

Proposal	Relevant to protected characteristic							Rationale for judgement on whether IA required	IA findings summary	Notes
	Race	Gender	Religion / belief	Sex. Orient.	Disability	Transgender	Age			
Cease the provision of bedding plants for all areas other than the Cenotaph, town centre, cemeteries and the crematorium, which will save £100,000.								Impact on staff	Impact on the public – Standards reductions will not compromise the accessibility of pathways, open spaces and parks, therefore there are no concerns that the proposal could have a disproportionate adverse impact on those with impaired mobility either because of age or disability. Impact on staff – If implemented the proposal would have an impact on those staff who currently deliver those service affected by the proposal or where a merger of services and management structures has been proposed. Analysis of staffing indicates that the savings can be delivered by deleting vacant posts from structures, accepting ERVR requests and reducing costs of supplies and services as proposals are implemented. If this does not prove to be the case, service reviews will be undertaken to identify additional savings. Impact assessments will be undertaken as part of this process where required. Evidence used to assess the impact has included feedback from service users through the Mayor’s consultation period, staff data sourced from the employee diversity characteristics data held on SAP where diversity characteristics have been disclosed by staff and service data.	
Cease the replacement of felled trees, which will save £15,000.					x			Impact on staff and public		
Reduce the maintenance of shrubs and hedges from annual to bi-annual maintenance, which will save £35,000.					x			Impact on staff and public		
Reduce weeding applications from three times a year to twice a year, which will save £65,000.					x			Impact on staff and public		
Halve the frequency of litter picking and street cleansing, which will save £198,000.					x			Impact on staff and public		
Reduce the grass cutting and associated works in public open spaces with the exception of formal spaces in parks, cemeteries and playing pitches, which will save £65,000.								Impact on staff		
Invest in vehicle technology that reduces the resources required to undertake road gully cleaning, which will save £60,000.								Impact on staff		
Terminate the subsidy for allotments, which will save £10,000 and allow the allotment holders to manage the asset.								Impact on public		
Cease the maintenance and upkeep of 1 bowling green in Pallister Park, and 2 in Albert Park, which will save £10,000.								Impact on staff and public		
Merge Parks, Streetscene and Cemeteries management, which will save £100,000.								Impact on staff		
Merge Area Care and Waste Management services, which will save £60,000.								Impact on staff		
Contract out highways maintenance functions, which will create an efficiency of £600,000 to either help meet the financial gap, or allow for more roads to be maintained.								Impact on staff	Service users – the proposal would have no impact on the level or quality of maintenance currently provided. Staff - If the proposal is taken forward, any subsequent review(s) necessary to implement the proposal will be carried out in line with existing HR policies. TUPE transfers that may occur will be supported by Legal Services and Human Resources. Analysis of staff within the scope of the review does not reveal any concerns that there could be a disproportionate impact on individuals because they hold a protected characteristic. It is likely that the saving can be delivered through voluntary redundancy requests, vacancies and reductions in supplies and services budgets. However, if this does not prove to be the case, this impact assessment will be revisited as part of any future service review to identify additional savings and / or deliver the contracting out of the service.	
Create a new enforcement service by combining Street Wardens, Parking Enforcement Officers and Council neighbourhood enforcement functions, which will save £200,000.	x		x	x	x	x		Impact on staff and public	Residents and users of the services provided - Crime and disorder figures for the area show that crime and disorder levels overall are continuing on a downward trend overall, this has had a corresponding impact on the Council. When ASB incidents are reported, there are incidents that could be linked to one or more protected characteristics as a reason for the incident or a factor that exacerbates the impact. These include: - sexual orientation (support for dealing with hate crime) - age - the elderly - disability (either as a reason for the ASB or a requirement for additional support). The combined service will continue to ensure the causes of ASB continue to be monitored to identify where they can be linked to a protected characteristic. It will continue to be duties in relation to prevention of harassment as set out by the Equality Act. There is no evidence to suggest that this review will increase community tensions. The restructured team would continue to work with Partner agencies to ensure the Council’s duties are met. Staffing - The services within the scope of the proposal have been operating for some time with a number of vacancies there are also a number of ERVR requests from staff within the scope of the proposal; as a result it is likely that the proposal can be implemented without compulsory redundancies. If this does not prove to be the case, a service review will be undertaken to deliver the savings, a further impact assessment will be undertaken as part of this process. Any process to develop the integrated team would be supported by a range of HR policies to ensure there is no disproportionate adverse impact on staff as a result of their holding a protected characteristic which could be a breach of the Equality Duty. Documents used to support this process could include service review guidance, Middlesbrough Employee etc. There are no concerns that the proposal could impact disproportionately on a staff member / group of staff members because they hold a protected characteristic at this stage based on the information set out above.	
