

Saving Reference
SAV01

EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 requires all public bodies, including local authorities, to show “due regard” to the impact their policies and procedures have on people from different groups. This includes gender, race, religion, age, disability, sexual orientation and sexual identity. We also have a responsibility to foster good community relations. Although they are not a legal requirement, conducting a basic assessment will allow you to look at the possible implications of a policy or procedure, and take any mitigating action if appropriate.

Remember:

- Equality Impact Assessments (EIAs) should be carried out on **relevant** policies and procedures. Not all policies or procedures will require them. If you are unsure if one is required, please contact the Equality and Diversity Manager on 01753 875069 for advice.
- Assess any potential impacts, positive and negative, in a proportionate way and with relevance
- Make decisions that are justified, evidenced, relevant and identify any mitigating proposals
- Prioritise expenditure in an efficient and fair way
- Have a record showing that the potential impacts have been considered and that decisions are based on evidence

It is important the EIA is carried out at the earliest opportunity to ensure that you have the time to undertake any additional work that will inform your decisions, for example community engagement.

If you have any questions or concerns, please contact the Equality and Diversity Manager on 01753 875069.

Equality Impact Assessment

Directorate: Adults & Communities																																																		
Service: Communities & Leisure																																																		
Name of Officer/s completing assessment:																																																		
Date of Assessment:																																																		
Name of service/function or policy being assessed: Leisure Services - Leisure Contract Management savings (£1.489m)																																																		
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p><i>Following the re-letting of the leisure contract to a new provider - Everyone Active (SLM) the council has negotiated a favourable financial situation over the period of the contract. From year 4 of a ten year contract SLM will be making a payment to the council of £1,489K. There is no expected impact on any direct services (or SBC staffing) in regard to these savings</i></p>																																																	
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>N/A</p>																																																	
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Disability:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Race:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Religion and Belief:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Sex:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Sexual orientation:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td>N/A</td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:			N/A	Disability:			N/A	Gender Reassignment:			N/A	Marriage and Civil Partnership:			N/A	Pregnancy and maternity:			N/A	Race:			N/A	Religion and Belief:			N/A	Sex:			N/A	Sexual orientation:			N/A	Other			N/A
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4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>N/A</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>N/A</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>N/A</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>N/A</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>N/A</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>N/A</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).</p>

What course of action does this EIA suggest you take? More than one of the following may apply	
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	x
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Saving Reference
SAV02

EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 requires all public bodies, including local authorities, to show “due regard” to the impact their policies and procedures have on people from different groups. This includes gender, race, religion, age, disability, sexual orientation and sexual identity. We also have a responsibility to foster good community relations. Although they are not a legal requirement, conducting a basic assessment will allow you to look at the possible implications of a policy or procedure, and take any mitigating action if appropriate.

Remember:

- Equality Impact Assessments (EIAs) should be carried out on **relevant** policies and procedures. Not all policies or procedures will require them. If you are unsure if one is required, please contact the Equality and Diversity Manager on 01753 875069 for advice.
- Assess any potential impacts, positive and negative, in a proportionate way and with relevance
- Make decisions that are justified, evidenced, relevant and identify any mitigating proposals
- Prioritise expenditure in an efficient and fair way
- Have a record showing that the potential impacts have been considered and that decisions are based on evidence

It is important the EIA is carried out at the earliest opportunity to ensure that you have the time to undertake any additional work that will inform your decisions, for example community engagement.

If you have any questions or concerns, please contact the Equality and Diversity Manager on 01753 875069.

