

Equality Impact of Budget Proposals

Section 6 of the Cabinet report gives a summary of the Equality Impact Assessment (EqIA) process, as part of the Council's wider Integrated Impact Assessment process, and why equality analysis is important in the decision making process. This appendix sets out the proposals in more detail and highlights where equality implications have been identified as a result of the initial analysis and/or consultation feedback, or where the assessment is unsure because there is further work to do on the proposals. Where possible, any negative implications have been addressed and mitigating actions have been developed.

Update to draft EqIAs

Budget line	Proposal	Initial impact assessment	Equalities feedback from consultation	Next steps
14-005-01	LGSS Operational Savings	Neutral for all characteristics	None	Proposal to be implemented as per delivery plan
15-004-25	Increased use of Social Impact Bonds	Unsure for all characteristics	None	Proposal to be implemented as per delivery plan
16-004-01	Next Generation Working	Neutral for all characteristics	None	Proposal to be implemented as per delivery plan
16-004-06	Community Hub Review	Unsure for all characteristics	None	Proposal to be implemented as per delivery plan
16-009-01	Efficiencies through the Apprentice Levy Process	Neutral for all characteristics	None	Proposal to be implemented as per delivery plan
16-001-05	Prevention and eligibility	Unsure for age and disability; neutral for others	Concerns were raised about the impact of adult social care budget proposals on vulnerable people i.e. people with disabilities and older people. There were also specific comments about the OCS review and how this would impact upon service users, and	The Adult Social Care Budget Savings Proposals will be subject to ongoing monitoring as they are implemented as part of the wider transformation of Adult Social Care. The Care Act 2014 provides a level of protection for adults with social care
16-001-06	Staffing and effective structural efficiencies	Unsure for age and disability; neutral for others		
16-001-07	Purchasing and placement savings	Neutral for all characteristics		
16-001-04	Financial controls, income and improved debt position	Neutral for all characteristics		
16-001-17	Partnerships	Positive for age and disability; neutral for others		

Budget line	Proposal	Initial impact assessment	Equalities feedback from consultation	Next steps
16-001-18	Review of OCS	Unsure for age and disability; neutral for others	people in receipt of direct payments.	needs and ensures that the Council meets its legal duties.
15-004-19c	Fees and Charges (CFE)	Neutral for all characteristics	None	Proposal to be implemented as per delivery plan
16-002-01	Targeted Early Help Service Contracts (Children's Centres)	Negative for age, marriage/civil partnership, pregnancy/maternity, religion/belief, sex; unsure for others	<p>The Children's Centre proposals were subject to its own consultation, separate to the draft budget consultation. The feedback showed that there were concerns that the proposal would negatively impact upon:</p> <ul style="list-style-type: none"> * young mums * parents who had previously been in care and lacked family support * families with children who have special needs * families affected by domestic abuse * families in rural areas * families whose first language is not English <p>There were also concerns that focusing on targeted services might mean that issues that some families experience might get missed if universal services are affected, and that families that might have received</p>	As the consultation on the proposals for the Children's Centres ran for longer than the consultation on the draft budget, the recommendations and next steps for the Children's Centres is explained in the Children's Centres separate Cabinet paper.