Merge the operation and management of the 5 community hubs, libraries as well as other community facilities, with a new model of promoting self-serve technology, which will save £474,000.	x				x			Impact on staff and public	Service users - The proposal to streamline staffing should have no impact on service users. Provision of any self serve solution will be designed to meet accessibility standards and will be supported by staff on site. Age – additional assistance with self-serve terminals may be required for the elderly and the very young who are unfamiliar with the technology. Staff would continue to be present at the hubs and would be trained to assist those experiencing difficulty using self-service. Disability – Accessibility issues for the above will be considered as part of the development of detail self-serve solutions, in particular the issues that self-serve would cause for those with a hearing and or visual impairment. The hubs will continue to operate under the proposal and there are no concerns that it would reduce access to facilities within the community. There are no concerns that the proposal could have an adverse impact on community cohesion issues. Staff – it is anticipated that the majority of the savings in the proposal could be implemented by removal of vacancies and accepting ERVR requests. A service review will be required to deliver the remainder and put in place the new organisational structure, this will be subject to the impact assessment process as part of the Service Review process. If the proposal is taken forward HR policies will be used to manage this process, which have been separately impact assessed. Given the above there are no concerns that the proposal could have a disproportionate impact on a group or individuals because they hold a protected characteristic. Evidence used to inform this assessment includes analysis of ERVR requests, vacancies, staff data sourced from the employee diversity characteristics data held on SAP where diversity characteristics have been disclosed by staff, customer information and feedback from the consultation process.	
Redesign and contract out Homelessness services and Welfare and Money Advice, which will save £200,000.					x		x	Impact on staff and public	Impact on current and potential future service users - There continues to be an increase in the number of people accessing advice services at the stage of crisis. The proposal is to re-design the local landscape of advice provision by moving to a model where people can help themselves (for example through online support) and providing early intervention to prevent issues from escalating, and therefore helping to reduce demand issues elsewhere in the system. It is anticipated that savings can be delivered with minimal impact on the advice capacity that is currently present. There will also be an opportunity to improve support for complex cases that require advice that currently sits across several different teams in different organisations. This will improve the accessibility and interactivity of information on line, signposting where necessary to other forms of support and information. Access, either via telephone or person to person will still be available. Further work will be required before finalised proposals are developed to understand the detailed structure of the new model and the implications this will have for accessibility compared to current levels of accessibility and capacity. These issues will be considered as part of the development of the new model, along with consideration of the potential impact on vulnerable groups that may require additional support e.g. people with learning disabilities, people where English is not their first language and / or people with physical disabilities. A stage two impact assessment will be undertaken as part of the development of proposals and this will inform the final decision on this proposal which will be taken in year. Impact on staff - If the proposal is taken forward any subsequent review(s) necessary to implement the proposal will be carried out in line with existing HR policies. It is likely that the saving can be delivered through voluntary redundancy requests, vacancies and reductions other budgets. However, if this does not prove to be the case, this impact assessment will be revisited as part of any future service review to identify additional savings and / or deliver the contracting out of the service. TUPE transfers that may occur will be supported by Legal Services and Human Resources. Analysis of staff within the scope of the review does not reveal any concerns that there could be a disproportionate adverse impact on those with a protected characteristic.	Will require a stage 2 IA to be complete before a decision can be taken in year.