Equality Impact Assessment

Directorate: Adults & Communities																																						
Service: Adult Social Care Commissioning																																						
Name of Officer/s completing assessment: Jane Senior																																						
Date of Assessment:																																						
Name of service/function or policy being assessed: Recommission floating support services (£100K)																																						
1	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing? <i>To remodel contracted floating support services, to ensure that they are more effective and efficient and reach a wider number of people.</i> <i>The Council currently contracts two suppliers to deliver floating support services. Contracts are not currently functioning optimally. A number of areas of work are being bought under one programme structure and governance to deliver the Adult Social Care budget reductions. Each project within this particular programme structure will drive improvement in practice which will deliver efficiencies. Each project lead will complete and keep updated an EIA relating to their project, but this process is in the very early stages of being set up.</i></p>																																					
2	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p><i>Adult social Care commissioning</i></p>																																					
3	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td>X (adults)</td> <td></td> <td></td> </tr> <tr> <td>Disability:</td> <td>X</td> <td></td> <td></td> </tr> <tr> <td>Gender Reassignment:</td> <td>X</td> <td></td> <td></td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td>X</td> <td></td> <td></td> </tr> <tr> <td>Pregnancy and maternity:</td> <td>X</td> <td></td> <td></td> </tr> <tr> <td>Race:</td> <td>X</td> <td></td> <td></td> </tr> <tr> <td>Religion and Belief:</td> <td>X</td> <td></td> <td></td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:	X (adults)			Disability:	X			Gender Reassignment:	X			Marriage and Civil Partnership:	X			Pregnancy and maternity:	X			Race:	X			Religion and Belief:	X		
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	Sex:	X		
	Sexual orientation:	X		
	Other			
4	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p><i>Any individuals from the groups above who are currently receiving a service will still be able to receive one. It is intended that a wider number of people will be able to access service through remodelling them. Service users will be involved and engaged in this process.</i></p>			
5	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p><i>None.</i></p>			
6	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p><i>A review of contracted services has been undertaken. Services are currently not functioning optimally and are not delivering to the expected number of people.</i></p>			
7	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p><i>Individuals who are currently receiving a floating support service will be consulted and there will be an opportunity to be fully involved in remodelling and shaping new provision. ASC Operational teams will also be involved with this process, along with community groups.</i></p>			
8	<p>Have you considered the impact the policy might have on local community relations?</p> <p><i>Yes.</i></p>			
9	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p><i>It is unlikely that there will be a negative impact as there is an opportunity to remodel provision so that it provides a more effective and efficient preventative service. Existing service users and other stakeholders will have the opportunity to be involved in service design.</i></p>			

10	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). <i>Remodelled services will be monitored by the Supplier</i>
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What course of action does this EIA suggest you take? More than one of the following may apply	
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	x
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Saving Reference
SAV03

EQUALITY IMPACT ASSESSMENT

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Remember:

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Equality Impact Assessment

Directorate: Adults & Communities																																																		
Service: Regulatory Services																																																		
Name of Officer/s completing assessment: Andrew Clooney																																																		
Date of Assessment: 05.02.20																																																		
Name of service/function or policy being assessed: Regulatory services becoming fully self funded (£465k)																																																		
1	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p><i>Move the combined services within the Regulatory Services Group to a fully self financing budget position by 2020/21 increase income and reduce costs to close an estimated gap of c£465K</i></p>																																																	
2	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p><i>Group managers will be responsible for developing an enhanced commercialisation approach across the services to ensure that resources match demand based upon risk and statutory enforcement intervention together with enhanced demand for traded services. The drive to generate income will focus on cost recovery and charged for discretionary services to businesses, residents and other customers beyond Slough.</i></p>																																																	
3	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Disability:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td>✓</td> <td></td> <td></td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Race:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Religion and Belief:</td> <td>✓</td> <td></td> <td></td> </tr> <tr> <td>Sex:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Sexual orientation:</td> <td></td> <td>✓</td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td>✓</td> <td></td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:		✓		Disability:		✓		Gender Reassignment:		✓		Marriage and Civil Partnership:	✓			Pregnancy and maternity:		✓		Race:		✓		Religion and Belief:	✓			Sex:		✓		Sexual orientation:		✓		Other		✓	
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4	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p><i>Statutory services are maintained at a level to ensure essential public protection for all residents and the choice of discretionary and paid for services is maintained and increased. This widens choice available to customers to buy services from a trusted and reliable local provider; the council. The move to provide more services across Cemetery and crematorium plus Registrars will actually improve the wealth of choices available.</i></p>
5	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p><i>Costs for some services that have been kept to a minimum historically, such as burials, will increase slightly in line with benchmarked charges within the regional area. Since approximately 50% of burials at the council run cemetery are carried out on behalf of Muslim families any price increase will have a differential impact upon the Muslim community. Ceremony charges have been benchmarked and increased in line with neighbouring registration services; this will impact couples choosing to have a marriage or civil partnership ceremony within the Borough.</i></p>
6	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p><i>The anticipated increase in fees is likely to be marginal and will be benchmarked against neighbouring cemetery fees to ensure that a fair market rate is proposed.</i></p> <p><i>The fees have been benchmarked with neighbouring registration services to ensure that a fair market rate is proposed which is still competitive and thus should not effect choice for those who are less mobile and would therefore have a more limited choice of services. The move to a new digital platform should also aid this process.</i></p>
7	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>Yes.</p>
8	<p>Have you considered the impact the policy might have on local community relations?</p> <p><i>Yes. The marginal increase in burial fees is unlikely to impact negatively on local community relations because the fee structure will be equal and the same for all sectors of the community</i></p> <p>The increase in ceremony fees is unlikely to impact on local community relations as the charges are the same for all sectors of the</p>

