

<p>Budget Appendix Document Equality Statement</p>
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1. Purpose of the Paper and Summary

- 1.1 The purpose of this report is to provide an overview of how the Council has and will continue to meet its statutory Public Sector Equality Duty when making decisions on and implementing the 2017/18 Budget.
- 1.2 This briefing note sets out the potential equality impacts and the mitigating/planned actions for those with protected characteristics.

2. Background

The Public Sector Equality Duty

- 2.1 Section 149 of the Equality Act imposes a Public Sector Equality Duty on 'public authorities' when exercising public functions to have due regard to the need to:
- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
 - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
 - (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 2.2 Relevant protected characteristics are – age, disability, gender reassignment, pregnancy and maternity, race, religion and belief, sex and sexual orientation and, to a more limited extent, to the protected characteristic of marriage and civil partnership.
- 2.3 To 'have due regard' means that in making decisions and in its other day-to-day activities the Council must consciously consider the need to do the things set out in the general equality duty: eliminate discrimination, advance equality of opportunity and foster good relations.
- 2.4 The Council will only be able to comply with the general equality duty in relation to a decision, if the ultimate decision maker:
- understands the Council's obligations under the general equality duty

has sufficient information

demonstrably takes this information fully into account throughout the decision-making process.

- 2.5 The courts have stressed the importance of having due regard before and at the time that a particular policy is being considered, and of exercising the duty with an open mind.
- 2.6 This paper demonstrates the actions the Council is taking to ensure due regard is taken before, and at the time that a particular policy is being considered.

3. Issues for Consideration

3.1 Due regard is being taken before the budget most notably by;

- The development of: The budget report 2017/18, the City Leadership Boards; City Plan, The Health and Wellbeing Boards; 2020 Plan, City of Culture delivery and plans
- Full equality impact assessment/equality impact analysis reports on high relevance proposals
- Public consultations such as 'Value Hull', 'Peoples Panel' and Council governance mechanisms, such as committees & scrutiny.

3.2 The budget 2017/18; the City Plan and City of Culture

- 3.3 The 2017/8 Budget is set against the progress of the City Plan launched in December 2012 (see background information at the end of the report). The City Plan is based on a huge evidence base that demonstrates that if the Council focuses on 'Regenerating Hull and Creating jobs and new industry' this will have the most positive impact on our general equality duty.
- 3.4 The City Plan aims have enabled services to prioritise what has the most positive impact on protected equality groups, therefore budget proposals are presented with consideration of what will have least negative impact and where this may occur, mitigation is given.
- 3.5 Further the **2017 City of Culture** impacts positively on eliminating discrimination, harassment and victimisation and on fostering good community relations for all protected groups. Programmes are in place to deliver this once in a life time opportunity and resources are be targeted accordingly to realise these positive outcomes.

4 Likely adverse equality impact budget proposals

4.a Adult Services

Saving proposal	Saving	Equality Impact Assessment			Detail and mitigation	
Adult Social Care	Adult Social Care iMPower Transformation				Possible adverse impact on Disabled people and Older people Full Equality Impact Assessment in development	The ASC Transformation Programme will deliver a new operating model for Adult Social Care focused on reducing demand for long term care. The programme provides three levels of intervention - help to help yourself, help when you need it (eg active recovery and use of technology, and help to live your life such as home care and residential care). The purpose of the transformation is to ensure that the right services are provided to enable service users to live a quality life independently for as long as possible. The new services such as 'see and solve' are designed to triage customers so targeted resources are deployed effectively to enable service users to do this.
Adult Social Care	Adult Social Care iMPower Transformation - Fast Forward		344			
Adult Social Care	Adult Social Care iMPower Transformation - Operating Model Residential Provision		1 691			
Adult Social Care	Adult Social Care iMPower Transformation - Operating Model Nursing Provision		77			
Adult Social Care	Adult Social Care iMPower Transformation - Operating Model Day Care		147			
Adult Social Care	Adult Social Care iMPower Transformation - Operating Model Direct Payments / Personal Budgets		355			
Adult Social Care	Adult Social Care iMPower Transformation - Operating Model Home Care		405			

