

Equality Impact Assessments

Development and Environment 2020/21 budget proposals

Equality Impact Assessments

Development and Environment - 2020/21 budget proposals

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DE1 - Concessionary fares – reduced patronage

1. The Proposal

Service area:	Integrated Transport Unit
Budget reference:	DE1
Budget reduction proposal:	Concessionary fares – reduced patronage
Budget saving for this financial year:	£50,000

Description of the proposal:

Proposed MTFP saving of £50,000 to the concessionary fares budget.

Demand for this service area has reduced as the eligibility criteria has changed. These national changes relate to increasing eligibility in line with the pension age. Demand within the Weston area has also reduced due to market conditions and less competition on routes. This saving is based on the lower level of usage continuing. There is no impact on service delivery.

Summary of changes:

Demand for concessionary fares has reduced in recent years due the following factors:

- Adoption of a new concessionary fare eligibility criteria, as directed by central government, to increase the age of eligibility in line with pension age. As such, the number of passes issued and subsequent reimbursement to operators has reduced. The increase in the age of eligibility was first implemented in April 2010 and is an ongoing process.
- Reduction in demand for public transport, particularly in Weston-super-Mare, due to the loss of bus operators from the area and less competition. As such, there has been a reduction in the reimbursement to operators.

There are no changes in service delivery.

Is this a continuation of a previous medium-term financial plan saving?

Yes

No

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Impact Level Insert X into one box per row, for impact level and type.	Impact type				Impact type		
	High	Medium	Low	None	Positive	Neutral	Negative
Disabled people				X			
People from different ethnic groups				X			
Men or women (including pregnant women or those on maternity leave)				X			
Lesbian, gay or bisexual people				X			

People on a low income				X			
People in particular age groups			X				X
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:				X			

3. Explanation of customer impact

There is a low impact on people in particular age groups due to the age of eligibility for increasing from April 2010 onwards. This has been adopted in line with central government guidance. There is no disproportionate impact on other groups.

4. Staff equality impact summary

Are there any staffing implications for this proposal?

Yes No

Explanation of staff impact

There is no impact on staff.

If yes, how many posts could be affected? State whether they are current vacant, or filled permanently or temporarily. N/A

5. Consolidation savings – please complete for medium or high impact areas

Does this budget saving include many service areas/savings/projects? If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
Total	

6. Review and Sign Off

Directorate Equality Group

When was this assessment reviewed by the Directorate Equality Group? 25th November 2019

Is a further detailed equality impact assessment needed?

Yes

No

If 'yes', when will the further assessment be completed?

Service Manager: Carl Nicholson

Date: 25th November 2019

DE2 - Development & Environment Staffing review

1. The Proposal

Service area:	Development and Environment
Budget reference:	DE2
Budget reduction proposal:	Development & Environment Staffing review
Budget saving for this financial year:	£100,000

Description of the proposal:

The Directorate continues to undertake a review of vacant posts with the aim of deleting some that have been vacant for long periods. It is also looking to maximise its external income streams where posts can be funded via available grants or tariffs. Posts in scope have yet to be fully identified but will take into account service need.

Summary of changes:

This is a continuation of the policy to review posts as they become vacant and seek efficiencies through restructurings.

Is this a continuation of a previous medium-term financial plan saving?

Yes

No

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Impact Level Insert X into one box per row, for impact level and type.	Impact type				Impact type		
	High	Medium	Low	None	Positive	Neutral	Negative
Disabled people				X			
People from different ethnic groups				X			
Men or women (including pregnant women or those on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income				X			
People in particular age groups				X			
People in particular faith groups				X			
People who are married or in a civil partnership				X			

Transgender people				X			
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:				X			

3. Explanation of customer impact

It is not anticipated that there will be any impact on customers as a result of this proposal.

4. Staff equality impact summary

Are there any staffing implications for this proposal?

Yes

No

Explanation of staff impact:

The impact on staff relates to areas where there are already vacancies which could lead to changes in duties for posts that are retained. Impact on residual staff will be monitored and considered. The additional grant funded posts will have no impact on staff and is likely to make up a substantial proportion of the saving.

5. Consolidation savings – please complete for medium or high impact areas

Does this budget saving include many service areas/savings/projects? If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
Total	

6. Review and Sign Off

Directorate Equality Group

When was this assessment reviewed by the Directorate Equality Group? 25th November 2019

Is a further detailed equality impact assessment needed?

Yes

No

If 'yes', when will the further assessment be completed?

Service Manager: Lucy Shomali

Date: 23rd October 2019

DE3 - Events programme to become cost neutral or minimal support

1. The Proposal

Service area:	Leisure and Seafront, Development and Environment
Budget reference:	DE3
Budget reduction proposal:	Events programme to become cost neutral or minimal support
Budget saving for this financial year:	£25,000

Description of the proposal:

To increase the income from the events programme in North Somerset.

Summary of changes:

Additional income will be achieved through increasing the council's share of profits from large and major events and by adding events to the event programme. Additional benefits will be to increase the cultural offer in the area.

Is this a continuation of a previous medium-term financial plan saving?

Yes

No

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Impact Level Insert X into one box per row, for impact level and type.	Impact type				Impact type		
	High	Medium	Low	None	Positive	Neutral	Negative
Disabled people			X			X	
People from different ethnic groups			X			X	
Men or women (including pregnant women or those on maternity leave)			X			X	
Lesbian, gay or bisexual people			X			X	
People on a low income			X			X	
People in particular age groups			X			X	
People in particular faith groups			X			X	
People who are married or in a civil partnership			X			X	
Transgender people			X			X	

Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:			x			x	
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3. Explanation of customer impact

This proposal aims to increase the income from large and major events in North Somerset. Events will be reviewed, and the aims of this review are a) to maximise the income from events (thereby making the saving), b) to improve online information on events to support all events (including local and community events) and c) to improve the cultural offer from the events programme for the benefit of all residents.