Implement a new project based service model, which will entail the purchase of “people expertise” for specific projects, rather than employ similar people on a full time basis for Economic Development and Regeneration activity, which will save £391,000.								Yes impact on staff and public	Service users – The preferred option provides a model of working that would enable equality issues to be factored into decisions about whether particular projects are taken forward or not, and would be subject to the normal processes for doing so. Feedback from consultation undertaken to date with stakeholders has informed this judgement. The service will continue to provide support through different projects that are targeted at different issues within its remit e.g. the lower than average proportion of female business start-ups. Staff - staff will be subject to a formal review process in order implement proposals. This will be supported by a range of HR policies to ensure there is no disproportionate adverse impact on staff as a result of their holding a protected characteristic which could be a breach of the Equality Duty. Documents used to support this process include service review guidance, redeployment policy and redundancy policy. There are no concerns that the proposal could impact disproportionately on a staff member / group of staff members because they hold a protected characteristic.	
Merge Ayresome Industries with Streetscene services, which will result in management and accommodation changes, which will save £54,000.					x			yes - impact on staff and public	The PSED that requires authorities to consider the particular steps that need to be taken to ensure that people with a disability can achieve equal outcomes. This duty will shape the approach to subsequent work to implement the proposal and staff from Ayresome Industries will continue to receive appropriate support and reasonable adjustments will continue to be made to support them in their work. The proposal is to achieve savings in management and accommodation changes, The saving is likely to be achieved from accepting ERVR requests and undertaking a service review to embed the two structures. This will be subject to a separate impact assessment process as part of the Service Review process. Given the above there are no concerns that this could have a disproportionate adverse impact on people with a disability or any other protected characteristic and officers are satisfied that consideration will be given to the particular needs of those with a disability as part of work to embed the proposal.	
Close Clairville Stadium, which will save £104,000.								decision taken as part of 2013/14 budget setting process		
Reduce leisure centre opening hours and reduce staffing levels, which will save £700,000.								Impact on staff and public	Service users – the preferred option would see some reduction in access to services as detailed previously. The impact of this will be minimised by staggering reduced operating hours to enable service users to access leisure facilities in nearby locations. The reductions have also been based on analysis of customer usage to select times when there is minimal usage of these facilities. Sports development work with disadvantaged groups and sports intervention work (e.g. sport on prescription) will be protected as part of the proposal and will continue to operate from the Southlands Centre location and is unaffected by the proposal. The facilities at Southlands Centre will continue to be available for community hire during the day and customers can use the gym facilities at the Neptune Centre during the day which is less than a mile away from the Southlands Centre. Given the above it is not considered that the proposal could have a disproportionate adverse impact on a customer group or individuals because they hold a protected characteristic. Staff - If the proposal is taken forward any subsequent review(s) necessary to implement the proposal will be carried out in line with existing HR policies and the HR policies. Analysis of staff within the scope of the review does not reveal any concerns that there could be a disproportionate impact on those with a protected characteristic. It is likely that the saving can be delivered through voluntary redundancy requests, vacancies and reductions in supplies and services budgets. However, if this does not prove to be the case, this impact assessment will be revisited as part of any future service review(s) to identify additional savings and / or deliver the contracting out of the service.	
Contract out Fleet Management and Vehicle Maintenance Services to an external provider, which will save £156,000.								Impact on staff	Service users – while some of the reductions will be achieved as a result of building closures proposed, the proposal would have an impact on the level / quality of service currently provided. These will be looked at in detail as part of a service review.	
Contract out Building Cleaning Services, which will save £400,000.								Impact on staff	Staff - If the proposal is taken forward any subsequent review(s) necessary to implement the proposal will be carried out in line with existing HR policies.	
Contract out Council Property Services, which will save £252,000.								Impact on staff	Frontline workers within the cleaning service are more likely to be female, while in Property maintenance and fleet management, staff are more likely to be male. The impact of proposals on these groups and their relevance to the gender protected characteristic will be considered as part of plans to implement proposals. TUPE transfers that may occur will be supported by Legal Services and Human Resources. Analysis of staff within the scope of the review reveals no concerns overall that overall there could be a disproportionate impact on those with a protected characteristic, however the impact of this will on considered within each service review.	