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Adult Social Care	Adult Social Care iMPower Transformation - Operating Model Shared Lives		9		Therefore whilst adverse impact on disabled and older people would be likely if services were cut in adult care services, this new operating model is designed to mitigate the impact of the savings required. A person centred approach will mean the right services are provided at the right time – moving the service from a paternalistic one to an enabling one.
Adult Social Care	Adult Social Care iMPower Transformation - Operating Model Supported Living		94		
Adult Social Care	Adult Social Care iMPower Transformation - Operating Model Equipment		30		
Adult Social Care	Adult Social Care iMPower Transformation - Total		3 152		
Saving proposal	Saving	Equality Impact Assessment			Detail and mitigation
Complex Care Accreditation	1621	Likely adverse impact on disabled people. Full Equality Impact assessment required.			Move towards tariff based approach to provision of agency residential services for learning disability service users based on outcomes-based service provision. As the new extra care schemes come online next year, adult in house services will change. Based on the principal of providing the right services to maintain as much independence as possible, mitigation will be provided via the new provision supplied to disability service users.

Review of In-House Supported Housing (U65's)	65	Likely adverse impact on disabled people from any move of home and possible positive impact via a better home quality environment.	As part of the Extra Care PFI project all of our in-house supported housing clients have been assessed to see if they are eligible for the new schemes and they would like to move into one. The saving envisages that if people do decide to move out of in-house provision we will then be able to rationalise our portfolio with the potential to close at least one site.
Review of In house Residential Care Learning Disability (under 65 yrs)	451	Likely adverse impact on disabled people. Full Equality Impact assessment available.	Expanding the Shared Lives Scheme and Extra Care, consideration of redesigning the in-house LD residential care footprint would deliver savings. This will support the existing residents to move into a more independent living situation and be supported to live within a family supportive environment, working towards independent living within the Extra Care schemes. Mitigation of adverse impact is provided by the new support package put in place to support independent living.
Review of In-House Residential Care	413	Adverse impact possible on older and disabled people.	The transfer of Highfield to the Continuing Health Care partnership (CHCP) expected to take place on 1st February 2017. Full equality Impact Assessment available, mitigation is offered via reablement solutions.

Saving proposal	Saving	Equality Impact Assessment	Detail and mitigation
Restructure of Public Protection with a focus on stopping health education service and reducing staffing in the trading standards and food/health & safety sections	132	Possible adverse impact on all protected groups.	Some savings have already been made with staff exiting the Council through the corporate VET scheme. Savings will be made when non statutory service posts are deleted -staff from these areas are substituted into or are deployed into different roles delivering statutory functions. Mitigation is provided via the creation of services targeted at supporting protected groups. For example creation of a consumer protection officer post will help protect vulnerable people particularly learning disabled or older people. Use of partnerships in the voluntary sector, business sector and with partner agencies including the Police, PHE, FSA, HSE, HFRS and DEFRA feature heavily in mitigation options.
Public Health Spending Reductions and Realignment	Next year 653 2019/20 636	Public Health services have an over-arching remit to reduce health inequalities and as such, have a positive impact on poverty, one of the wider determinants of health. Therefore reductions in spend will likely have an adverse impact on all protected equality groups.	As public health services are mainly universal in offer with some targeted at the more vulnerable or specific groups in the community. An equality impact assessment and mitigation action plan will be developed to minimise the adverse impact on protected groups –options will include services provided by partner organisations such as the NHS and voluntary sector.