The proposal has been assessed to have a low impact on all equality groups and for any impact to be neutral. The income will be achieved by working alongside event organisers to ensure the council is getting appropriate site fees and taking advantage of profit share arrangements, and by taking the opportunity to encourage new events to the area.

Additional large and major events will be assessed individually for any equalities impact ensuring that they are catering to the populations of North Somerset as well as visitors, to ensure that the cultural offer is diverse, and that they have high access and equalities standards.

4. Staff equality impact summary

Are there any staffing implications for this proposal?

Yes

No

Explanation of staff impact

The events team is already resourced for this piece of work.

5. Consolidation savings – please complete for medium or high impact areas

Does this budget saving include many service areas/savings/projects? If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
Total	

6. Review and Sign Off

Directorate Equality Group

When was this assessment reviewed by the Directorate Equality Group? 25th November 2019

Is a further detailed equality impact assessment needed?

Yes

No

If 'yes', when will the further assessment be completed?

Service Manager: Gemma Dando and Russ Currie

Date: 11th November 2019

DE7 - Introduce break-even policy for Building Control

1. The Proposal

Service area:	Development and Environment
Budget reference:	DE7
Budget reduction proposal:	Introduce break-even policy for Building Control
Budget saving for this financial year:	£30,000

Description of the proposal:

To align non- statutory generated income to ensure all costs of running the services are reflected in the price charged. This is already mostly achieved but is highly dependent on the economy and house building rates etc.

Summary of changes:

Increase income target- no change to service delivered in the short term. Cost price to be reviewed as part of fees and charges.

Is this a continuation of a previous medium-term financial plan saving?

Yes

No

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Impact Level Insert X into one box per row, for impact level and type.	Impact type				Positive	Neutral	Negative
	High	Medium	Low	None			
Disabled people				X			
People from different ethnic groups				X			
Men or women (including pregnant women or those on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income				X			
People in particular age groups				X			
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:				X			

3. Explanation of customer impact

It is not anticipated that there will be an impact on the customer.

4. Staff equality impact summary

Are there any staffing implications for this proposal?

Yes

No

Explanation of staff impact

If yes, how many posts could be affected? State whether they are current vacant, or filled permanently or temporarily.

5. Consolidation savings – please complete for medium or high impact areas

Does this budget saving include many service areas/savings/projects? If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
Total	

6. Review and Sign Off

Directorate Equality Group

When was this assessment reviewed by the Directorate Equality Group? 25th November 2019

Is a further detailed equality impact assessment needed?

Yes

No

If 'yes', when will the further assessment be completed?

Service Manager: Lucy Shomali

Date: 23rd November 2019

DE8 - Introduce garden waste charging

1. The Proposal

Service area:	Neighbourhood Management – Garden Waste Collection Service
Budget reference:	DE8
Budget reduction proposal:	Introduce garden waste charging
Budget saving for this financial year:	£450,000

Description of the proposal:

Introducing charges for the garden waste collection service to cover the cost of the service and to promote home composting as part of the council's carbon reduction initiatives.

Summary of changes:

Households will be required to pay £50 per bin per annum for the garden waste collection service. The service is currently provided for free, but it is not a statutory service, and householders are not required to access this service. Free alternatives include taking garden waste to household waste and recycling centres and using home composting. Equalities impact has been taken into account in the development of these proposals. In North Somerset there are approximately 6,000 households receiving council tax relief scheme discounts, and we are proposing that these households which represent the lowest income households have a subsidy of 75.4% which is the same percentage as the council tax relief scheme. This has been costed as part of the proposal.

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Impact Level Insert X into one box per row, for impact level and type.	Impact type						
	High	Medium	Low	None	Positive	Neutral	Negative
Disabled people				X			
People from different ethnic groups				X			
Men or women (including pregnant women or those on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income			X				X
People in particular age groups				X			
People in particular faith groups				X			

People who are married or in a civil partnership				x			
Transgender people				x			
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:							

3. Explanation of customer impact

The proposal is to introduce a charge for green waste to all users of the service, and therefore the only group that could be seen to be disproportionately impacted are people on a low income. The proposal includes a 75.4% subsidy for people on a low income in order to mitigate this impact, so it has been assessed as low in this analysis.

The proposed engagement and consultation will explore how to implement the charges in a way that minimises customer impact.

All other equalities communities are assessed as no disproportionate impact from this proposal. The proposal includes detailed community engagement and communications in a variety of formats to ensure that all communities are aware of the changes, with a reasonable lead in time, and targeted visits to follow up the engagement. All current collection arrangements, including assisted collections, will continue when the charges are implemented.

4. Staff equality impact summary

Are there any staffing implications for this proposal?

Yes

No

Explanation of staff impact

The proposal does not affect the structures of any council teams. The work required to implement the charges will be carried out using existing staff members in the waste service and through the waste contract.

6. Review and Sign Off

Directorate Equality Group

When was this assessment reviewed by the Directorate Equality Group? 25th November 2019

Is a further detailed equality impact assessment needed?

Yes

No

If 'yes', when will the further assessment be completed?

Service Manager: Gemma Dando and Colin Russell

Date: 4th December 2019

DE10 – Parking Review

1. The Proposal

Service area:	Transport & Infrastructure
Budget reference:	DE10
Budget reduction proposal:	Parking Review
Budget saving for this financial year:	£150, 000

Description of the proposal:

Parking review initial recommendations including adjustments to parking fees and charges.

Summary of changes:

As part of the process to review parking in North Somerset we are looking to understand the best and fairest way to manage parking in our communities.