Merge Environmental Health and Trading Standards management and administration, which will save £106,000.								Impact on staff	Residents and users of the services provided - The proposal will protect front line capacity with savings made through vacancies in the main and by streamlining management and administration. As such there are no concerns that this proposal could have an impact on the service provided to the public. Staffing - The services within the scope of the review have been operating for some time with a number of vacancies; as a result savings are likely to be achieved by deleting vacancies and accepting ERVR requests and without significantly reducing levels of service provided. It is acknowledged however that this will remove the services’ ability to improve service standards should demand levels increase. Staff may be subject to a formal review process in the future in order to embed the new structure. If required it would be supported by a range of HR policies to ensure there is no disproportionate adverse impact on staff as a result of their holding a protected characteristic which could be a breach of the Equality Duty. This would also be subject to the Impact Assessment process.	

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Renegotiate our joint management costs with Tees Esk and Wear Valley Mental Health Trust, which will save £100,000.					x			Impact on staff or public	<p>Service users – the proposal is particularly relevant to disability protected characteristics because of the nature of the service.</p> <p>The proposal is designed to ensure that there will not be a reduction in the level or quality of service provided to service users or in the measures put in place to ensure the Council's mental health duties are discharged effectively. Savings will be achieved by reduced management costs from ending the joint service delivery with TeWV and acceptance of ERVR requests. The proposal is linked to the Adult Social Care proposals which will reshape front line staffing. The proposal will change the way in which adults in Middlesbrough access mental health services and the location of these services. Different elements of the overall service are delivered at each site:</p> <ul style="list-style-type: none"> - Parkside (psychosis team) - Woodside (older people with mental health problems) - Lakeside (affective disorders) <p>Under the proposal these services would relocate to one property whose location is still to be determined, the impact of this on service users is unknown at this time as the relocation site has yet to be identified, as a result further work will be required to identify the site and understand the implications of this on current and potential future service users before the decision can be taken to implement this proposal. Appropriate consultation with current service users and / or their carers / guardians will be undertaken where necessary as part of the process for developing final proposals before a final decision is taken on implementation in September 2014. While there is no evidence at this stage to indicate that service users could be disproportionately adversely affected as a result of the proposal, this issue will be revisited at a later stage to ensure proposals and the impact assessment are informed by service user and other stakeholder views and information on the proposed location of the service and the impact of this on service users.</p> <p>Staff – staff will be subject to a formal review process in order to implement the proposal this is subject to a separate impact assessment process and will be supported by a range of HR policies to ensure there is no disproportionate adverse impact on staff as a result of their holding a protected characteristic which could be a breach of the Equality Duty. Documents used to support this process include service review guidance, redeployment policy and redundancy policy. It is likely that the proposal could be implemented by deleting vacant posts, reduced management costs post separation and acceptance of ERVR requests.</p>	Will require a stage 2 IA to be complete before a decision can be taken in year.	
Secure alternative funding for Middlesbrough Intermediate Care Centre, which will save £165,000.					x			No impact on staff or public			
Introduce a new operating model for Adult Social Care to reduce the work that is required to be undertaken by fully qualified Social Workers, which will save £597,000.								Impact on staff	<p>Service users – the will be particularly relevant to the age and disability protected characteristics because of the nature of the service. The proposal is designed to ensure that there will not be a reduction in the level or quality of service provided to service users or in the measures put in place to ensure adults are safeguarded within Middlesbrough. Whilst the internal structure providing these services will be reviewed, the restructure will improve the responsiveness and of the service provided and the quality of service received. There will be an improved use of reablement which will have a positive impact on service users. There will also be an increase in the capacity of social workers.</p> <p>Staff – staff will be subject to a formal review process in order to implement the workforce restructure this is subject to a separate impact assessment process and will be supported by a range of HR policies to ensure there is no disproportionate adverse impact on staff as a result of their holding a protected characteristic which could be a breach of the Equality Duty. Documents used to support this process include service review guidance, redeployment policy and redundancy policy.</p>		
