

Proposal	Relevant to protected characteristic							Rationale for judgement on whether IA required at this stage	IA findings summary
	Race	Gender	Religion / belief	Sex. Orient.	Disability	Transgender	Age		
Reduce our general fund balance, which is best described as our bank balance from £6.0 to £5.2m, producing a one-off benefit of £0.8m								No impact on staff or public	
Remove financial provision that has been made for certain projects and risks that are no longer required, producing a one-off saving of £937,000								No - no impact on staff or public. Saving from realisation of underspends	
Introduce new accounting practices that will improve cashflow and therefore save approximately £250,000 per annum.								No - Part of the savings will be achieved from continued implementation of previous decisions and in year Impact Assessments will be undertaken where required.	
Remove core Council funding for services costing £1m per annum to deliver and utilise other funding sources available to the Council.	x	x	x	x	x	x	x	Yes - Impact on the public	Proposal is to replace Council funding with Public health funding for priority services that impact on health outcomes across a range of measures. Given the nature of the priorities these proposals are relevant to all equalities protected characteristics. In particular they are relevant to the following protected characteristics: Age, Disability, Gender and Pregnancy and Maternity, through services such as Teenage Pregnancy, 0-19 Service, Transitions Team and Staying Put Agency. There are no concerns that the proposals could have an adverse impact on these characteristics. The purpose of the proposals is to continue to fund services which are working to address inequalities in outcomes that are experienced by individuals within these groups. Proposals will also have a positive impact on neighbourhood specific services. For example through the proposal the Neighbourhood Management team will be continue to operate at current levels to strengthen social relationships and opportunities for community connection and to build and enable social support, networks and capital within and between communities.
Remove core Council funding for educational initiatives funded through Section 17 payments and as an alternative utilise unspent Community Support Fund monies, which will save £140,000.								No - continued implementation of previous decision.	
Utilisation of 2013/2014 budget underspend, which amounts to £1.2m.								No - no impact on staff or public	
Reduce the cost of administrative support by a further £2,155,000 by progressing a programme of automating manual processes through further Information Technology investment and rationalising the number of separate resource teams that currently exist. This will result in approximately 50 job losses.								No - The decision to review Admin was taken as part of the 14/15 budget setting process and still applies. As proposals are brought forward for individual elements of the review, separate impact assessments will be undertaken where necessary	
Reduce the cost of the Human Resource advice function by reducing support to managers, who will be more empowered and autonomous, which will save £110,000. This will result in approximately 6 job losses.								No - detailed proposals will be brought forward during 2015/16 and an impact assessment will be completed at this time.	
Reduce the cost of our approach to performance management and policy formulation, which includes the automation of manual processes through further Information Technology investment, which will reduce the number of separate resource teams that currently exist. This will result in a saving of £750,000 in 2015/2016 and approximately 40 job losses.								No - continued implementation of previous decision. In year impact assessments will be completed as individual elements are brought forward.	
Transfer the maintenance function of Stewart Park to Askham Bryan College, which will save £180,000. This proposal will also result in Askham Bryan investing in the park to create an equestrian parade ring.					x		x	Yes - Impact on staff and the public	Age - it is anticipated that the proposal will have a positive impact on users of these facilities by maintaining and improving access to current facilities and providing new services including increased educational opportunities for the town's residents. In addition to further education opportunities there will also be educational opportunities for adults. Disability - Askham Bryan provides opportunities for learners of all abilities and as part of the new provision, learners with additional needs will be supported at both the Stewart Park and Newham Grange campus. Access to buildings at Stewart Park will be improved as part of a joint investment. This will include bringing buildings back into use that have been closed because of the backlog of repairs required and improving access and standards in other buildings. 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 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.
The reduction of one management post within Environment by merging management responsibility within services, which will save £40,000.								Impact on staff. Will this be covered by the Impact Assessment for the Environment Senior Management Review?	Because the review will significantly senior management budgets it is inevitable that it will have an impact on staff as staff capacity will need to be reduced to achieve savings targets in the vast majority of the directorates. The principles of the review and the proposed savings targets are in line with the Change Programme principles and its savings profile which has been previously impact assessed. The proposal for outcome 7 is that staffing will reduce from 16 to 15. Analysis of proposals indicates that there is a risk of one redundancy. 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 will include redeployment policy and redundancy policy. Based on the evidence available, there are no concerns that the review will disproportionately affect any person because they hold a protected characteristic.
Transfer management responsibility for the Council's sports and leisure centres to an external trust, saving £430,000 in 2015/2016 and up to £1.66m over a full year period. This will result in approximately 25 job losses.								No - the impact assessment process will be completed as part of the process to consult and agree the awarding of a contract.	