Further consultation will take place on levels of fees and charges based on the initial proposals in the report. Final levels will be subject to further decision as set out in the report.

The 7 January Executive report sets out proposals to implement parking measures to improve the management of spaces and turnover to benefit users, businesses and service providers and to recognise that we need to change our unsustainable travel choices wherever possible as part of the declared climate emergency.

Proposals include changes to existing parking fees both on and off-street and to introduce new parking controls both on and off-street in various locations including pay and display charges.

The proposals to introduce new parking charges are primarily aimed at supporting users and businesses but we also need to ensure the costs of providing parking are recovered more fairly across North Somerset, particularly for off-street car parks where ongoing maintenance and other cost liabilities apply. This does not mean the same rates applied everywhere but means that the principle of well-managed parking should be put in place with charges where appropriate and that the level of charge needs to be set in a way that is appropriate to local circumstances taking into account a range of factors.

Is this a continuation of a previous medium-term financial plan saving?

Yes

No

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Impact Level Insert X into one box per row, for impact level and type.	Impact type						
	High	Medium	Low	None	Positive	Neutral	Negative
Disabled people			X		X		
People from different ethnic groups				X			
Men or women (including pregnant women or those on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income			X				X
People in particular age groups			X				X
People in particular faith groups			X				X
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify: Parents/carers and health and wellbeing			X				X

3. Explanation of customer impact

Disabled people with blue badges will benefit from greater availability of parking spaces, both in dedicated bays and the charged bays where management of parking will increase turnover of users and availability of spaces should increase significantly. Blue badge holders are exempt from on-street Pay & Display charges and time limits.

The implementation of new parking charges is likely to disproportionately impact those on a low income. This impact is minimised as the proposed charging levels are at a reasonable level and will be subject to a formal public consultation as part of scheme development.

St Mary's Church in Leigh Woods is used by faith groups, as well as for other local events and meetings. Currently parking in this area can be difficult given the density of parking, the changes will address this by managing the parking effectively. However, parking will be charged unless the user has a blue badge or a valid resident permit. There may be other churches or meeting places used by faith groups that could be similarly affected elsewhere.

Parents/carers may be affected where new charges are applied

but improved turnover should make it easier to find a space.

Overall health and wellbeing should improve particularly for those who decide to walk or cycle rather than pay for parking.

4. Staff equality impact summary

Are there any staffing implications for this proposal?

Yes

No

Explanation of staff impact

The proposals will increase the requirement for parking enforcement across the district, potentially requiring changes to rotas and recruitment of additional staff.

5. Consolidation savings – please complete for medium or high impact areas

Does this budget saving include many service areas/savings/projects? If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
Total	

6. Review and Sign Off

Directorate Equality Group

When was this assessment reviewed by the Directorate Equality Group? 25th November 2019

Is a further detailed equality impact assessment needed?

Yes

No

If 'yes', when will the further assessment be completed?

Service Manager: John Flannigan

Date: 24th November 2019 – Updated January 2020

DE11 – Review of Community Transport Services

1. The Proposal

Service area:	Integrated Transport Unit
Budget reference:	DE11
Budget reduction proposal:	Review Community Transport services
Budget saving for this financial year:	£5,000

Description of the proposal:

The proposal is for NSC to discontinue its contribution to the discretionary community transport fund from April 2020, administered on behalf of NSC by Quartet Community Foundation.

Summary of changes:

The current community transport budget is £142,000 per annum and the proposal would therefore reduce this budget to £137,000 per annum. Funding from this budget includes a contribution towards a small community transport fund with Quartet Community Foundation, which provides smaller grants to support North Somerset’s 23 community transport groups and volunteer car schemes. The fund currently stands at £6,260 having contributed £10,000 since 2018/2019.

Community transport groups and volunteer car schemes are charitable or non-for-profit community organisations provide travel opportunities for those who are unable to use conventional bus services. The demand for this type of transport service has seen steady growth in recent years. This growth is associated with an increasing elderly population in North Somerset and the demand for public transport that is accessible for passengers with limited mobility, including those with wheelchairs and walking aids.

The details of the Community Transport Fund are as follows:

- Administered by Quartet Community Foundation
- 23 community transport groups can apply for grants of up to £1,000
- £5,000 per annum (includes £500 admin fee to Quartet)
- The fund is intended to provide small grants for unplanned and unexpected expenditure

To achieve £5,000 savings, the council will be unable to make further contributions to the community transport fund in 2020/2021, any remaining balance will remain for distribution throughout, future contributions to the scheme will be further reviewed in 2020.

The smaller community transport groups and volunteer car schemes are intended to be self-funding, the loss of the community transport fund may mean they are less able to secure funding for unexpected expenditure. However, the majority of groups are likely to find other funding sources should the fund be unexpectedly exhausted (such as business sponsorship or fundraising) as they did before the fund was introduced in 2018/19.

There is no proposed change to the two community transport and dial-a-ride contracts in 2020/21.

Is this a continuation of a previous medium-term financial plan saving?

Yes

No

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Impact Level Insert X into one box per row, for impact level and type.	Impact Level				Impact type		
	High	Medium	Low	None	Positive	Neutral	Negative
Disabled people			X				X
People from different ethnic groups				X			
Men or women (including pregnant women or those on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income			X				X
People in particular age groups			X				X
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:							

3. Explanation of customer impact

In future, should the current balance of the community transport fund be exhausted, community transport groups and volunteer car schemes will be less able to access funding to cover unexpected expenditure. This could lead to schemes reducing their services or being reliant on donations.