Drugs & alcohol	375	Possible adverse impact of savings if there's a reduction in services on younger and older people; there is an aging population of opiate users in treatment coupled with an emerging younger population who are using new psychoactive substances. Disabled, BAME, men, women and trans people.	<p>Review of non-core elements of local drug and alcohol provision.</p> <p>Equality Impact Assessment to consider;</p> <ul style="list-style-type: none"> • Services need to continue to be accessible for disabled people e.g. 'Easy read' and visual information need to be provided to help and encourage people with low levels of literacy to access preventative information • Cultural differences in understanding what constitutes as problematic alcohol consumption may prevent people from presenting to treatment. Service access points need to be available in different communities and service promotion should be tailored for differing needs. • Gender specific group work programmes and the flexibility to offer same sex keyworkers may facilitate improved therapeutic relationships.
Sexual Health	65	Sexual health services are open access for the whole population. The service is a universal service with targeted activity to increase access for at risk groups such as Men who have sex with Men, young people, Sex Workers and Black Africans.	<p>Agreed reduction as part of contract</p> <p>There is clear customer usage information and strong consultation evidence, therefore Equality Impact Assessment will inform service contract.</p> <p>Joint delivery models; including local authority, VCS and NHS will aim to mitigate impacting adversely on protected equality group outcomes.</p>

Health Checks	50	Adverse impact on younger and disabled groups and men and BAME.	<p>Review and amendment of local service</p> <p>A range of inequalities issues to be considered by delivery of the programme. These include:</p> <ul style="list-style-type: none"> • People of south east Asian descent are inherently at increased risk of developing CVD. People of African Caribbean may be at increased risk of CVD. • Lower take up rates in deprived areas • Men less likely to attend • Younger people less likely to attend • Smokers less likely to attend (more disabled people in this group via mental health) <p>Providers, will be required to ensure that they do not discriminate between or against service users and/or Carers on grounds of gender, age, sexual orientation, ethnicity, disability, religion or belief or any nonmedical characteristics. In addition, every reasonable attempt will be made by the Provider/s to provide appropriate assistance and make reasonable adjustments for service users/carers.</p>
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Tobacco Control	250	<p>Possible negative adverse impact on</p> <ul style="list-style-type: none"> • younger people The highest rates of smoking are in the 20-24 age-group (28%) and the 25-34 age group (26%). The prevalence of smoking then declines with those over the age of 60 reporting the lowest prevalence. It is important to recognise that it is children who start smoking, not adults. Almost two thirds (65%) of current and ex-smokers had smoked regularly before they were aged 18. • Pregnant women • Black, Asian and other ethnic minority groups • People with a mental health disability • People with LGBT characteristics 	<p>Review of local tobacco control activity</p> <p>The review is to ensure that there is an outcome focused high quality and individualised tobacco control service (including evidence based smoking cessation services) in place across Hull. The new services will be cost effective and equitable.</p> <p>Full equality impact assessment required on any change in services...</p>
Healthy weight/obesity	45	Adverse impact on woman and younger people	<p>Decommissioning Healthy Lifestyle Midwife at HEY</p> <p>As part of decommissioning an equality impact assessment will need to be done to inform the decision to stop the service and provide mitigation options.</p>
LIFT/PFI Property commitments	220	Possible adverse impact on disabled people	<p>Ongoing managed reduction of property commitments. Disabled people using the properties or being moved will need individual assessments for reasonable adjustments.</p>

0-19 PH Nursing service	50	Possible adverse impact on younger people and disabled children. Change in any contract services /outcomes require an Equality Impact Assessment.	<p>Agreed reduction as part of contract.</p> <p>The public health school nursing service is for children, young people aged 5-19 years on the education roll of "state funded" schools within Hull. The service provides an evidence based programme (Healthy Child Programme 5-19 years) with universal provision of a schedule of health assessments and development reviews, screening tests, health promotion guidance and tailored support for children, young people and families with additional needs</p>
Health intelligence/JSN A	80	Possible adverse impact on all protected groups if monitoring/intelligence quality is lowered.	<p>Review of health/wellbeing-related data collection and analysis.</p> <p>Equality Impact Assessment to identify what intelligence is needed to inform decisions that ensure protected equality groups can be considered in detail.</p>