	community.
9	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>We are developing marketing material to explain the increase in fees and the offer from the Cemetery and Registration Services. In fact all fees will be published on each respective services website.</p> <p>The increase in fees across the rest of regulatory services are either in line with statutory guidance or are calculated on a cost recovery basis.</p> <p>The portfolio holder for Regulation has been informed throughout of this process, the fee increases and our aims. They are kept abreast every month of progress.</p> <p>We are also scrutinising costs across all service areas in order to minimise or reduce these where possible, in order to achieve our aims.</p> <p>We are meeting within the A&C directorate specifically on this issue every month to ensure we are doing everything possible to achieve this objective and actions are created for responsible officers to perform within each monthly period.</p>
10	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). <i>We intend to carefully review customer feedback and engage with all stakeholders. This will be done via usual means but also highlighting this proposal on our risk register and reporting on the progress of major related projects to CMT etc.</i></p>

What course of action does this EIA suggest you take? More than one of the following may apply	
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

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Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
Date:						

Saving Reference
SAV04

EQUALITY IMPACT ASSESSMENT

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Equality Impact Assessment

Directorate: Adults & Communities																														
Service: Adult Social Care Operations																														
Name of Officer/s completing assessment:																														
Date of Assessment:																														
Name of service/function or policy being assessed: Mental Health - Extension of Hope House Services																														
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p><i>To ensure that stringent processes are followed in terms of the approval and review of funded packages of care. To develop and expand on the success of Hope House by increasing bed numbers and refining the process for discharges into independent living. To continue transitioning clients in high level packages to lower need placements and in particular Hope House which continues to produced cost savings (cost reduction and cost avoidance). A number of areas of work are being bought under one programme structure and governance to deliver the Adult Social Care budget reductions. Each project within this particular programme structure will drive improvement in practice which will deliver efficiencies. Each project lead will completes and keep updated an EIA relating to their project, but this process is in the very early stages of being set up.</i></p>																													
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <ul style="list-style-type: none"> • <i>Slough Senior Management Team</i> • <i>Care Coordinators</i> • <i>Resource Group Panel Members</i> 																													
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #cccccc;"> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr style="background-color: #cccccc;"> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Disability:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td></td> <td>N/A</td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:			N/A	Disability:			N/A	Gender Reassignment:			N/A	Marriage and Civil Partnership:			N/A	Pregnancy and maternity:			N/A
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	Sexual orientation:			N/A
	Other			N/A
				N/A
4.	What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information. N/A			
5.	What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why? N/A			
6.	Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc). N/A			
7.	Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved? N/A			
8.	Have you considered the impact the policy might have on local community relations? N/A			
9.	What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact? N/A			
10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). N/A			

What course of action does this EIA suggest you take? More than one of the following may apply	
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
No actions identified	N/A	N/A	N/A	N/A	N/A	
Name: Signed: Person completing the EIA) Name: Signed: (Policy Lead if not same as above) Date:						

Saving Reference
SAV05

EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 requires all public bodies, including local authorities, to show “due regard” to the impact their policies and procedures have on people from different groups. This includes gender, race, religion, age, disability, sexual orientation and sexual identity. We also have a responsibility to foster good community relations. Although they are not a legal requirement, conducting a basic assessment will allow you to look at the possible implications of a policy or procedure, and take any mitigating action if appropriate.

Remember:

- Equality Impact Assessments (EIAs) should be carried out on **relevant** policies and procedures. Not all policies or procedures will require them. If you are unsure if one is required, please contact the Equality and Diversity Manager on 01753 875069 for advice.
- Assess any potential impacts, positive and negative, in a proportionate way and with relevance
- Make decisions that are justified, evidenced, relevant and identify any mitigating proposals
- Prioritise expenditure in an efficient and fair way
- Have a record showing that the potential impacts have been considered and that decisions are based on evidence

It is important the EIA is carried out at the earliest opportunity to ensure that you have the time to undertake any additional work that will inform your decisions, for example community engagement.

If you have any questions or concerns, please contact the Equality and Diversity Manager on 01753 875069.