It will have an impact on customers with the following characteristics:

- Disabled people
- People on a low income
- People in particular age groups

Potential impacts include:

- Reduced access to health facilities and social activities for older and disabled people who cannot access traditional public transport services.
- Increase in social isolation, which has a knock-on impact for other council and health services.
- Lack of affordable alternatives for those who are unable to drive or who do not own a car. Community transport is particularly vital for wheelchair users as larger groups tend to operate accessible vehicles.

4. Staff equality impact summary

Are there any staffing implications for this proposal?

Yes

No

Explanation of staff impact

There is no impact on staff.

If yes, how many posts could be affected? State whether they are current vacant, or filled permanently or temporarily. N/A

5. Consolidation savings – please complete for medium or high impact areas

Does this budget saving include many service areas/savings/projects? If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
Total	

6. Review and Sign Off

Directorate Equality Group

When was this assessment reviewed by the Directorate Equality Group? 25th November 2019

Is a further detailed equality impact assessment needed?

Yes

No

If 'yes', when will the further assessment be completed?

Service Manager: Carl Nicholson

Date: 25th November 2019

DE12 – Reduce supported bus service subsidy

1. The Proposal

Service area:	Integrated Transport Unit (ITU)
Budget reference:	DE12
Budget reduction proposal:	Reduce supported bus service subsidy
Budget saving for this financial year:	£50,000

Description of the proposal:

Supported bus services are public bus services (or community bus services) that are not provided on a commercial basis by a commercial operator, such as First West of England.

The proposal is to reduce the financial support for local bus services by re-designing and utilising surplus capacity with our own driver and vehicle resources to deliver the services directly or re-negotiate contracts to improve the efficiency and appropriately align the levels of service with the evidenced demands.

Summary of changes:

The current bus revenue support budget is some £137,000 plus £68,000 income from the Bus Service Operator’s Grant (BSOG), making the total annual budget some £205,000. The proposal would therefore reduce the bus revenue support budget to £175,000, assuming an expected increase in BSOG of £20,000.

The proposal is to achieve the remaining £30,000 savings by:

- Replicating the existing “shopper” bus services 128 (Thursdays) and 135 (Fridays) using internal resources.
- Working with neighbouring authorities to agree the appropriate level of cost sharing where supported bus routes cross local authority boundaries

At this stage, the above are initial proposals to deliver the required savings, which will be subject to a full EIA, consultation and approval by the Executive Member following completion of a more detailed review. It is anticipated that the cost sharing discussions with neighbouring authorities will be concluded when contracts for supported bus routes which cross boundaries are reviewed - Summer 2020.

Potential outcomes from the review include no change or a revised timetable. The review will recognise that due to the rural nature of some of the communities supported by subsidised bus services there are no alternative public transport provisions and it is unlikely that any commercial bus operators will choose to pick up these routes (in full or in part) on a commercial basis. The ITU has worked to kick-start and commercialise as many supported bus services as possible over the past 10 years, reducing the budget by 60% from 2009 levels.

Is this a continuation of a previous medium-term financial plan saving?

Yes

No

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Impact Level Insert X into one box per row, for impact level and type.	Impact type						
	High	Medium	Low	None	Positive	Neutral	Negative
Disabled people		X					X
People from different ethnic groups				X			
Men or women (including pregnant women or those on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income		X					X
People in particular age groups		X					X
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify: People living in rural areas		X					X

3. Explanation of customer impact

Whilst the ITU will work to avoid any area losing a bus service, some areas could see a change to the type of service operated or a reduction in the frequency.

Recent surveys did not identify any passengers in North Somerset with the following characteristics using the service:

- Disabled people
- People on a low income
- People in particular age groups

While it is anticipated that significant impacts can be mitigated, the following are possible

- Reduced access to employment, education, health facilities and social activities at certain times
- Lack of affordable alternatives to public transport for those who are unable to drive or who do not own a car, particularly for wheelchair users where an accessible vehicle is required. This will be particularly prevalent in rural areas or areas of high deprivation where the use of taxis would be cost-prohibitive.

- Reduced opportunity to benefit from a concessionary bus pass for disabled and older people, which entitles the holder to free travel on local bus services.
- Good public transport links (alongside the older person's concessionary bus pass) are a contributing factor in enabling elderly residents to stay in their own homes for longer, reducing the reliance on social care and health services.

4. Staff equality impact summary

Are there any staffing implications for this proposal?

Yes

No

Explanation of staff impact

There is no impact on staff.

If yes, how many posts could be affected? State whether they are current vacant, or filled permanently or temporarily. N/A

5. Consolidation savings – please complete for medium or high impact areas

Does this budget saving include many service areas/savings/projects? If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
Total	

6. Review and Sign Off

Directorate Equality Group

When was this assessment reviewed by the Directorate Equality Group? 25th November 2019

Is a further detailed equality impact assessment needed?

Yes

No

If 'yes', when will the further assessment be completed? Replicating the shopper services – January 2020, the review of cost sharing with neighbouring authorities Summer 2020 as a part of the discussions/negotiations.

Service Manager: Carl Nicholson

Date: 25th November 2019

Full Equality Impact Assessment – DE12 Reduce supported bus service subsidy

Service area:	Integrated Transport Unit
Budget reference:	DE12
Budget reduction proposal:	Reduce supported bus service subsidy
Equality impact assessment owner:	Integrated Transport Unit Manager
Assistant Director/Director sign off:	Lucy Shomali
Review date:	January 2020

Budget Ref.	Budget Reduction Proposal	Budget Reduction £				Staffing Reduction (FTE)
		2019/20	2020/21	2021/22	2022/23	2019/20
DE12	Redesign or replace local “shopper” bus services 128 (Thursdays) and 135 (Fridays)	20,555*	0	0	0	0

* The total saving proposal for DE12 is £50,000. The saving is made up of 2 elements, at this time the ‘Redesign or replace local “shopper” bus services 128 (Thursdays) and 135 (Fridays)’ has been the topic of a detailed Equality Impact Assessment. The second element of the budget proposal; ‘*Working with neighbouring authorities to agree the appropriate level of cost sharing where supported bus routes cross local authority boundaries*’ will be included in the detailed EIA as a part of the negotiations/service re-design in summer 2020.