4.b Regeneration

Saving proposal	Saving	Equality Impact Assessment	Detail and mitigation

Reduce support for Community Led Local Development and reduce support for Local Plan Development & development delivery.	197	Equality Impact assessment available	Savings are based on a review and reduction in capacity / capability across the Strategic Planning and Partnerships, City Economy and Planning Teams following acceptance of a number of voluntary early terminations. Workforce monitoring demonstrates the near neutral impact of VETs, there is small positive impact for younger workers. Mitigation for reduced capacity in regeneration teams needs to demonstrate standards such as the provision of lifetime homes need to be maintained to ensure adverse impact on protected groups (in this case disabled and older people) are reduced.
Reduction in staffing for City Centre Coordination	37	Overall workforce monitoring required.	Workforce monitoring demonstrates the near neutral impact of VETs, there is small positive impact for younger workers.
Reduction in cultural development support.	135	Likely negative impact could be seen for many protected groups; younger and older people, disabled people, BAME, LGB and women and Transgender.	Service restructure following decision on post 2017 Legacy structure. Saving to be achieved for 1 April 2017. Full equality impact assessment is in development as City of Culture work, events and outcomes will be part of the mitigation options and indeed ensure that any adverse impacts are not realised. The progress the City of Culture programme makes will be closely monitored to maintain momentum going forward.

Review, and reduction in staffing, within the Executive Support team.	64	Overall workforce monitoring required.	Workforce monitoring demonstrates the near neutral impact of VETs, there is small positive impact for younger workers.
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4.c Streetscene

Saving proposal	Saving	Equality Impact Assessment	Detail and mitigation
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Reduction in Call Out / Standby Payments through the formation of a multi-skill team to deliver highways, cleansing and gulley emptying services.	30	<p>Possible negative impacts could be seen for disabled people specifically around mental health.</p> <p>Workforce health monitoring required.</p>	The proposal will mean a multi-skilled operational team will work during the evening and night shift providing a quicker response to emergencies out of hours. To mitigate against any adverse effect new night shift working patterns may have on the mental health of the workforce, health surveillance will take place via the Council internal occupational health service.
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Reduce financial subsidy for supported bus routes	50	Likely adverse impact on all protected groups, full Equality Impact assessment available.	The Council carried out a review and tender exercise to reduce its cost for subsidies in line with the set budget in the February 2016 savings plan. The result of the review will enable a new contract to start on 30th October 2016 for a period of 3 years (plus 1 year extension), that provides the additional savings linked to this proposal in 2017/18 as a result of the same contractual changes having a full year effect.
Closure of Household Waste Recycling Centres on 2 days per week.	50	Equality Impact assessment available.	The proposal is to reduce opening hours at HWRCs on 2 days week (closed Wednesday and Thursday). This is to reduce the management charge associated with the current provision of HWRCs being open 7 days per week. Service users and workforce by equality group to be monitored on an ongoing basis.

4.d Property

Property Costs	160	Possible adverse impact on disabled people, women and LGBT/BAME. Specific Equality Impact Assessments required upon any moves of staff.	Further savings arise out of facility closures and/or energy savings. Work will be taken throughout the financial year to deliver this overall saving target, which is based on a number of individual property transactions. Mitigations to adverse impact need to include reasonable adjustments for working environments and moves for staff to safe city areas; a monitoring of community cohesion and hate crime figures will help to ascertain this and can be used in any move in work places.
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Review of Building Cleaning and Catering service to consider alternative models of provision.	97		<p>The proposal is to commission an outline business case to consider the options for the future of the building cleaning and catering services, and establish whether an outsourcing or alternate model will generate revenue savings of up to 10% in total over the next 5 years whilst ensuring service delivery is protected.</p> <p>The business case will need to include a fully costed Equality Impact Assessment section so that mitigation options of any protected groups in the workforce are provided.</p>
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4.e Town Clerk

ICT Hardware/Software budget reduction (savings to address budget gap separate to No. 21)	36	Small proportion but high relevance adverse impact on disabled staff	Application and Hardware Rationalisation - Reduce the overall ICT spend on Hardware and Software support and running costs through using fewer systems. Any changes are checked for compatibility with any adaptive hardware/software in use for disabled staff.
Review of all ICT support, maintenance, contract and associated costs	100	Small proportion but high relevance adverse impact on disabled staff	Consolidation of business systems, hardware and maintenance to reduce spend with a significant due diligence exercise will confirm the potential savings. Any changes are checked for compatibility with any adaptive hardware/software in use for disabled staff.