Equality Impact Assessment

Directorate: Adults & Communities																																														
Service: Adult Social Care Commissioning																																														
Name of Officer/s completing assessment:																																														
Date of Assessment:																																														
Name of service/function or policy being assessed: Review Provider Services and Personalisation opportunities (£150k)																																														
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p><i>A number of areas of work are being bought under one programme structure and governance to deliver the Adult Social Care budget reductions. Each project within this particular programme structure will drive improvement in practice which will deliver efficiencies. Each project lead will complete and keep updated an EIA relating to their project, but this process is in the very early stages of being set up.</i></p>																																													
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p><i>Adult Social Care Commissioning.</i></p>																																													
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Disability:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Race:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Religion and Belief:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Sex:</td> <td></td> <td></td> <td>N/A</td> </tr> <tr> <td>Sexual orientation:</td> <td></td> <td></td> <td>N/A</td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:			N/A	Disability:			N/A	Gender Reassignment:			N/A	Marriage and Civil Partnership:			N/A	Pregnancy and maternity:			N/A	Race:			N/A	Religion and Belief:			N/A	Sex:			N/A	Sexual orientation:			N/A
Protected Characteristic	Differential Impact																																													
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Marriage and Civil Partnership:			N/A																																											
Pregnancy and maternity:			N/A																																											
Race:			N/A																																											
Religion and Belief:			N/A																																											
Sex:			N/A																																											
Sexual orientation:			N/A																																											

	Other			N/A
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p><i>Not yet known – will be dependent on further development, including project specific EIAs.</i></p>			
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p><i>Not yet known – will be dependent on further development, including project specific EIAs.</i></p>			
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p><i>N/A (see comments above in 4 and 5).</i></p>			
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p><i>N/A (see comments above in 4 and 5).</i></p>			
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p><i>N/A (see comments above in 4 and 5).</i></p>			
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p><i>Will depend on further EIA work.</i></p>			
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).</p>			

What course of action does this EIA suggest you take? More than one of the following may apply	
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	Subject to further analysis.
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Saving Reference
SAV06

EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 requires all public bodies, including local authorities, to show “due regard” to the impact their policies and procedures have on people from different groups. This includes gender, race, religion, age, disability, sexual orientation and sexual identity. We also have a responsibility to foster good community relations. Although they are not a legal requirement, conducting a basic assessment will allow you to look at the possible implications of a policy or procedure, and take any mitigating action if appropriate.

Remember:

- Equality Impact Assessments (EIAs) should be carried out on **relevant** policies and procedures. Not all policies or procedures will require them. If you are unsure if one is required, please contact the Equality and Diversity Manager on 01753 875069 for advice.
- Assess any potential impacts, positive and negative, in a proportionate way and with relevance
- Make decisions that are justified, evidenced, relevant and identify any mitigating proposals
- Prioritise expenditure in an efficient and fair way
- Have a record showing that the potential impacts have been considered and that decisions are based on evidence

It is important the EIA is carried out at the earliest opportunity to ensure that you have the time to undertake any additional work that will inform your decisions, for example community engagement.

If you have any questions or concerns, please contact the Equality and Diversity Manager on 01753 875069.

Equality Impact Assessment

Directorate: Adults & Communities																																														
Service: Communities and Leisure																																														
Name of Officer/s completing assessment:																																														
Date of Assessment:																																														
Name of service/function or policy being assessed: Revenue payback from capital investment (£40K)																																														
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p><i>A number of areas of work are being bought under one programme structure and governance to deliver the Adult Social Care budget reductions. Each project within this particular programme structure will drive improvement in practice which will deliver efficiencies. Each project lead will completes and keep updated an EIA relating to their project, but this process is in the very early stages of being set up. At this moment, it is not envisaged that the revenue payback (in terms of charges for new services) would have a differential impact on users (as it is a new service).</i></p>																																													
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>Leisure services</p>																																													
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Disability:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Race:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Religion and Belief:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Sex:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Sexual orientation:</td> <td></td> <td>X</td> <td></td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:		X		Disability:		X		Gender Reassignment:		X		Marriage and Civil Partnership:		X		Pregnancy and maternity:		X		Race:		X		Religion and Belief:		X		Sex:		X		Sexual orientation:		X	
Protected Characteristic	Differential Impact																																													
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Pregnancy and maternity:		X																																												
Race:		X																																												
Religion and Belief:		X																																												
Sex:		X																																												
Sexual orientation:		X																																												

	Other		X	
4.	What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information. N/A			
5.	What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why? N/A			
6.	Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc). N/A			
7.	Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved? N/A			
8.	Have you considered the impact the policy might have on local community relations? N/A			
9.	What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact? N/A			
10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).			

What course of action does this EIA suggest you take? More than one of the following may apply	
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	x
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Saving Reference
SAV07

EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 requires all public bodies, including local authorities, to show “due regard” to the impact their policies and procedures have on people from different groups. This includes gender, race, religion, age, disability, sexual orientation and sexual identity. We also have a responsibility to foster good community relations. Although they are not a legal requirement, conducting a basic assessment will allow you to look at the possible implications of a policy or procedure, and take any mitigating action if appropriate.