Service User Impact (High, medium or low)	
Before mitigating actions	After mitigating actions
Medium	Low

Staff Impact (High, medium or low)	
Before mitigating actions	After mitigating actions
None	None

Section 1 – The Proposal

1.1 Background to proposal

The council has procured a series of contracts to support and provide bus services covering areas of the district where commercial operators have reduced or removed a service due to a lack of commercial viability. The proposal is to terminate the contracts for the 128 and 135 operated by Citistar and replicate or improve them using internal resources.

The 128 and 135 weekly shopper contracts currently operated by Citistar until March 2021 will be withdrawn under notice and replicated utilising the recently established internal drivers and vehicles, which have surplus capacity to conduct these and other contracts in between the core home to school transport functions.

1.2 Please detail below how this proposal may impact on any other organisation and their customers

The early termination of contracts for the 128 and 135 bus services will potentially have an impact on the contractor providing the current services due to a loss of fixed revenue. The volumes of service users have been identified as very low, as such our existing internal resources are more than sufficient to replace the service with no detrimental impact on the customers, indeed there is scope to improve the services with a higher frequency and quicker journey times.

These contracts are focused on providing timetabled bus services for Blagdon and Dundry which would otherwise rely on community transport solutions.

Section 2 – What Do We Know?

2.1 Customer/staff profile details – what data or evidence is there which tells us who is, or could be, affected?

The council undertook patronage surveys on the two routes in September 2019 which included satisfaction surveys, and a review of fares data. Most of the service users are concessionary fares patrons, with total volumes below that of a standard 16 seat minibus across all the supported bus routes. There were no identified wheelchair access or mobility impaired service users observed during the surveys however this will be provided for in any mitigation.

2.2 What does the data or evidence tell us about the potential impact on diverse groups, and how is this supported by historic experience/data?

There is nothing to suggest that there will be any adverse impacts to the 128 and 135 contracts which will be replicated or enhanced when transferred to an internal provision. The service will maintain the use of accessible buses. This is supported by the data collated by the recent patronage surveys.

2.3 Are there any gaps in the data, for example across protected characteristics where information is limited or not available?

The data collated to date did not identify any specific equality groups although we did observe that older people were more likely to use the bus services. However, as public services they serve the entire community all groups may be represented at some time.

2.4 How have we involved or considered the views of the people that could be affected?

The ITU have recently conducted route patronage surveys which specifically sought the views of the service users.

This Equality Impact Assessment was discussed at the Equality Stakeholder Group on 13th January 2020. The following table is a summary of their comments.

Consultation Comment	Response
Accessibility is key, disabled people must be able to access the vehicle	The proposal was described in detail including an overview of the vehicles to be used which are 15 seat wheel chair accessible buses. It was acknowledged as the most suitable use of resource and able to meet the need of the current passenger demographics.
How will the drivers be trained? Will there be a consistency in drivers?	The drivers are trained and regularly transport a diverse range of passengers predominantly to schools with special needs, they have all worked in the coach and bus industry prior to employment with the council so are experienced in running public bus routes. The pool of staff is small, barring any turnover of staff the intention is to allocate the route between 2 regular drivers.

Positive mitigation to bring the services in house and the potential to improve services. Welcome the idea of reviewing the routes to ensure they are most useful to customers with the view of increasing passenger numbers and suggest that the team consider extending the planned model to other areas.	There is very limited resource, however we will engage with stakeholders to ensure the service meets the needs of the communities it serves on a regular basis.
Communication about the changes will be very important, recommend the use of NS Life to cascade the information. Consider providing revised route maps.	There will be full publicity of the changes including timetables, and publicity at stops, we will also utilise the usual media channels available to us.
Consultation with the community when planning any changes to times etc is crucial.	There will be active publicity, this will be combined engagement events within the parish councils.
Will the services still be free for concessionary bus pass holders?	Under this proposal the service will continue to operate using the diamond travel card scheme, with onboard facilities

Feedback from the Wrington Parish council has also been received as follows;

Whilst acknowledging the potential cost savings to be made, this Council is also aware that the existing service is well used by Wrington residents and is a valuable service in what is otherwise an area poorly served by public transport. In particular, the 135 bus service is the ONLY bus service connecting Wrington and Redhill directly with Weston-super-Mare. As a result, we would wish to be assured that North Somerset Council will strive to maintain the service into the future and specifically maintain Wrington and Redhill's bus link with Weston-super-Mare. and that the recommended further Equality Impact Assessment will support the service's continuation.

In response to the feedback, the council is looking to improve the frequency and journey times for the residents of Wrington and Redhill residents as a result of this proposal and will work with the Parish Council in consideration of these changes.

2.5 What has this told us?

The surveys indicated in all cases that the service 128 and 135 are highly valued from a social inclusion perspective and there is small but a loyal customer base, on this basis we intend to improve the services over time.

2.6 Are there any gaps in our consultation, what are our plans for the future?

No Gaps have been identified to date, however we will continue to actively seek to consult with patrons of the service to gather their views on how the frequency, choice of destinations and journey times can be improved.

