

## Appendix 5 - Equalities Impact Assessment Summary

The Council has a duty to ensure that all policy decisions are considered to assess whether they have any equality impacts.

All budget changes set out in this report have been screened to ensure impacts have been considered where appropriate. An Equalities Impact Assessment (EIA) has been produced to review each of the savings initiatives of the 2021/22 budget, for either the initial assessment only if no equalities impact was determined, or a full EIA if an impact was detected.

A series of additional appendices covering each of the service areas have been produced. Additionally, a sharepoint site containing the EIAs for all savings proposals was created by Member Services for Councillors to review between up until the date of the full Council meeting on 3 March 2021. Members are requested to ask anyone from the team for access to the file if they wish to see them. All assessments were also made available at the Budget Task Group meetings held on 26<sup>th</sup> and 28<sup>th</sup> January 2021 and all Full EIAs are available on the Council's committees website alongside the agendas and papers for these meetings. A summary of all the assessments is presented below:

<b>Service Area</b>	<b>Saving Reference</b>	<b>Saving Description</b>	<b>Full or Part EIA</b>
Adults	1.9	Contract Saving - Transition to Beachcroft	Part
Adults	1.10	Contract Saving - LD Services	Part
Adults	1.11	Staffing Review	Part
Adults	1.12	Review of Bed Capacity	Part
Adults	1.13	Increased focus on prevention and greater utilisation of community strength and assets	Part
Children's	2.8	Joint Funding	Part
Children's	2.9	Traded Services Review	Part
Children's	2.10	Agency Spend Reduction/Vacancy Factor	Part
Children's	2.11	Staffing Review	Part
Children's	2.14	IT Case Management System	Part
ECM	3.55	Parking - Contract Saving	Part
ECM	3.56	Parkig - Rapid EV Chargers	Part
<b>ECM</b>	<b>3.68</b>	<b>Parking - Traffic Sensitive Streets Kerbside Mgmt</b>	<b>Full</b>
ECM	3.59	Highways Infrastructure & Public Realm - Contract Efficiencies	Part
ECM	3.60	Highways Infrastructure & Public Realm - Reduction in highways maintenance works	Part
ECM	3.46	Highways Infrastructure & Public Realm - Reduction in non statutory duties contract efficiencies	Part
ECM	3.47	Highways Infrastructure & Public Realm - Efficiency in energy costs and contract savings	Part
ECM	3.48	Highways Infrastructure & Public Realm - Reduction in routine maintenance and contract efficiencies	Part
<b>ECM</b>	<b>3.63</b>	<b>Implementation of HMO Licencing</b>	<b>Full</b>
ECM	3.64	Pest Control Saving	Part
ECM	3.65	Future City Management Programme & Operational Efficiencies	Part
ECM	3.51	Rationalisation of Stores and Reduction in use of Leased Vehicles	Part
ECM	3.52	Additional Income from Pre-app Planning for Licencing Service	Part

<b>Service Area</b>	<b>Saving Reference</b>	<b>Saving Description</b>	<b>Full or Part EIA</b>
ECM	3.54	Operational Efficiencies	Part
ECM	3.67	Community Services - Sayers Croft	Part
GPH	4.15	Reduction in Planning Overtime	Part
GPH	4.16	Delete Head of Town Planning Post (vacant)	Part
GPH	4.17	Church Street Regen	Part
GPH	4.19	Review of Legal Costs in Housing Solutions	Part
GPH	4.20	Review use of Transports and Storage costs in Housing Housing Solutions	Part
GPH	4.21	Registered Providers - Grant Funding Review	Part
GPH	4.22	Planning Application Process Review	Part
GPH	4.23	Place Shaping Review	Part
GPH	4.24	Cost Recovery for drafting S106 Agreements	Part
GPH	4.25	Stop Press Notices for Planning Apps	Part
GPH	4.26	Additional Capitalisation of Development Team	Part
GPH	4.27	Reduce Office Space Usage	Part
GPH	4.29	Temporary Accommodation	Part
I&C	5.5 - 5.11	Pay and Non-Pay Efficiencies	Part
I&C	5.12	Review of Comms Function	Part
F&R	6.14	Legal Fee Charges	Part
F&R	6.15	Local Land Charges Income	Part
F&R	6.16	Repurposing Buildings	Part
F&R	6.17	Bi-Borough IT Service Desk Consolidation	Part
F&R	6.18	Reduced Use of MFD's	Part
F&R	6.19	Futher IT Network Savings	Part
F&R	6.20	Cloud Mitgration	Part
F&R	6.21	CED: Microsites	Part
F&R	6.22	Corporate Finance Vacancy Saving	Part
F&R	6.23	Realignment of Claimant Contact Facilities for the Council's Benefit Service	Part
<b>F&amp;R</b>	<b>6.24</b>	<b>Review of C&amp;FM</b>	<b>Full</b>
<b>F&amp;R</b>	<b>6.25</b>	<b>Cabinet Secretariat, Member &amp; Committee Services - New Ways of Working</b>	<b>Full</b>
F&R	6.26	Member Allowances - non pay efficiencies	Part
F&R	6.27	Review of Internal Audit	Part
F&R	6.28	Review of Bi-Borough IT Service	Part
F&R	6.29	Senior Management Review	Part
F&R	6.30	Further IT contract savings	Part
Collaborative	7.1	Staffing - Agency Spend	Part
Collaborative	7.2	Community Commissioning	Part
Collaborative	7.3	Brokerage	Part
Collaborative	7.4	Eliminating Papers and Automating Mail Services	Part
Collaborative	7.5	Automatic Streaming of Software Licences	Part
Collaborative	7.6	Reducing the Corporate Property Footprint	Part
<b>Collaborative</b>	<b>7.7</b>	<b>Business Support Function Review</b>	<b>Full</b>
Collaborative	7.8	CED Strategy: Contact Centre Review	Part
Collaborative	7.9	Consolidating Common Areas of Spend	Part

<b>Service Area</b>	<b>Saving Reference</b>	<b>Saving Description</b>	<b>Full or Part EIA</b>
Collaborative	7.13	Fees and Charges Increase for 2021/22	Part
GPH HRA	8.1	Post Inspection of Repairs	Part
GPH HRA	8.2	Housing Comms Saving	Part