Remember:

- Equality Impact Assessments (EIAs) should be carried out on **relevant** policies and procedures. Not all policies or procedures will require them. If you are unsure if one is required, please contact the Equality and Diversity Manager on 01753 875069 for advice.
- Assess any potential impacts, positive and negative, in a proportionate way and with relevance
- Make decisions that are justified, evidenced, relevant and identify any mitigating proposals
- Prioritise expenditure in an efficient and fair way
- Have a record showing that the potential impacts have been considered and that decisions are based on evidence

It is important the EIA is carried out at the earliest opportunity to ensure that you have the time to undertake any additional work that will inform your decisions, for example community engagement.

If you have any questions or concerns, please contact the Equality and Diversity Manager on 01753 875069.

Equality Impact Assessment

Directorate: Place & Development																																											
Service: Neighbourhood Services																																											
Name of Officer/s completing assessment: Colin Moone																																											
Date of Assessment: 7/2/20																																											
Name of service/function or policy being assessed: Housing Regulations Team - Business Development Manager (£50k in 2020/21 and further £50k in 2020/22)																																											
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>The Business Development Manager's post was recruited to coordinate and carry out the work to implement Selective Licensing. This work has now been complete.</p>																																										
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>This was undertaken by the team but led by the Business Development Manager.</p>																																										
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>There will be no impacts on these groups.</p> <table border="1"> <thead> <tr> <th>Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Disability:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Race:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Religion and Belief:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Sex:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Sexual orientation:</td> <td></td> <td></td> <td>X</td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Age:			X	Disability:			X	Gender Reassignment:			X	Marriage and Civil Partnership:			X	Pregnancy and maternity:			X	Race:			X	Religion and Belief:			X	Sex:			X	Sexual orientation:			X
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Religion and Belief:			X																																								
Sex:			X																																								
Sexual orientation:			X																																								

	Other			X
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p><i>There will be no impact on these groups.</i></p>			
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p><i>There will be no impact on these groups.</i></p>			
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p><i>This is not applicable.</i></p>			
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p><i>No consultation is necessary.</i></p>			
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p><i>Yes – there will be no impact.</i></p>			
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p><i>Not applicable.</i></p>			
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Plans are being monitored.</p>			

What course of action does this EIA suggest you take? More than one of the following may apply	
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	*
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
N/A						

Saving Reference
SAV08

EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 requires all public bodies, including local authorities, to show “due regard” to the impact their policies and procedures have on people from different groups. This includes gender, race, religion, age, disability, sexual orientation and sexual identity. We also have a responsibility to foster good community relations. Although they are not a legal requirement, conducting a basic assessment will allow you to look at the possible implications of a policy or procedure, and take any mitigating action if appropriate.

Remember:

- Equality Impact Assessments (EIAs) should be carried out on **relevant** policies and procedures. Not all policies or procedures will require them. If you are unsure if one is required, please contact the Equality and Diversity Manager on 01753 875069 for advice.
- Assess any potential impacts, positive and negative, in a proportionate way and with relevance
- Make decisions that are justified, evidenced, relevant and identify any mitigating proposals
- Prioritise expenditure in an efficient and fair way
- Have a record showing that the potential impacts have been considered and that decisions are based on evidence

It is important the EIA is carried out at the earliest opportunity to ensure that you have the time to undertake any additional work that will inform your decisions, for example community engagement.

If you have any questions or concerns, please contact the Equality and Diversity Manager on 01753 875069.

Equality Impact Assessment

Directorate: Place & Development																																																		
Service: Strategic Housing Services																																																		
Name of Officer/s completing assessment: Colin Moone																																																		
Date of Assessment: 7/2/20																																																		
Name of service/function or policy being assessed:																																																		
Private Sector Acquisition Team (Housing) (£100k)																																																		
1.	What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?																																																	
	The savings target is to see a reduction in the base due to activity of housing more homeless households in the private sector.																																																	
2.	Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.																																																	
	This function is undertaken from a team of 5 officers plus one team leader.																																																	
3.	Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.																																																	
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Religion and Belief:	*																																																	
Sex:	*																																																	
Sexual orientation:	*																																																	
Other																																																		