Section 3 – Assessment of Impact

Impact Level before mitigation Insert X into one box per row, for impact level and type.	Impact type				Summary of Impact			
	High	Med	Low	No	Positive	Neutral	Negative	
Disabled people		X					X	The current operator utilises a 30 seat public service low floor access bus. The council will operate high floor welfare buses with 15 seat capacity, which have been identified as suitable.
People from different ethnic groups				x				
Men or women		X					X	We know that women are more likely to use public transport.
Lesbian, gay or bisexual people				x				
People on a low income		X					X	People on a low income may be more likely to use public transport.
People in particular age groups		X					X	Younger and older people may be more likely to use public transport.
People in particular faith groups				x				
People who are married or in a civil partnership				x				
Transgender people				x				
Women who are pregnant or whilst on maternity leave				x				
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:		X					X	People living in rural areas with no commercially viable public transport services.

Does this proposal have any potential Human Rights implications? If 'yes', please describe	None identified.
Could this proposal have a Cumulative Impact with any other budget savings? <i>This is an impact that appears when you consider services or activities together; a change or activity in one area may create an additional impact somewhere else</i> If 'yes', please describe?	None have been identified.

Section 4 – Action Plan

Where you have listed that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken	How will it be monitored?
<p>The buses to be used are lower capacity, however if necessary, additional vehicles can be deployed. The welfare buses proposed for use are compliant with all regulations however they are not low floor easy access, we have not identified any service users with a mobility impairment currently accessing the service.</p> <p>This represents a low risk that any future service users may need to use the wheelchair access lifts to access the service, which the drivers are appropriately trained and competent in their use.</p>	<p>Patronage data will be monitored via the ticket machines, and direct service feedback from our workforce to monitor and improve the service.</p>
<p>Social isolation for those with no access to public transport in rural locations.</p>	<p>The council has 2 community transport contracts in place covering all areas of the district to provide alternative services, should residents find themselves unable to access these contracts we will direct them to these alternatives.</p>
<p>The council will continue to engage with all stakeholders including dialogue with bus operators and service users to establish and support the widest network coverage as possible within the restraints of our resources. This will be in the form of direct correspondence and regular meetings with residents, bus operators and community transport groups.</p>	

DE14 - Review consultant spend and contractual agreements

1. The Proposal

Service area:	Development and Environment
Budget reference:	DE14
Budget reduction proposal:	Review consultant spend and contractual agreements
Budget saving for this financial year:	£50,000

Description of the proposal:

To review all use of framework contracts and consultancy spend to ensure best value of money is delivered. These savings are expected to be made by driving out additional efficiency as opposed to cutting any delivery of service.

Summary of changes:

For the service to put into place additional “gateways” to ensure consultancy spend is reviewed and managed more centrally so that repeated use of the same contractor brings reduced charges. Maximising the use of current contracts to deliver within specification.

Is this a continuation of a previous medium-term financial plan saving?

Yes

No

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Impact Level Insert X into one box per row, for impact level and type.	Impact type				Impact type		
	High	Medium	Low	None	Positive	Neutral	Negative
Disabled people				X			
People from different ethnic groups				X			
Men or women (including pregnant women or those on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income				X			
People in particular age groups				X			
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			

Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:				x			
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3. Explanation of customer impact

There should be no impact on the customer as a result of this proposal.

4. Staff equality impact summary

Are there any staffing implications for this proposal?

Yes

No

Explanation of staff impact

If yes, how many posts could be affected? State whether they are current vacant, or filled permanently or temporarily.

5. Consolidation savings – please complete for medium or high impact areas

Does this budget saving include many service areas/savings/projects? If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
Total	

6. Review and Sign Off

Directorate Equality Group

When was this assessment reviewed by the Directorate Equality Group? 25th November 2019

Is a further detailed equality impact assessment needed?

Yes

No

If 'yes', when will the further assessment be completed?

Service Manager: Lucy Shomali

Date: 23rd October 2019

DE17 - Revisit safe Home to Schools

Transport routes

1. The Proposal

Service area:	Integrated Transport Unit (ITU)
Budget reference:	DE17
Budget reduction proposal:	Revisit safe Home to Schools Transport routes
Budget saving for this financial year:	£50,000

Description of the proposal:

The ITU are applying its adopted Home to school policy 2019 and migrating the students where there are newly established safe walking routes within the areas of Locking Village and Locking Parklands.

Active and healthy lifestyles of students are proven to help mitigate illnesses such as Type 2 Diabetes, and many serious illnesses later in life. The DFE recommend a minimum of one hour a day of physical activity. Children who walk to school have been found to have higher academic performance in terms of attention/alertness, verbal, numeric, and reasoning abilities; higher degree of pleasantness and lower levels of stress during the school day; and higher levels of happiness, excitement and relaxation on the journey to school

The curtailment of the existing coaches will free up scarce coach capacity that will be required in other areas of the district where it is not possible to engineer safe routes to school, and there will be projected growth, direct savings of £50,000 will be realised within the Home to School transport budget during 2020/21.

Any students that are in receipt of Home to school transport for SEND or continue to have a non-safe walking routes will continue to have access to transport.

Locking Village improvements.

A safe walking route is being introduced within Locking Village due to a change in the pedestrian facilities along the A371. Students currently access Home to School Transport Services via contracted coach 4140C. The works to the local infrastructure and reclassification of the walking as safe allow those pupils residing in the area to now safely walk within the statutory distance (3 miles) to Worle Secondary School. There are currently 52 passengers utilising this service, the numbers will however significantly diminish due to the establishment of a new school (Winterstoke 100) on the northern fringe of the newly created locking parklands estate, reducing the distance and time further.

Locking Parklands Improvements.

A safe walking route is being introduced within Locking Parklands along the newly created North/South Link Road, which is due to open prior to the 2020/2021 academic year, the council will terminate its contract 4140A at this time as 32 passengers will then fall within the statutory walking distance along a designated safe walking route. The numbers travelling to Worle School will however significantly diminish due to the establishment of a new school (Winterstoke 100) on the northern fringe of the newly created locking parklands estate, reducing the distance and time further.