Reduction in staffing within the Procurement Service.	20	Corporate workforce monitoring to continue.	Reduction in the number of Procurement Support Officers
Reduction in Legal Services Management staffing.			Reduce the legal management structure in line with the reductions in Council property stock 2019/20 saving, equality impact assessment to be considered at appropriate stage of review.

4.f Neighbourhoods and Housing

Reduction in support to Community Centres.	20	Negative impacts could be seen for many protected groups; younger and older people, disabled people, BAME, LGB and women and Transgender. Equality Impact Assessment on specific reductions required.	Focus of funding for Community Centres on non-commercial activities, and those directly linked to local community and city plan commitments. Each reduction will need to be assessed to ensure adverse impacts on protected groups are monitored and highlighted when decision to reduce monies is taken.
Review of community cohesion provision.	88	Negative impacts could be seen for many protected groups; younger and older people, disabled people, BAME, women. Full Equality Impact Assessment is available.	Removal of the Community Cohesion team. Mitigation in the equality impact assessment demonstrates the functions the currently Community Cohesion Team do can be absorbed into existing structures within city safe, they will focus on the PREVENT agenda and in area team roles for community engagement.

			<p>A large mitigation is the work of the City of Culture programme which is designed on progressing community cohesion outcomes. This is a huge resource for 2017 and so should significantly reduce any adverse impact of the removal of this team on protected equality groups across the City.</p>
Capitalisation of Private Housing Services	35	<p>Likely adverse impact on Older and disabled people. Equality Impact Assessment required.</p>	<p>The level of staffing and delivery of outputs will be related to the amount of capital secured through the Council's private housing capital programme and Better Care Fund allocation (latter for Disabled Facilities Grants).</p> <p>The Equality Impact Assessment will need to show the specific customers impacted and if there is disproportion of savings on older / disabled people. For example, if the disability facilities grant is changed and demonstrates adverse impact, decision makers distributing the grant will need to be informed of these before acting and ensure mitigation is considered – this needs to be documented.</p>
Reduction in provision of Section 180 Grant, giving assistance by way of grant or loan to voluntary	Next year 44	<p>All protected groups could be adversely impacted.</p> <p>Equality impact Assessment to be available upon decisions of grant funding.</p>	<p>Reduction in the total amount of grants available to housing organisations. Part of the mitigation will be ensuring emergency accommodation can still be provided.</p> <p>Equality impact assessment to include detail of services that will be stopped/changed so that service users can be monitored to ensure protect</p>

organisations concerned with homelessness.			groups are not disproportionately adversely impact. If they are grant decisions are made with this knowledge and mitigation is considered – this needs to be recorded.
Review of area teams	185	Possible adverse impact on all protected groups via community engagement changes.	<p>Restructure of area teams will require monitoring of workforce to ensure there is neutral impact of reduction.</p> <p>Any reduction in service or access for residents / users of services will need to highlighted to ensure mitigation is consulted upon and considered within any change proposals.</p>

