

Appendix 7 - 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 2023/24 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 8th March 2023. 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 19th and 23rd January 2023 and all Full EIAs are available on the Council's committee's website alongside the agendas and papers for these meetings. A summary of all the assessments is presented below:

Service	Saving Ref	Saving Title	Full or Part EIA
Adults	1.1	Remodelling supported living services	Part
Adults	1.2	Short breaks efficiency	Full
Adults	1.3	LD contract efficiency	Part
Adults	1.4	Enhanced integration with Housing	Part
Adults	1.10	Digital Account	Part
Adults	1.11	Review Tri Borough Recharge Arrangements for hospital services and EDT	Part
Adults	1.12	Review Procurement Pipeline	Part
Childrens	2.1	Repurposing accommodation to best support care leavers	Full
Childrens	2.2	SEN Transport - PTB and independent travel training.	Part
Childrens	2.3	Reconfiguring Fostering	Full
Childrens	2.4	Registrars	N/A
ECPP	3.1	Street Cleansing Efficiency (Winter Change) - Targeted reduction in the provision of weekend street sweepers according to seasonal requirements (Quieter Winter months)	Part
ECPP	3.2	Street Cleansing Efficiency (Summer Change) - Targeted reduction in the provision of additional street sweepers to cover seasonal requirements (Summer months)	Part
ECPP	3.3	Electrification of the second set of Waste and Recycling vehicles	Part
ECPP	3.4	Improved income for Commercial Waste due to increased activity in line with covid recovery (net of additional disposal costs)	Part
ECPP	3.5	Traffic Sensitive Streets - Designation of streets for Parking Suspension Charges	Full

ECPP	3.6	Parking Environmental Charging Strategy	Part
ECPP	3.7	Footway/Carriageway – Contract Efficiencies	Part
ECPP	3.8	Lighting – Contract Efficiencies	Part
ECPP	3.9	Drainage – Contract Efficiencies	Part
ECPP	3.10	Asset Management and Programme Coordination Service Efficiencies	Part
ECPP	3.11	Energy savings from Adaptive Lighting system	Part
ECPP	3.12	Trees - Contract efficiencies.	Part
ECPP	3.13	Reactive and Routine Service checks - Revised focus on high risk revenue areas.	Part
ECPP	3.14	Third party lamp column attachment licence income	Part
ECPP	3.15	Fees & Charges Review - 2024/25 - Estimated Uplifts	Full
ECPP	3.16	City Promotions	Part
REP	4.1	Economy: Service Restructure	Full
REP	4.2	Economy: Review of Place Shaping Capitalisation	Part
REP	4.3	Economy: Market Storage at Tachbrook St	Part
REP	4.4	Planning: Digital/Automation Opportunities	Part
REP	4.5	Regen & Development: Post Restructure Adjustment	Part
REP	4.6	Town Planning: Centrally set Fees and Charges	Part
REP	4.7	Planning	N/A
REP	4.8	Land Charges	N/A
F&R	5.1	Capital Financing Review. Where the Council finances capital expenditure by debt, it must put aside resources to repay that debt in later years, called the Minimum Revenue Provision (MRP). An independent MRP review is expected to identify savings from the capital programme debt repayment	Part
F&R	5.2	Bad Debt Provision - review of sundry bad debt provision following recent audit allows a reduced provision to be made post-Covid. This does not include council tax or housing rents.	Part
F&R	5.3	Enterprise Resource Planning system efficiency savings	Part
F&R	5.4	Staffing efficiencies from replacement of agency staff in vacant positions with permanent staff	Part
F&R	5.5	Assessing operational buildings for being fit-for-the-future including low carbon and accessibility – moving and consolidating some unsuitable facilities.	Part
F&R	5.6	Improved electronic mail, post processes, consolidation and streamlining of the printing contracts	Part

F&R	5.7	Acquisition of two supportive living flats, capital investment and saving on revenue contract (ongoing) with the NHS	Part
F&R	5.8	Saving from lowered energy bills due to the capital investment in decarbonisation measures including insulation, BMS configuration, draft proofing, energy generation etc.	Part
F&R	5.9	Tri-borough Treasury and Pensions - staff reorganisation and deletion of one post	Part
F&R	5.10	Service Efficiencies	Part
F&R	5.11	Capita Contract savings on extension	Part
I&C	6.1	Strategy & Intelligence - insourcing	Part
I&C	6.2	Strategy & Intelligence - review of staff funding	Part
I&C	6.3	City Promotions, Events & Filming (CPEF) - Income	Part
I&C	6.4	Communications - service review	Part
I&C	6.5	Governance & Councillor Liaison (GCL) - Review of Pay Budgets	Part
I&C	6.6	GCL - subscription review	Part
I&C	6.7	Corporate Programme Management Office - business partner model review	N/A
I&C	6.8	Communities - leisure centre income opportunities	N/A
I&C	6.9	Communities - review of staff funding	N/A
I&C	6.10	Policy - review of staff funding	Part