The statutory entitlement criteria is reflected within the newly adopted Home to School Transport Policies located [here](#). No objections were observed during the extensive consultation period prior to adoption. The ITU delayed the Locking Village improvements plan until April 2020 despite the route being approved as safe from September 2019 due to concerns on the short time to communicate the improvements to residents and allow a reasonable period of adjustment from those affected.

Publicity and communication of the changes will be delivered as of January 2020 with a view to withdrawing the two contract services with effect from Monday 20th April (ceasing at the end of term 4).

Summary of changes:

NSC has commissioned Home to Transport vehicles, servicing respective areas to the value of £6,500 per annum, subject to additional inflationary increases:

- 4140C: £33,000 per annum
- 4140A1: £ 34,500 per annum

The proposal is to withdraw both contracted services identified, reducing expenditure by £45,000 per annum (plus any additional increment due).

The proposal allows for a £22,500 budget to maintain (where required), statutory provision for any existing pupil(s) that reside in the area and are identified as still requiring access to transport in accordance to policy.

The ITU present these proposals following the partnership working with NSC Highways and STARS (Sustainable Travel and Road Safety) colleagues to confirm the safe route status

Is this a continuation of a previous medium-term financial plan saving?

Yes No

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Impact Level Insert X into one box per row, for impact level and type.	Impact Level				Impact type		
	High	Medium	Low	None	Positive	Neutral	Negative
Disabled people				X			
People from different ethnic groups				X			
Men or women (including pregnant women or those on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income				X			
People in particular age groups			X		x		

People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:							
<ul style="list-style-type: none"> Parents with siblings 			X		X		
<ul style="list-style-type: none"> Parents with working commitments within the period's children transition from Home to School 			X				X

3. Explanation of customer impact

The withdrawal of Home to School Transport services will lead to a reduction in the number of passenger vehicles operating within this community. The introduction of Safe Walking Routes promotes health, wellbeing and sustainability where access to education is without the dependency of transport to do so. The carbon footprint level will be reduced in line with corporate objectives as well as supporting schools managing vehicle and passenger movements within their existing congested sites.

The proposals will have an impact on North Somerset residents with the following characteristics:

- People in particular age groups
- Parents with siblings
- Parents with working commitments within the period's children transition from Home to School

Potential impacts include:

- Those within school age groups will be expected to access education, walking within the statutory distance (up to three miles). Negotiating inclement weather as well as curriculum-based equipment may have an impact on the ability and preparation to learn. However, this is to be managed by parent/carer appropriately.
- The measure of a safe walking route considers that an accompanying adult is present. Parents with siblings will need to manage any conflict in school or care arrangements appropriately.
- Parents may have established routines and working commitments during the period where the Home to School Transport Service has been supplied. This is likely to be disrupted during the period of change, with potential positive and negative impacts depending on individual circumstances. Parents are legally responsible for ensuring the appropriate supervision is provided during the proposed walk from home to school. A vast majority of students with Weston-super-Mare area already walk to school along safe walking routes. NSC will be providing a notice period allowing the parents to manage changes and commitments as they see fit

4. Staff equality impact summary

Are there any staffing implications for this proposal?

Yes No

Explanation of staff impact

There is no impact on staff.

If yes, how many posts could be affected? State whether they are current vacant, or filled permanently or temporarily. N/A

5. Consolidation savings – please complete for medium or high impact areas

Does this budget saving include many service areas/savings/projects? If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
Total	

6. Review and Sign Off

Directorate Equality Group

When was this assessment reviewed by the Directorate Equality Group? 25th November 2019

Is a further detailed equality impact assessment needed?

Yes No

If 'yes', when will the further assessment be completed?

Service Manager: Carl Nicholson

Date: 25th November 2019

DE18 - Safer roads initiatives (additional sites meeting relevant criteria)

1. The Proposal

Service area:	Integrated Transport Unit
Budget reference:	DE18
Budget reduction proposal:	Safer roads initiatives (additional sites meeting relevant criteria)
Budget saving for this financial year:	£20,000

Description of the proposal:

This proposal will focus on bus lane enforcement cameras based upon either road safety or the impact on bus services.

Summary of changes:

There are currently eleven bus lanes that we will consider for enforcement based upon traffic survey data and safety considerations.

We propose a phased approach to consider safety related schemes such as Worle interchange, ASDA junction, and the new bus interchange in W-s-M centre followed by major arterial route hotspots such as A369 and long Ashton bypass and Congresbury. Other sites would form a third phase of review

Is this a continuation of a previous medium-term financial plan saving?

Yes

No

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Impact Level Insert X into one box per row, for impact level and type.	Impact type				Impact type		
	High	Medium	Low	None	Positive	Neutral	Negative
Disabled people			X		X		
People from different ethnic groups				X			
Men or women (including pregnant women or those on maternity leave)			X		X		
Lesbian, gay or bisexual people				X			
People on a low income					X		
People in particular age groups				X			
People in particular faith groups				X			

People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify: journeys to school			X		X		

Each individual location or scheme will have its own analysis of EIA impacts specific to its site and locality. We will consider these impacts during the scheme development and consultation processes.

3. Explanation of customer impact

The impacts reflect that the identified groups are more likely to make use of public transport.

Benefits include:

- Home to school transport safety of those using the bus and significant improvement on bus timescales
- Clean air improvements if we develop a scheme linked to Ultra-Low Emission Vehicles (proposed green number plate) providing possible reduction in Internal Combustion Engine car usage and congestion.
- Stabilisation and preservation of bus network (otherwise at risk due to congestion)
- Improving bus services and accessibility advantages some of the most disadvantaged in society

4. Staff equality impact summary

Are there any staffing implications for this proposal?