4.g Childrens

Placement Review	340	<p>Possible adverse impact on young and disabled people.</p> <p>Placement equality monitoring required.</p>	<p>This is about commissioning placements and reducing demand on external costs in addition to maximising partnership contributions. In order to reduce the number of high cost placements, increase the number of lower cost placements through targeted events and improve the choice of placement for children with disabilities. This would increase market supply and stimulate the local fostering capacity to reduce external placements and increase specialist placements. The possible adverse impact is therefore mitigated by providing better placements for children and assessments taking place on a case by case basis to ensure</p>
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			needs are met and quality is maintained.
Non-Pay Review	400	<p>Possible Adverse impact on Young people Disabled people</p> <p>Via the quality assurance process of equality impact assessments the equality policy team will assess cumulative disproportionate impact of these changes to ensure this is highlighted before decisions are made.</p>	<p>All contracts will be reviewed in order to deliver a reduction in spend. The review will focus on spend with external contractors, materials and consumables, voluntary associations, Section 17 grants (excluding Housing Related Support), equipment and professional fees.</p> <p>When the individual contracts are reviewed the commissioner will use the equalities screening tool and as a result complete a full impact assessment if the screening demonstrates a disproportionate impact.</p> <p>This ensures specific adverse impacts are highlighted before a contract change takes place and mitigating options are given.</p>

Service Review: Children's Residential	265	Younger and disabled people would be adversely impacted.	Children's residential - a number of potential options exist for the re-provisioning of children's residential. One home has been closed. However, current levels of demand suggest the need to maintain current capacity. Any re-provisioning will require a full equality impact assessment due to the disproportionate adverse impact that would likely occur on children (a proportion of these been disabled).
Contact review	115	Adverse impact on all protected groups except older people. Full Equality Impact Assessment available.	Contact Review - Initiated in 2015/16 work being undertaken to review and reshape Contact and reduce current pressure on the service. Part of the wider re-modelling of services and re-provisioning of Contact Mitigation options been considered as part of whole service review.
General VET initiated in 2015/16	220	Workforce monitoring to be continued to ensure neutral impact maintained.	General VET - Impact of general VET 2015/16 and 2016/17 directorate wide as re-modelling of services takes place. Opportunities of releasing staff where there adverse impact on protected groups is considered and mitigated.

CYPS - Partner contributions	300 next year 200 2019/20	Equality Impact Assessments will be completed when the individual contracts are reviewed. Joint commissioning could have a positive impact on young people rather than a possible adverse impact.	Moving towards a strategic commissioning approach, with pooled budgets. Development of the Integrated Commissioning Officers Board (ICOB) aligned with CCG/PH/Adults is progressing this will deliver opportunities for joint commissioning across the partnership, which will yield savings.
Residential Review Phase 2 (including Disability Short Breaks Review)	335 345 next year 30 19/20	Possible adverse impact on disabled children and younger people. Adverse impact on disabled children, women and young people. Full Equality Impact assessment required. Equality Impact Assessment will include voluntary sector, disabled parents forum, health services, parents of children using the services and staff input- the options / solutions provided will inform the mitigation for any adverse impact identified.	Review of current service provision with the aim of combining resources to develop an integrated approach to overnight short break respite with Limetree, Kinloss and Sunshine House. The values have been reviewed based on a more accurate assessment - including the innovations bid led by the national children's disability council of which we are a part - and the concept of co-production with parents and stakeholders which is at the heart of the approach.
Review of Section 17 - Housing Related Support provision outside of the main contracts.	155	Adverse impact potentially on all protected groups. Full Equality Impact assessment required. Specific services to be monitored for disproportionate usage of protected equality groups.	The objective is to maximise the Housing Related Support contract and reduce dependency on additional support services and to contribute to reductions in Section 17 spend. These services have developed over a significant period of time and are not within a contracting process. Notice has been served on the contractor.

			Decision makers of contracts made aware of adverse impacts before the cessation of contracts. Mitigation is considered and offered to service users.
Children's Services Demand Management Review	300 Next year 753 19/20 419	Adverse impact on children likely. Full equality impact assessment required.	A Demand Management Strategy is being drafted to create a safe and financially sustainable safeguarding system of targeted and specialist support to vulnerable children, young people and families. Extensive consultation will take place informing the equality impact assessment. Mitigation will occur via targeting of services and use of partner agencies.