Budget line	Proposal	Initial impact assessment	Equalities feedback from consultation	Next steps
			support in targeted programmes will miss out through fear of being stigmatised.	
16-002-01	Targeted Early Help Service Contracts (non-Children's Centres element)	Unsure for all characteristics	None	Proposal to be implemented as per delivery plan
16-002-02	Children's Services Workforce Remodelling and System Improvements	Negative for age; unsure for disability; neutral for others	None	Proposal to be implemented as per delivery plan
16-002-03	First Point of Contact Improvements	Neutral for all characteristics	None	Proposal to be implemented as per delivery plan
16-002-06	New Models of Care Delivery	Positive for age and disability; neutral for others	None	Proposal to be implemented as per delivery plan
16-002-07	Changes to the Leaving Care Policy	Neutral for all characteristics	None	Proposal to be implemented as per delivery plan
16-002-08	Children's Placement Commissioning Efficiencies	Neutral for all characteristics	None	Proposal to be implemented as per delivery plan
16-002-10	Rationalisation of School Improvement Services	Neutral for all characteristics	None	Proposal to be implemented as per delivery plan
16-002-11	Efficiencies within the Youth Offending Service	N/A (full year effect of 16/17 savings)	None	Proposal to be implemented as per delivery plan
13-002-06	Cessation of direct delivery of the school meals service and the meals at home service to older people	N/A (full year effect of 16/17 savings)	None	Full year effect of 16/17 savings so no further action necessary
15-004-19a	Fees and Charges (First for Wellbeing)	Neutral for all characteristics	None	Proposal to be implemented as per delivery plan
15-008-13	First for Wellbeing Business Case Savings	Positive for age, disability, race and religion; neutral for others	None	Proposal to be implemented as per delivery plan
16-008-14	Third Sector Support	Neutral for all characteristics	None	Proposal to be implemented as per delivery plan

Budget line	Proposal	Initial impact assessment	Equalities feedback from consultation	Next steps
16-008-15	Commercial Income Target	Neutral for all characteristics	None	Proposal to be implemented as per delivery plan
13-005-07/ 16-006-10	Property Exploitation Strategy	Neutral for all characteristics	None	Proposal to be implemented as per delivery plan
13-006-01	Total Transport - Social Enterprise Model	Neutral for all characteristics	None	Proposal to be implemented as per delivery plan
13-009-08b	Project Angel - Property Operational Savings	Neutral for all characteristics	None	Proposal to be implemented as per delivery plan
14-006-23	Review of Fire Service	Neutral for all characteristics	Although a small number of concerns were raised about the proposals for the fire and rescue service, none specifically related to concerns that they would particularly affect people with protected characteristics	Proposal to be implemented as per delivery plan
15-004-19d	Fees and Charges	Neutral	None	Proposal to be implemented as per delivery plan
15-006-42	England's Economic Heartland	Neutral for all characteristics	None	Proposal to be implemented as per delivery plan
15-006-44	PLACE Joint Venture	Neutral for all characteristics	None	Proposal to be implemented as per delivery plan
15-006-45	Partnership with Neighbouring Authorities	Neutral for all characteristics	None	Proposal to be implemented as per delivery plan
15-006-47	Place Commissioning Efficiencies	Neutral for all characteristics	None	Proposal to be implemented as per delivery plan
15-009-09	PFI Schemes - Review of contract costs	Neutral for all characteristics	None	Proposal to be implemented as per delivery plan
15-009-10	PFI Scheme - Debt Assignment	Neutral for all characteristics	None	Proposal to be implemented as per delivery plan

Budget line	Proposal	Initial impact assessment	Equalities feedback from consultation	Next steps
16-006-03	Trading Standards Reduction	Negative for age and disability; neutral for others	None	Proposal to be implemented as per delivery plan
16-006-04	Home to School Transport Review	Unsure for age, disability, religion/belief and sex; neutral for others	None	Proposal to be implemented as per delivery plan
16-006-05	Archives Service Review	Neutral for all characteristics	None	Proposal to be implemented as per delivery plan
16-006-06	Income Generation	Neutral for all characteristics	None	Proposal to be implemented as per delivery plan
16-006-08	Economic Development Reduction	Neutral for all characteristics	None	Proposal to be implemented as per delivery plan
16-006-09	No 1 Angel Square asset exploitation	Neutral for all characteristics	None	Proposal to be implemented as per delivery plan

In summary, the proposals where potential impacts and mitigating actions (where required) have been identified for customers are:

- 15-004-25 Increased use of Social Impact Bonds
- 16-004-06 Community Hub Review
- 16-001-05 Prevention and eligibility
- 16-001-06 Staffing and effective structural efficiencies
- 16-001-18 Review of OCS
- 16-002-01 Targeted Early Help Service Contracts (Children’s Centres)
- 16-002-01 Targeted Early Help Service Contracts (Non-Children’s Centres element)
- 16-002-02 Children’s Services Workforce Remodelling and System Improvements
- 16-006-03 Trading Standards Reduction
- 16-006-04 Home to School Transport Review

Mitigating actions have been identified in the updated Integrated Impact Assessments which can be found [here](#) and are also available in hard copy in the group rooms.