4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p><i>The reduction in budget would mean that our policies are working and that we are housing the targeted number of households into more suitable accommodation.</i></p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p><i>The negative impacts would be that resources are taken away from the team and we have to keep the groups, outlined above, in accommodation, which would be temporary, along with all of the negative issues associated with keeping households in this type of accommodation, longer than needed.</i></p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p><i>The monitoring approach used will be the monthly performance tools. These keep track of activity across the business. These savings can only be made where temporary accommodations are at the level where this is a real saving. If numbers are not at that level, another £100k over and above the overspending position, will just be £100k additional overspending.</i></p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p><i>No consultation has taken place.</i></p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p><i>There will be no impact but this has been considered.</i></p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p><i>Plans are already in place. These plans are working so far and it is likely that our targets will be met.</i></p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Plans are monitored.</p>

What course of action does this EIA suggest you take? More than one of the following may apply	
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	*
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
N/A						

Saving Reference
SAV09

EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 requires all public bodies, including local authorities, to show “due regard” to the impact their policies and procedures have on people from different groups. This includes gender, race, religion, age, disability, sexual orientation and sexual identity. We also have a responsibility to foster good community relations. Although they are not a legal requirement, conducting a basic assessment will allow you to look at the possible implications of a policy or procedure, and take any mitigating action if appropriate.

Remember:

- Equality Impact Assessments (EIAs) should be carried out on **relevant** policies and procedures. Not all policies or procedures will require them. If you are unsure if one is required, please contact the Equality and Diversity Manager on 01753 875069 for advice.
- Assess any potential impacts, positive and negative, in a proportionate way and with relevance
- Make decisions that are justified, evidenced, relevant and identify any mitigating proposals
- Prioritise expenditure in an efficient and fair way
- Have a record showing that the potential impacts have been considered and that decisions are based on evidence

It is important the EIA is carried out at the earliest opportunity to ensure that you have the time to undertake any additional work that will inform your decisions, for example community engagement.

If you have any questions or concerns, please contact the Equality and Diversity Manager on 01753 875069.

Equality Impact Assessment

Directorate: Place & Development																																						
Service: Environmental Services & DSO																																						
Name of Officer/s completing assessment:																																						
Date of Assessment:																																						
Name of service/function or policy being assessed:																																						
Work for other local authorities (£150k), DSO traded services (£135k) and more infrastructure projects (one-off) (£700k)																																						
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p><i>The primary aim of these increased income targets is to generate additional income to contribute towards the Council's overall balanced budget. The additional income comes from either charges to the capital programme or income from other local authorities. As such, there is no direct impact on the delivery of services to individual Slough citizens (as the charges aren't generally for individuals and there are no proposals to change eligibility for charging) or to the workforce as a whole.</i></p>																																					
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p><i>The DSO delivers the service(s), including to external customers.</i></p>																																					
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Disability:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Race:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Religion and Belief:</td> <td></td> <td></td> <td>X</td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:			X	Disability:			X	Gender Reassignment:			X	Marriage and Civil Partnership:			X	Pregnancy and maternity:			X	Race:			X	Religion and Belief:			X
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Gender Reassignment:			X																																			
Marriage and Civil Partnership:			X																																			
Pregnancy and maternity:			X																																			
Race:			X																																			
Religion and Belief:			X																																			

	Sex:			X
	Sexual orientation:			X
	Other			X
4.	What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information. N/A			
5.	What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why? N/A			
6.	Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc). N/A			
7.	Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved? N/A			
8.	Have you considered the impact the policy might have on local community relations? N/A			
9.	What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact? N/A			
10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).			

What course of action does this EIA suggest you take? More than one of the following may apply	
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Saving Reference
SAV10

EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 requires all public bodies, including local authorities, to show “due regard” to the impact their policies and procedures have on people from different groups. This includes gender, race, religion, age, disability, sexual orientation and sexual identity. We also have a responsibility to foster good community relations. Although they are not a legal requirement, conducting a basic assessment will allow you to look at the possible implications of a policy or procedure, and take any mitigating action if appropriate.

Remember:

- Equality Impact Assessments (EIAs) should be carried out on **relevant** policies and procedures. Not all policies or procedures will require them. If you are unsure if one is required, please contact the Equality and Diversity Manager on 01753 875069 for advice.
- Assess any potential impacts, positive and negative, in a proportionate way and with relevance
- Make decisions that are justified, evidenced, relevant and identify any mitigating proposals
- Prioritise expenditure in an efficient and fair way
- Have a record showing that the potential impacts have been considered and that decisions are based on evidence

It is important the EIA is carried out at the earliest opportunity to ensure that you have the time to undertake any additional work that will inform your decisions, for example community engagement.

If you have any questions or concerns, please contact the Equality and Diversity Manager on 01753 875069.

