and Procurement	A further restructure of accountancy and procurement functions.	Although there will be no direct impact upon the public a reduction in employees will continue to diminish the level of support the service is able to provide.	Impact managed through prioritisation and new ways of working. Staffing changes would be completed following change management guidelines to ensure fair treatment. Consideration of ER/VR, where possible, and deletion of vacant posts will minimise impact.
RES 16 Review of Digital & Customer Services	Review of Digital & Customer Services structures and service delivery arrangements, including a further review of ICT systems / licensing / non-staffing budgets	No impact as this mainly relates to ICT systems and licensing where there are no equality implications. No staff impact for 2018/19.	
RES 19 Financial Support Service (Assessment & Awards and Payment, Income and Support)	Further restructure and reductions in non-staffing budgets	Minimal impact on customers possible (assessment, awards and payment, income and support) which could impact any protected group. Any staffing reductions necessary are likely to come from deletion of vacancies.	In order to maintain performance there will need to be the continuing challenge of systems / current processes and maximisation of efficiencies through continued channel migration and automation of processes.
RES 21 Internal Audit and Risk Staffing rationalisation	Restructure of Internal Audit, Corporate Fraud and Risk / Insurance functions	Although there will be no direct impact upon the public there will be an impact on corporate governance and internal / external customers through reduced capacity to provide advice and consultancy support. It is unlikely to have a direct equalities impact. Small staff restructure which will involve the deletion of a vacant post.	Service requests will need to be evaluated on a risk/added value basis as resources allow going forward to mitigate this risk.

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T&P			
TAP 22 Service Review	Service restructure - savings target linked to the former ACE budgets and targets transferred to T&P following the unitisation of Policy, Performance and Communications.	<p>There will be no equalities impact on internal/external service users as proposal will bring about more efficient ways of working.</p> <p>The proposals will have an impact on staff in terms of an overall net reduction in staff and changes in responsibilities for some staff.</p>	<p>Staffing changes would be completed following change management guidelines to ensure fair treatment.</p> <p>Consideration of ER/VR, where possible, and deletion of vacant posts will minimise impact.</p> <p>A range of temporary posts to support the Transformation Programme could mitigate overall impact on staff.</p>
CORPORATE			
COR 26 External Audit Fees	Re-procurement of external audit contract.	Re-procurement of external audit contract with no expected equality impact.	
COR 32 Insurance Premiums	A recent procurement exercise has resulted in reduced insurance premium costs.	Reduced insurance premium costs with no expected equality impact.	
COR 34 Corporate Subscriptions	Savings from the Council no longer paying to subscribe to ANEC.	No expected equality impact.	
COR 35 Commercial Activity	Additional investment income.	No equality impact.	