4.h

Human resources

Reduce the provision and expenditure on staff learning & development	160	<p>Possible adverse impact on all protected groups.</p> <p>Equality impact highlighted at learning governance process.</p>	<p>Training plans will be revised and the budget allocations re-profiled to the new structures.</p> <p>Adverse impact would occur if necessary training was not provided to staff that provide services to vulnerable and protected groups (most of the services the council provide). Each service learning plan will be presented via the governance process to decision makers and the reductions in delivery will be highlighted so impact can be mitigated as much as possible.</p>
Reduction in staffing for workforce planning provision.	25	Overall workforce monitoring to continue to ensure neutral impact.	The reduction of one post can be achieved through the corporate VET programme.
Reduction in staffing for health & safety provision.	40 next year	Overall workforce monitoring to continue to ensure neutral impact.	Reduction by one post within the corporate health and safety team
Development of Hull and Humber Shared Services including consideration of alternative	283 next year	<p>Possible adverse impact on all protected groups.</p> <p>Full equality impact assessment required in 2018 to inform saving decisions.</p>	Detailed working up of potential saving to be completed in conjunction with City Managers, service users and staff. These options will form the equality impact assessment mitigation. Realisable saving decisions to be confirmed at this point.

models of provision.			
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4.i

Customer services

Reduction in the number of Customer Service Centres, focusing provision within a single place at the Wilson Centre	70	Equality Impact Assessment completed and showed the potential adverse impact on some of our most vulnerable customers, impacting on the decision NOT to reduce the network to one site only.	This project provides savings to be achieved by reducing the network of corporate face to face access to services, by reducing the number of Customer Service Centres. The December 2016 Cabinet made the decision to reduce the network to the three most popular sites, that being the Wilson Centre, Orchard CSC and Bransholme CSC, removing the CSC facility at the Ings CSC and Holderness Road CSC (currently open for 1/2 day a week) from April 2017. The decision also requires a reduction of the Orchard CSC and Bransholme CSC from two days opening per week to one day per week from January 2017. This is to be reviewed in March 2017 by the Portfolio Holder.
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4. j

Corporate

Transport Review	170 130 next year 300 19/20	Potential adverse impact on all protected groups. Full impact assessment required.	£170k in 171/8 in line with Adult Social Care plans. The equality impact assessment adverse impacts identified will be mitigated by some of the changes taking place in the adults transformation programme, for example extra care.
Customer Enablement and Empowerment	178 1346 next year 300 19/20	Potential adverse impact on all protected groups. Full impact assessment required.	Assumes half year savings from phase 1 of the Customer Enablement Programme consisting of savings from: Planning and Building Control, Customer Feedback, Highways, Network Management, Waste Operations and Theatres and Halls. Changes in access to services requires full understanding of impact on customers.

4.k

HCAL

HCAL	137 135 428	Measures to be considered for adverse equality impact given the services HCaL provide.	Series of measures to achieve a 2% reduction in the management fee paid to HCaL to be equality impact assessed.
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- 4.l **The cumulative impacts for these proposals as well as previous savings reductions** have to be considered when making decisions;
- 4.m Overall there is a cumulative adverse impact on protected groups likely for disabled people, single families (mostly women) and older and young people from these budget savings – mitigating actions will need to contribute to lessening that cumulative impact.
- 4.n There will be positive impacts too from investment in capital projects supporting such as The Public realm, A63 bridge and infrastructure improvements which will particularly benefit older and disabled people. ICT improvements will likely mean better access for staff and customers particularly disabled, younger people and women. And the City of Culture year will likely have a positive impact on all protected groups via improved community cohesion.

5. **Next steps**

- 5.1 Services will continue to consider 'due regard' for equality and demonstrate this via Equality Impact Analysis assessments when reviews take place, these are to be quality assured by the Equality Policy Team so they are available to Members for decision making.
- 5.2 The EIAs will be developed in consultation with stakeholders such as Elected Members, Trade Unions, protected groups, customers and users of services/policies.
- 5.3 A proper summary of the views expressed in the budget consultation will be put before the decision makers in writing and orally so these can be given 'due regard' in the decision making process.

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Officer Interests: None