In addition, we received comments about the proposals more generally, and the equality impacts they might have. These covered the following broad areas:

Adult social care

Concerns were expressed about the scale of the savings to be made in this area and the impact that they might have on service users and their independence. We acknowledge the concerns that people may have about social care in general, and take our adult social care duties very seriously. The Council has opted to levy the additional 1% adult social care precept on 2017/18 council tax to provide more money for funding adult social care in the county.

Children's social care

Some concerns were raised about the impact of the savings to be made in Children's social care and what impact that might have on children and their families and how they are supported through any difficulties. Early help for children and their families is a key theme of how our children's services will evolve in the coming years, and our transformation proposals are designed to enhance the early help offer in Northamptonshire. There was also some support for the proposed changes to children's social care and the improvements that are expected to be delivered.

Next Generation Working

The view was expressed that Next Generation Working (specifically hot-desking and flexible working off site) was not conducive to good social work and that service users could suffer if social workers did not receive peer support by working closely with colleagues. We are confident that the flexibility that is a major part of Next Generation Working will ensure that all employees can get the support they need in the most appropriate way – whether that is because they are physically in the office with colleagues, or making the most of the technology available.

In these broad areas, the Council will ensure, as plans develop, that the equality impacts of proposals and changes will be considered throughout the process.

The following budget proposals have been added since the draft Budget was published in December. An early analysis of the impacts of these shows the following assessments:

Budget line	Proposal	Initial impact assessment	Next steps
16-004-08	Occupational Health - budget realignment to reflect employee numbers and current spend	Neutral for all characteristics	Proposal to be implemented as per delivery plan
16-006-09	IT - reduction in equipment budget to reflect Next Generation Council	Neutral for all characteristics	Proposal to be implemented as per delivery plan
16-004-10	Next Generation Council - review of Directorate and Management Team structure	Neutral for all characteristics	Proposal to be implemented as per delivery plan, ensuring that staffing changes follow NCC HR policies which have undergone an EqIA
16-004-11	Chief Executive Services - review and redesign of structure	Neutral for all characteristics	Proposal to be implemented as per delivery plan, ensuring that staffing changes follow NCC HR policies which have undergone an EqIA
16-002-24	An improved care pathway for 14-25 year olds - service redesign to enable closer working with schools and other professionals with the aim of ensuring a smooth transition from childhood to their adult lives.	Unsure	The impact assessment will be reviewed as the proposal is developed to fully understand the impact of the proposal.
16-002-25	Efficiencies within Learning Skills and Education - a review of the Council's learning Skills and Education Service has identified efficiencies in service provision	Unsure	The impact assessment will be reviewed as the proposal is developed to fully understand the impact of the proposal.
16-002-26	Review of fostering and adoption provision - a service review to ensure the optimum level of resources are provided to support the fostering service	Unsure	The impact assessment will be reviewed as the proposal is developed to fully understand the impact of the proposal.

16-002-27	Children within residential care receiving education placements - ensuring children within residential care receiving education provision are funded appropriately	Unsure	The impact assessment will be reviewed as the proposal is developed to fully understand the impact of the proposal.
16-008-68	Chester Farm - capitalisation of 2017-18 delivery cost	Neutral for all characteristics	Proposal to be implemented as per delivery plan
16-006-69	Income Generation- annual revenue stream from investment in commercial real estate.	Neutral for all characteristics	Proposal to be implemented as per delivery plan