Introduce energy and efficiency initiatives within Council buildings, which will save £30,000.								No - no impact on staff or public	

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Reconfiguration of our lease interests in Aurora Court at Riverside Park, which will save £125,000								No - Not required. Saving will be achieved by reducing rent costs.	
Further reduce the cost of finance and accountancy support through the implementation of a programme of automating manual processes through further Information Technology investment and empowering managers to be more self sufficient. This will save £296,000 in 2015/2016 and a further £296,000 in 2016/1017 with approximately 16 job losses.								No - continued implementation of previous decision. In year impact assessments will be completed as individual elements are brought forward.'	
Reduce the amount of corporate funding available for community and other public events by 80%, which will save £195,000.								No - there will be no impact on current projects / initiatives, however the pot of funding available will be smaller going forward.	
Re-negotiate arrangements for Trade Union consultation and engagement that ensures more efficient use of the shop steward network, which will save £20,000.	x	x	x	x	x	x	x	Yes - Impact on staff	The proposal is potentially relevant to the all the protected characteristics because of the nature of the services provided by trade unions. The proposal is to reduce facility time by 20%. In the last three years staffing numbers in the Council have been reduced by 19% and it is some years since trade union facility time was reduced. Given this is a proportionate reduction there are no concerns that the proposal could have a disproportionate impact on individuals or groups because they hold a protected characteristic.
Centralise departmental budgets for the purchase of computer equipment and reduce Information Technology working costs, which will save £70,000								No - saving is from unspent budgets	
Reduce costs for undertaking occupational health assessments of staff to reflect the lower utilisation of the service, due to our staff base declining, which will save £50,000								No - The saving represents unspent budgets and predicted future underspend as a result of a smaller workforce	
Reduce Council engagement with legal Barrister Chambers for advice with regard to children safeguarding casework and introduce alternative legal arrangements, which will save £160,000.							x	Yes impact on the public	The proposal is relevant to the age protected characteristic because of the nature of the service provided. Under the proposal it is anticipated that capacity in the service will be greater than the capacity currently provided through these ad hoc arrangements, while at the same time, reducing the cost of the services to the Council. The recruitment process to be undertaken will ensure that those appointed have the necessary skills to be able to deliver the post. Given the above there are no concerns that the proposal could have an adverse impact on this group. In fact it is anticipated that the proposal will have a positive impact.
Reduce costs with regard to the Sheltered Housing Scheme Warden Services by re-negotiating service costs, which will save £125,000.							x	Yes - Impact on the public	Under the proposal services would continue to be delivered to the same standard and the same level of access would be maintained regardless of the reconfiguration. Therefore, it is not anticipated that the measure would have an impact on service users. This will be monitored through Contracts and commission and legislation.
Reconfigure the Re-ablement Service, so it concentrates solely on complex, high-risk discharge from hospital and intermediate care, which will save £27,000 with approximately one job loss		x			x		x	Yes - Impact on the public	The majority of the service users were female and over 65 years of age, therefore this proposal is more relevant to the age and gender protected characteristics. Under the proposal services would continue to be delivered to the same standard and the same level of access would be maintained – regardless of the outsourcing, and the reconfiguration. Therefore it is not anticipated that outsourcing would have an impact on service users. This will be monitored through Contracts and commission and legislation. Assessment includes feedback from the consultation process, analysis of the equality data on service where available, analysis for the complaints data,, value for money assessments Staff: - Ten staff work in the reablement team. Discussions will be held with the staff concerned and the review process will be supported by a range of HR policies, primarily ER/VR, to ensure there is no disproportional adverse impact on staff. No redundancies are anticipated as a result of this proposal. Savings will be achieved from deletion of vacant posts.
Reconfigure the Families First team, which will save £25,000 and result in one job loss.								No - savings realised from continual implementation of previous decision.	
Terminate particular contracts with the private sector for the provision of children's residential care and for the Council to assume the responsibility and control, which will save £200,000								No - savings realised from continual implementation of previous decision.	
Reconfigure the processes for delivery of strategic highways and highways maintenance, saving £390,000. This will result in 15 job losses								No - An Impact Assessment will be completed during 2015/16 as part of the service review to deliver the saving.	