Introduce a new operating model for Children's Safeguarding services that reduces duplication and management costs, which will save £575,000.								Impact on staff and public	<p>Service users – the proposal will be particularly relevant to the age and disability protected characteristics because of the nature of the service and the additional needs that children with disabilities have. The proposal is designed to ensure that there will not be a reduction in the level of service provided to service users or in the measures put in place to ensure children are safeguarded within Middlesbrough.</p> <p>Staff – it is likely that the savings can be achieved within the need for compulsory redundancies. However staff may be subject to a formal review process going forward if savings cannot be achieved and/or to implement revised structures. If this was required it would be supported by a range of HR policies to ensure there is no disproportionate adverse impact on staff as a result of their holding a protected characteristic which could be a breach of the Equality Duty.</p> <p>Documents used to support this process include service review guidance, redeployment policy and redundancy policy.</p> <p>There are no concerns that the proposal could impact disproportionately on a staff member / group of staff members because they hold a protected characteristic.</p>		
Merge Children's Centres and Youth Services, which will save £500,000.		x					x	x	Impact on staff and public	<p>The stage 1 IA identified that there could be a disproportionate adverse impact on the gender and age protected characteristics because there are a disproportionate number of female employees within this service compared to the gender split across all Council services and nature of the services within the scope which are targeted at children and young people.</p> <p>Gender - The review process will be supported by a range of HR policies to ensure there is no disproportionate adverse impact on staff as a result of their holding a protected characteristic which could be a breach of the Equality Duty. Documents used to support this process include service review guidance, redeployment policy and redundancy policy. Analysis of the staff within the scope of the review indicates that the gender characteristic is relevant to the review. In line with the Council's equality duty, steps were taken to identify whether the impact of the proposal could be avoided. Because of the scale of the savings that are required to be achieved it will not be possible to avoid a redundancy situation. The impact of this will be partially mitigated by the Council's policies that will be used to populate the structure and assist those staff that are not successful in potentially securing a post within the new structure. While the proposal will have a disproportionate impact on women, it is viewed as justified because the nature of the service means that there are a disproportionate number of women employed and otherwise the savings required would not be achieved.</p> <p>Age - it has been identified that the proposal will have a small reduction in front line capacity for the service, the extent of the reduction will be mitigated by the merger of Sure start services with Youth Services and the fact that the bulk of the required savings will be delivered by reducing management numbers, however it will not be possible to fully avoid an adverse impact on those families with no concerns about childcare, educational needs, parenting etc. In line with the Council's equality duty, steps were taken to assess whether the impact could be avoided. Unfortunately because of the scale of savings that the Council is facing and the need to increase focus on those families that are more at risk of accessing safeguarding services in future, it has not been possible to avoid this impact. The new service will mitigate the impact as far as is possible by protecting front line capacity. It is felt that this proposal is justified as the new service model will target those families with support needs. The service will continue to signpost alternative resources to parents with no additional needs in addition to the services currently offered.</p>	Required a stage 2 IA - completed
Modernise the way in which back office services are delivered by automating processes, make greater use of IT and merge similar functions to deliver savings of £7,600,000.								n/a see detail below			
- Reduction in admin by automating overly bureaucratic process and removing those that add no value (saving £1.4m)								Impact on staff	Staff – If the proposal is approved then work will be undertaken to redesign Council processes that will in turn redefine admin requirements for the Council then a formal review / reviews would be undertaken. In some cases staff delivering administrative functions are currently Council employees, while some are Mouchel. Where the review process impacts on Council employees it will be supported by a range of HR policies to ensure there is no disproportionate adverse impact on staff as a result of their holding a protected characteristic which could be a breach of the Equality Duty. Documents used to support this process include service review guidance, redeployment policy and redundancy policy. Analysis of the staff within the scope of the review indicates that the gender characteristic is relevant to the review and the impact of proposals on gender will be considered as part of reviews. Staff may also be TUPE transferred as a result of a review. HR and Legal support will be used to manage the TUPE process if it is required. Where a proposal impacts on Mouchel staff findings will be subject to negotiations with Mouchel to implement. Where Mouchel implements staffing reviews they will follow a series of HR policies which they have put in place. The initial proposals indicate that the number of posts within the service will be reduced. There are no concerns that the proposal could have a disproportionate adverse impact on staff because they hold a protected characteristic.		