Equality Impact Assessment

Directorate: Place & Development																														
Service: Environmental Services & DSO																														
Name of Officer/s completing assessment:																														
Date of Assessment:																														
Name of service/function or policy being assessed:																														
Inflationary increases (£106k) and grant bids (£50k one-off)																														
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p><i>The majority of these savings relate to contract renegotiations (for example, on the disposal arrangements and price for wood waste and the disposal price for green waste) and so these will not have a direct impact on individual citizens. There may be indirect impacts (for example, the need to separate out wood waste at the civic amenity site) but it not envisaged that this would materially affect any protected interest group (beyond those mitigating factors that are already in place). There are also increases in existing charges to individuals (eg for bulky waste disposal and fridge / freezer disposal), but these are relatively minor in terms of income generated and there is no evidence that these would fall disproportionately on protected characteristic groups)</i></p>																													
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p><i>Environmental services.</i></p>																													
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Disability:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td>X</td> <td></td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:		X		Disability:		X		Gender Reassignment:		X		Marriage and Civil Partnership:		X		Pregnancy and maternity:		X	
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Disability:		X																												
Gender Reassignment:		X																												
Marriage and Civil Partnership:		X																												
Pregnancy and maternity:		X																												

	Race:		X	
	Religion and Belief:		X	
	Sex:		X	
	Sexual orientation:		X	
	Other		X	
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p><i>No evidence of any likely positive impacts.</i></p>			
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p><i>No evidence of any likely negative impacts.</i></p>			
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p><i>As noted in (1) above, the majority of the proposals will not affect individual citizens (as they relate to contract negotiation). There is little quantitative evidence on the users for individual charges, but equally qualitative / anecdotal evidence suggests no differential impact on any group with protected characteristics.</i></p>			
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p><i>No – not considered necessary.</i></p>			
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p><i>No impact on community relations envisaged.</i></p>			
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p><i>N/A</i></p>			
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Monitor volumes</p>			

What course of action does this EIA suggest you take? More than one of the following may apply	
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Saving Reference
SAV11

EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 requires all public bodies, including local authorities, to show “due regard” to the impact their policies and procedures have on people from different groups. This includes gender, race, religion, age, disability, sexual orientation and sexual identity. We also have a responsibility to foster good community relations. Although they are not a legal requirement, conducting a basic assessment will allow you to look at the possible implications of a policy or procedure, and take any mitigating action if appropriate.

Remember:

- Equality Impact Assessments (EIAs) should be carried out on **relevant** policies and procedures. Not all policies or procedures will require them. If you are unsure if one is required, please contact the Equality and Diversity Manager on 01753 875069 for advice.
- Assess any potential impacts, positive and negative, in a proportionate way and with relevance
- Make decisions that are justified, evidenced, relevant and identify any mitigating proposals
- Prioritise expenditure in an efficient and fair way
- Have a record showing that the potential impacts have been considered and that decisions are based on evidence

It is important the EIA is carried out at the earliest opportunity to ensure that you have the time to undertake any additional work that will inform your decisions, for example community engagement.

If you have any questions or concerns, please contact the Equality and Diversity Manager on 01753 875069.

Equality Impact Assessment

Directorate: Finance & Resources																						
Service: Directorate wide																						
Name of Officer/s completing assessment:																						
Date of Assessment:																						
Name of service/function or policy being assessed:																						
Efficiencies from redesigned support services (£1,184k)																						
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p><i>Five service areas have been insourced - Customer Services, Revenues & Benefits, Transactional Finance, Transactional HR & Payroll and IT. There is, therefore, an opportunity is to realign the services to make improvements for residents and to drive out efficiencies. This will take the form of renegotiating better deals on contracts (eg IT/Procurement) as well as the redesign and rationalisation of services and resources and the centralisation of some activity (eg (IT contracts, customer teams etc) to avoid duplication of efforts across the organisation.</i></p> <p><i>All aspects of the proposed savings that relate to post deletion will be subject to the councils' organisational change processes, which will include a separate EIA.</i></p>																					
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p><i>Primary implementation will be from within the Finance & Resources directorate, but there will also be an element of organisation-wide reorganisation around removing duplication.</i></p>																					
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Disability:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td>X</td> <td></td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:		X		Disability:		X		Gender Reassignment:		X	
Protected Characteristic	Differential Impact																					
	Yes	No	N/A																			
Age:		X																				
Disability:		X																				
Gender Reassignment:		X																				