Reduce costs in relation to exhibition and subsidised events, as well as the number of staff within the Cultural Services department, which will save £60,000, which will result in one job loss.								Yes - Impact on the public	Under the proposal services would continue to be delivered to the same standard and the same level of access would be maintained, there would be a very small reduction in the total number of commercial events delivered, for example the theatre would see a reduction of around 5 events from a programme of 200 events. The service's commitment to provision of events which are designed to engage communities and individuals that are less likely to attend cultural events, delivered mainly through grant funding. Savings will be achieved by raising income targets on chargeable events, reducing the extent to which individual events are subsidised and realising savings from previous decisions to reduce staffing. Therefore, it is not anticipated that the measure would have a disproportionate adverse impact on customers or staff.
Reduce the financial contribution to mima by £410,000, which is in-line with the partnership and transfer of the mima art gallery to Teesside University								No - realisation of saving from continued implementation of previous decision.	
Reduce the amount spent on services such as events in libraries, outdoor youth activities and local community events, saving £150,000								No - consultation will be undertaken during 2015/16 prior to implementation of the proposal and an impact assessment will be completed as part of this process	

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Remove Council subsidies for bus services, 12, 28,29A, 537, 603, 605, 606 and 607, which will save £36,000			x		x		x	Yes - Impact on the public	<p>The stage one impact assessment identified that there was a potential disproportionate adverse impact on age, disability and religion or belief for some elements of the proposal.</p> <p>29A - higher than average percentage of concessionary fare users (age and disability). Analysis shows that if the bus company decides not to continue this route without subsidy, individuals will have to travel 1km from the farthest point in Eagle Park to a bus stop on Dixons Bank. This would be an adverse impact on those who are less able to walk this far, therefore this proposal is potentially a disproportionate adverse impact on age and disability because of this particular impact. In line with the Public Sector Equality Duty (PSED) work was undertaken to assess whether this impact could be avoided and if it could not be avoided, whether it could be mitigated. Work has been undertaken to attempt to identify whether the bus company would be willing to continue to deliver the route without the subsidy. The survey and research indicates that overall the route may be profitable and it is likely that the company may continue to operate it. However this could not be verified at the point of completion of this impact assessment therefore it cannot be taken into account as a method of mitigating the impact. As it was not possible to mitigate the impact of the proposal, consideration was given to whether the impact was justified. It is therefore judged that the impact of this proposal is justified as the purpose of the subsidy is to support services that would not otherwise be delivered because they are unprofitable and data available indicates this service has become more popular so is less reliant on the subsidy.</p> <p>603/604 - analysis identified one place of worship where access would be affected (Religion or belief). Two people surveyed indicated that they used this service to access a place of worship (place not identified). Access to Stainton Village Parish Church on a Sunday would be affected by the proposal. Again, consideration was given to whether this impact could be avoided and if not avoided whether it could be mitigated. In this instance, although access to this site would be affected, there are alternative places of worship in the town serviced by a bus route however there will be an adverse impact on those surveyed who use the 603/604 but this is partially mitigated by the availability of access to alternative places of worship and alternatives religious service times, although it may increase journey times. Given the very small number of users, the alternatives available and the need to ensure value for money is achieved, it is judged that the impact of this proposal is justified.</p> <p>The Mayor's vision - The impact assessment identified a potential adverse impact on the Mayor's vision because of the potential impact on those travelling for employment and the local economy. There are alternative services however these would involve significant de tours or walking distances. It is hoped the Bike to Work scheme will partially mitigate this impact along with negotiations with the bus companies to encourage them to maintain these routes, however it is not possible to mitigate this impact fully. The proposal is justified on the grounds that the Council needs to ensure value for money and research indicates that a number of routes are likely to be profitable for the bus companies to continue in the long run.</p>
Reduce the Council's contribution to the operating costs of Tees Valley Unlimited, which will save £18,000								No - proposal reflects reduction in operating costs.	
Reduce senior management posts across the Economic Development and Communities directorate, which will save £250,000. This will result in 5 job losses								Yes - impact on staff	<p>Because the review will significantly senior management budgets it is inevitable that it will have an impact on staff as staff capacity will need to be reduced to achieve savings targets in the vast majority of the directorates. The principles of the review and the proposed savings targets are in line with the Change Programme principles and its savings profile which has been previously impact assessed. The proposal for outcome 1 is that the number of posts within the structure will remain at 11. 11 people will be considered for 10 posts. A further new post will be created which staff within the scope of the review will have first chance to apply for this post. If there are no applicants it will then be offered to staff within the wider management review to in line with the aim of mitigate the impact of reductions where possible.</p> <p>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.</p>
Reduce radio and other technical equipment purchases within the Street Warden service, which will save £30,000								No - Reflects lower costs. Standards of equipment will be maintained to ensure that staff continue to be appropriately supplied.	