- creation of a single commissioning unit (saving £600,000)								Impact on staff	<p>Impact on staff – If implemented the proposal would have an impact on those staff who currently within the scope of the proposal. Analysis of staffing indicates that while some of the savings can be delivered by deleting vacant posts from structures and accepting ERVR requests a service review will be required to deliver the remainder and implement a new service delivery structure. Analysis of staff within the scope of the proposal reveals no concerns that individuals or groups could be disproportionately adversely affected because they hold a protected characteristic. Impact assessments will be undertaken as part of the service review process where required.</p> <p>The proposals will support the change Programme principles to transform Council services. Successful delivery of the proposal is dependent on the successful delivery of the Middlesbrough Managers Model. The proposal reduces the level of Finance support to managers and places increased reliance on Senior managers. The provision of information needed by managers is being reviewed as part of this proposal to ensure the model implemented addresses needs within a reduced cost model.</p> <p>As a result of the above and because the solutions to implement Middlesbrough Manager are still being developed that will provide this alternative model of support, the impact of this proposal on the organisational management of the Council cannot be fully assessed at this stage. Further work will be undertaken to develop the detail of the proposal and impact assessments will also be undertaken to implement savings where service reviews are required.</p>		
- automation of processes and empowerment of senior officers to reduce finance costs (saving £600,000)								Impact on staff	<p>Staff – If the proposal is approved then work will be undertaken to redefine Finance and Accountancy requirements for the Council. A formal review / reviews would then be undertaken.</p> <p>Where the review process impacts on employees it will be supported by a range of HR policies to ensure there is no disproportionate adverse impact on staff as a result of their holding a protected characteristic which could be a breach of the Equality Duty. Documents used to support this process include service review guidance, redeployment policy and redundancy policy.</p> <p>The initial proposals indicate that the number of posts within the scope of the proposal will be reduced significantly. There are no concerns that the proposal could have a disproportionate adverse impact on staff because they hold a protected characteristic.</p> <p>The proposals will support the change Programme principles to transform Council services. Successful delivery of the proposal is dependent on the successful delivery of the Middlesbrough Managers Model. The proposal reduces the level of Finance support to managers and places increased reliance on Senior managers. The provision of information needed by managers is being reviewed as part of this proposal to ensure the model implemented addresses needs within a reduced cost model.</p> <p>As a result of the above and because the solutions to implement Middlesbrough Manager are still being developed that will provide this alternative model of support, the impact of this proposal on the organisational management of the Council cannot be fully assessed at this stage. Further work will be undertaken to develop the detail of the proposal.</p>	Will require a stage 2 IA to be complete before a decision can be taken in year to assess the impact on organisational management	
- introduction of an automated payroll system (saving £400,000)								no impact on staff or public			
- Implementation of a risk based approach within legal services (saving £300,000)								Impact on staff	Impact on staff – If implemented the proposal would have an impact on those staff who currently sit within the scope of the proposal. Analysis of staffing indicates that while some of the savings can be delivered by deleting vacant posts from structures, accepting ERVR requests and reducing non-staffing budgets, a service review will be required to deliver the remainder and implement a new service delivery structure. Analysis of staff within the scope of the proposal reveals no concerns that individuals or groups could be disproportionately adversely affected because they hold a protected characteristic. Impact assessments will be undertaken as part of the service review process where required.		
- reduction in the resources required to monitor, evaluate and report performance (saving £800,000)								Impact on staff	Staff – If the proposal is approved then work will be undertaken to redesign Council performance management processes that will in turn redefine performance management and policy development requirements for the Council then a formal review / reviews would be undertaken. Where the review process impacts on employees it will be supported by a range of HR policies to ensure there is no disproportionate adverse impact on staff as a result of their holding a protected characteristic which could be a breach of the Equality Duty. Documents used to support this process include service review guidance, redeployment policy and redundancy policy. The initial proposals indicate that the number of posts within the scope of the proposal will be reduced significantly. There are no concerns that the proposal could have a disproportionate adverse impact on staff because they hold a protected characteristic.		
- Reduction in the number of ICT systems in operation by the Council and the resource required to support this (saving £700,000)								Impact on staff	The ICT proposal does not directly impact on frontline services, ICT provides one avenue of access to Council services. Service users will not be impacted by the proposal.		