Yes

No

5. Review and Sign Off (Directorate Equality Group)

When was this assessment reviewed by the Directorate Equality Group?

Is a further detailed equality impact assessment needed?

Yes

No

If 'yes', when will the further assessment be completed?

Service Manager: Alex Hearne

Date: 9th December 2019

DE19 - Seafront concessions - additional income / review model of service

1. The Proposal

Service area:	Neighbourhood Management - Leisure and Seafront Service
Budget reference:	DE19
Budget reduction proposal:	Seafront concessions - additional income / review model of service
Budget saving for this financial year:	£50,000

Description of the proposal:

To increase the income from concessions in North Somerset. This includes existing concessions (mainly located in Weston and in parks) and to expand the number of concessions sites on offer.

Summary of changes:

Opportunities will be taken to increase income from concessions whenever existing agreements come to an end. A competitive tender process will take place during 2020 to tender a number of sites that all expire on 31st December 2020 and which will include any identified new sites. This is aimed at introducing competition for prime sites as well as being an opportunity to expand the cultural offer from concessions and to improve health and environmental standards as part of the quality criteria in the tender process.

Is this a continuation of a previous medium-term financial plan saving?

Yes

No

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Impact Level Insert X into one box per row, for impact level and type.	Impact Level				Impact type		
	High	Medium	Low	None	Positive	Neutral	Negative
Disabled people			X			X	
People from different ethnic groups			X			X	
Men or women (including pregnant women or those on maternity leave)			X			X	
Lesbian, gay or bisexual people			X			X	
People on a low income			X			X	
People in particular age groups			X			X	
People in particular faith groups			X			X	

People who are married or in a civil partnership			X				X	
Transgender people			X				X	
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:			X				X	

3. Explanation of customer impact

This proposal aims to increase the income from concessions in North Somerset. The aim is to increase income as well as improving the quality of the offer from concessions. The proposal will have a low impact on residents of North Somerset and does not disproportionately disadvantage any equalities community.

4. Staff equality impact summary

Are there any staffing implications for this proposal?

Yes

No

Explanation of staff impact

The leisure and seafronts team is already resourced to undertake this piece of work.

5. Consolidation savings – please complete for medium or high impact areas

Does this budget saving include many service areas/savings/projects? If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
Total	

6. Review and Sign Off

Directorate Equality Group

When was this assessment reviewed by the Directorate Equality Group? 25th November 2019

Is a further detailed equality impact assessment needed?

Yes

No

If 'yes', when will the further assessment be completed?

Service Manager: Gemma Dando and Russ Currie

Date: 11th November 2019

DE20 - Street Lighting- reduction in utility costs due to rollout of LED

1. The Proposal

Service area:	Street Lighting
Budget reference:	DE20
Budget reduction proposal:	Street Lighting- reduction in utility costs due to rollout of LED
Budget saving for this financial year:	£300,000

Description of the proposal:

To reduce the street light budget by £300,000

Summary of changes:

Existing street lights are being replaced with lower energy LED lighting units consequently resulting in a cost saving.

Is this a continuation of a previous medium-term financial plan saving?

Yes

No

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Impact Level Insert X into one box per row, for impact level and type.	Impact type				Impact type		
	High	Medium	Low	None	Positive	Neutral	Negative
Disabled people				X			
People from different ethnic groups				X			
Men or women (including pregnant women or those on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income				X			
People in particular age groups				X			
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:				X			

3. Explanation of customer impact

The planned replacement of North Somerset's existing street lighting stock with LED technology will result in a significant reduction in energy usage. There is no expected impact on customers as a result of this budget proposal.

4. Staff equality impact summary

Are there any staffing implications for this proposal?

Yes

No

Explanation of staff impact

If yes, how many posts could be affected? State whether they are current vacant, or filled permanently or temporarily.

5. Consolidation savings – please complete for medium or high impact areas

Does this budget saving include many service areas/savings/projects? If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
Total	

6. Review and Sign Off

Directorate Equality Group

When was this assessment reviewed by the Directorate Equality Group?

Is a further detailed equality impact assessment needed?

Yes

No

If 'yes', when will the further assessment be completed?

Service Manager: Darren Coffin-Smith

Date: 29th November 2019

DE21 - Reflect change in legislation on toilets which reduces running costs

1. The Proposal

Service area:	Neighbourhood Management – Public toilets
Budget reference:	DE21
Budget reduction proposal:	Reflect change in legislation on toilets which reduces running costs
Budget saving for this financial year:	£5,000

Description of the proposal:

From April 2020, public toilets no longer need to pay business rates (NNDR) so this reduces the cost of providing the toilets currently funded by the council by approximately £5,000.

Summary of changes:

There is no change to the service, but the legislation change means that the service will cost less money.

Is this a continuation of a previous medium-term financial plan saving?

Yes

No

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Impact Level Insert X into one box per row, for impact level and type.	Impact type				Impact type		
	High	Medium	Low	None	Positive	Neutral	Negative
Disabled people				X			
People from different ethnic groups				X			
Men or women (including pregnant women or those on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income				X			
People in particular age groups				X			
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			

Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:				x			
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3. Explanation of customer impact

There is no customer impact as there is no change to the service.

4. Staff equality impact summary

Are there any staffing implications for this proposal?

Yes

No

Explanation of staff impact

None

5. Consolidation savings – please complete for medium or high impact areas

Does this budget saving include many service areas/savings/projects? If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
Total	

6. Review and Sign Off

Directorate Equality Group

When was this assessment reviewed by the Directorate Equality Group? 25th November 2019

Is a further detailed equality impact assessment needed?

Yes

No

If 'yes', when will the further assessment be completed?

Service Manager: Gemma Dando / Colin Russell

Date: 14th November 2019