Reduce the purchase of books for libraries by 50%, which will save £100,000								No - Consultation will be undertaken during 2015/16 on how this will be achieved and an impact assessment will be completed as part of this process	
Integrate Libraries, Community Regeneration and incorporate 0-19 staff into one Early Help team, which will save £812,000. This will result in 33 job losses								No - A service review will be undertaken during 2015/16 and an impact assessment will be completed as part of this process.	
Reconfigure the operating practices of Environmental Health and Trading Standards, which will save £100,000. This will result in one job loss.								No - saving is realised from implementation of previous decision.	
Merge Adults and Children's safeguarding review services, which will save £200,000. This will result in 4 job losses								No - A service review will be undertaken during 2015/16 and an impact assessment will be completed as part of this process.	
Reconfigure the Children's Safeguarding delivery model to reflect changes in legislation affecting the role, functions and responsibilities of managers, which will save £200,000. This will result in 4 job losses								No - Consultation will be undertaken during 2015/16 on how this will be achieved and an impact assessment will be completed as part of this process	

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Improve the efficiency within the Crematorium Service by streamlining processes and reducing management costs, which will save £150,000. This will result in one job loss								No - Savings are being delivered through operational savings that have not impacted on service delivery or staff	
Reconfigure the function delivery of Youth Offending Services by terminating particular contracts with outside agencies and providing the services in-house, which will save £230,000								No - savings will be realised from continued implementation of a previous decision.	
Reduce the cost of supplies and services across Adult and Children's Services by 10%, which will save £240,000								No - Proposed reduction will be achieved by reducing future budgets to reflect the fact that there are underspends in these budgets.	
Reduce management costs within the Planning Service, which will save £40,000. This will result in one job loss								No - savings will be realised from continued implementation of a previous decision.	
Merge management roles within the Business Support function of Adult Social Care, which will save £200,000. This will result in 4 job losses								Yes - impact on staff	Under the proposal services would continue to be delivered to the same standard and the same level of access would be maintained regardless of the reconfiguration. Therefore, it is not anticipated that the measure would have an impact on service users. This will be monitored through Contracts and commission and legislation. 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. There are no concerns that the proposal could impact disproportionately on a staff member / group of staff members or service users because they hold a protected characteristic.
Review the operation and charging rates at the Tees Community Equipment and School Catering Services and Ayresome Industries, which will increase income by £100,000								No - Savings are being delivered through operational savings that have not impacted on service delivery or staff	
Remove core Council funding for Telecare brokerage services and utilise health funding as an alternative, which will save £33,000					x		x	Yes - impact on the public	Under the proposal services would continue to be delivered to the same standard and the same level of access would be maintained and would continue to be provided directly by the Council. The measure reflects a change in the funding source rather than any change to current service provision. As a result there is no anticipated adverse impact on either staff or service users.
Increase charges to external organisations for their use of the Gleneagles disability service, which will increase income by £50,000								No - Proposal is for realisation of savings from decision that has already been implemented to expand the service	
Remove Council funding in respect of communication support for children with complex needs to the DfE High Needs Budget, as permitted in School Funding. This will save £30,000					x		x	Yes - Impact on the public	The proposal is relevant to the disability and age protected characteristic. Under the proposal the support will continue to be provided at current levels and there will be no impact on current or potential future users of the service. The proposal will achieve the saving by funding this service from a fund that has been earmarked for this purpose. As a result there are no concerns that the proposal could have an adverse impact.
Charge the Health Service for the provision of primary mental health workers for Child and Adolescent Mental Health, which will increase income by £50,000								No Realisation of savings from a decision that has already been implemented.	
Charge South Tees Youth Offending Partnership the true cost of support services in relation to Middlesbrough assuming lead authority responsibility for the delivery of Youth Justice, saving £100,000							x	Yes - impact on the public	The proposal is relevant to the age protected characteristic because of the nature of the services being provided. Current levels of service are judged as meeting the needs of children in the area. Under the proposal, these levels of services would be maintained. The fee would be levied from money not currently being spent. The proposal will not result in a reduction in services, nor will it mean that there are unmet needs, as a result there are no concerns that this could have a disproportionate adverse impact on a group or individuals because they hold a protected characteristic.
Increase charges for the provision of careers information advice and guidance contracts with schools and colleges, which will generate income of £95,000.								No - Fees will not be increased. Income will be generated by provision of additional contracts.	

The proposal highlighted in grey has adverse impacts associated with it, which have been summarised in this table and are set out in full in the individual impact assessment.