- Creation of a single Marketing and Communications team (saving £300,000)								Impact on staff	<p>The focus of the proposal is on a function which does not directly impact on frontline services, but which provides one avenue of access to Council services. The proposal will improve the ability of the Council to offer services that are customer centric and digitally by default and also maximise use of resources that will be available going forward.</p> <p>Impact on staff – If implemented the proposal would have an impact on those staff who currently sit within the scope of the proposal. Analysis of staffing indicates that while some of the savings can be delivered by deleting vacant posts from structures, accepting ERVR requests and reducing non-staffing budgets, a service review will be required to deliver the remainder. Analysis of staff within the scope of the proposal reveals no concerns that individuals or groups could be disproportionately adversely affected because they hold a protected characteristic. Impact assessments will be undertaken as part of the service review process where required.</p>		
- increasing use of external funding to pay for key services currently delivered or commissioned by the Council (saving £2.4m)								No impact on staff or the public			

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Close Middlesbrough Teaching and Learning Centre, which will save £145,000.								Impact on staff	The function does not directly impact on frontline services, it provides conferencing and office space. The proposal would have an impact on staffing and there would be redundancies if there was no interest in TUPE to an alternative provider. If a redundancy, redeployment or TUPE situation occurs, the Council's HR policies would be followed which have been separately impact assessed where required and / or the legal process for TUPE. Functions based within the MTLC will be relocated to locations appropriate for their needs.	
Close the TAD Centre, which will save £119,000.							x	Impact on staff and public		
Close the Register Office and relocate the registration of births, marriages and also deaths, which will save £20,000.								Impact on staff and public	The proposal does not directly impact on frontline services, as it relates to the provision of conferencing and office space. Services would be relocated to suitable accommodation elsewhere that meets the needs of that service. The proposal would have an impact on staffing and there would be redundancies amongst staff employed to manage the buildings. If a redundancy occurs, the Council's HR policies would be followed which have been separately impact assessed. If the service review policy applied this would be separately impact assessed. It is not considered that this option could have a disproportionate adverse impact on staff within the scope or service users. Evidence used to inform this assessment includes analysis of usage and costs, discussions with managers and staff data.	
Close Park House and relocate Children's Safeguarding teams, which will save £30,000.								Impact on staff and public		
Close the Albert Terrace facility and relocate the Families Forward team, which will save £10,000.								Impact on staff and public		
Introduce a new operating model for the Council Tax, Housing Benefit and Social Fund departments, which will save £271,000.					x			Impact on staff and public	The scheme is relevant to the age and disability protected characteristics. The Council has modelled the impact of the proposed changes to customers and assessed the various options open to it. The proposed model is based on the impact of different options on vulnerable groups within the town. Age (elderly) – The Revenue and Benefit service has considered those who have a protected characteristic due to Age. Although the Benefit Service is to be removed from the 3 sub offices across the town, the service is still accessible by telephone and through the Council website. In addition, the offer of a home visit is to be increased for those residents who are unable to call into Middlesbrough House to discuss their application or Council Tax account. As a result of these actions, it is considered that the proposal's potential to have a disproportionate impact on the Age group has been fully mitigated. Disability – As above. Any resident who is unable to call into Middlesbrough House will be offered a home visit as part of this increased offer. Age (families with young children) – Families with young children are not adversely affected by the proposed changes to the Revenue and Benefits Services. If specific needs are identified, assistance will be offered through a home visit (similar to the elderly and disabled). Given the above there are no concerns that the proposal could have a disproportionate adverse impact on these protected characteristics. Evidence used to inform this assessment includes analysis of current benefit recipients, the eligibility criteria and feedback from stakeholders.	
Increase the number of Council services that can be accessed by the use of Information Technology, and will reduce face to face customer contact, which will save £75,000.								n/a Mouchel planned saving		
Merge the functions of scrutiny support, governance and all other ancillary functions that support Elected Members, which will save £217,000.								Impact on staff	Service users – Under Protocol 1, article 3 the public have a right to free elections must be held at reasonable intervals, and they must be by secret ballot. They must be held in conditions which ensure that people can freely express who they want to be the legislature. Changes identified will not impact on the public's right to vote. Staff – The savings are likely to be achieved by deleting vacant posts and accepting ERVR applications. Subsequently a service review will be required to put in place a revised structure for management and delivery of the service. The review process will be supported by a range of HR policies to ensure there is no disproportionate adverse impact on staff as a result of their holding a protected characteristic which could be a breach of the Equality Duty. HR policies have been separately impact assessed. An impact assessment will be undertaken as part of the service review process. Given the above there are no concerns that the proposal could have a disproportionate adverse impact on individuals or a group because they hold a protected characteristic.	