	Marriage and Civil Partnership:		X	
	Pregnancy and maternity:		X	
	Race:		X	
	Religion and Belief:		X	
	Sex:		X	
	Sexual orientation:		X	
	Other		X	
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p><i>The redesign of services should lead to improvements for all residents (in terms of direct engagement with the Council). However, it is not envisaged that these positive impacts will have a differential impact on groups with protected characteristics.</i></p>			
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p><i>At this stage it is not possible to identify whether any particular protected groups will be affected more than others, although this is not envisaged. If this later proves to be the case then a further EIA will be produced.</i></p>			
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p><i>Once potentially affected groups of staff are identified then data from the Council's HT system (Agresso) will be used to assess impacts.</i></p>			
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p><i>The Council's standard procedure on staff consultation arising from any reorganisation will be followed. Consultation with affected staff and detailed Equality Impact Assessment for each consultation and realignment process will be completed. There will be engagement with Trade Unions</i></p>			
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p><i>Yes – no impacts are envisaged on local community relations.</i></p>			
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p>			

	<i>For the reduction in staff number where possible consideration will be given to requests for voluntary redundancy and/or (if applicable) early retirement. Redeployment would be initiated immediately. However, if no alternative posts were available, compulsory redundancy would be necessary. Where possible vacant posts will be deleted to reduce disruption to individual members of staff. The Council's HR policies on organisational change and redeployment will be followed.</i>
10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).

What course of action does this EIA suggest you take? More than one of the following may apply	
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Saving Reference
SAV12

EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 requires all public bodies, including local authorities, to show “due regard” to the impact their policies and procedures have on people from different groups. This includes gender, race, religion, age, disability, sexual orientation and sexual identity. We also have a responsibility to foster good community relations. Although they are not a legal requirement, conducting a basic assessment will allow you to look at the possible implications of a policy or procedure, and take any mitigating action if appropriate.

Remember:

- Equality Impact Assessments (EIAs) should be carried out on **relevant** policies and procedures. Not all policies or procedures will require them. If you are unsure if one is required, please contact the Equality and Diversity Manager on 01753 875069 for advice.
- Assess any potential impacts, positive and negative, in a proportionate way and with relevance
- Make decisions that are justified, evidenced, relevant and identify any mitigating proposals
- Prioritise expenditure in an efficient and fair way
- Have a record showing that the potential impacts have been considered and that decisions are based on evidence

It is important the EIA is carried out at the earliest opportunity to ensure that you have the time to undertake any additional work that will inform your decisions, for example community engagement.

If you have any questions or concerns, please contact the Equality and Diversity Manager on 01753 875069.

Equality Impact Assessment

Directorate: Finance & Resources																																																		
Service: Governance																																																		
Name of Officer/s completing assessment:																																																		
Date of Assessment:																																																		
Name of service/function or policy being assessed:																																																		
Recommissioning and reviews of major commercial contracts (£300k)																																																		
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p><i>The overall aim is to reduce the costs of major commercial contracts through renegotiation, with no reduction in service quality. Hence there should be no detrimental impact on any end user.</i></p>																																																	
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p><i>The procurement team will have primary responsibility for delivery of the saving, but will work with services across the organisation</i></p>																																																	
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Disability:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Race:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Religion and Belief:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Sex:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Sexual orientation:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td>X</td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:			X	Disability:			X	Gender Reassignment:			X	Marriage and Civil Partnership:			X	Pregnancy and maternity:			X	Race:			X	Religion and Belief:			X	Sex:			X	Sexual orientation:			X	Other			X
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Race:			X																																															
Religion and Belief:			X																																															
Sex:			X																																															
Sexual orientation:			X																																															
Other			X																																															

4.	What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information. N/A
5.	What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why? N/A
6.	Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc). N/A
7.	Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved? N/A
8.	Have you considered the impact the policy might have on local community relations? N/A
9.	What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact? N/A
10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). N/A

What course of action does this EIA suggest you take? More than one of the following may apply	
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Saving Reference
SAV13

EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 requires all public bodies, including local authorities, to show “due regard” to the impact their policies and procedures have on people from different groups. This includes gender, race, religion, age, disability, sexual orientation and sexual identity. We also have a responsibility to foster good community relations. Although they are not a legal requirement, conducting a basic assessment will allow you to look at the possible implications of a policy or procedure, and take any mitigating action if appropriate.

Remember:

- Equality Impact Assessments (EIAs) should be carried out on **relevant** policies and procedures. Not all policies or procedures will require them. If you are unsure if one is required, please contact the Equality and Diversity Manager on 01753 875069 for advice.
- Assess any potential impacts, positive and negative, in a proportionate way and with relevance
- Make decisions that are justified, evidenced, relevant and identify any mitigating proposals
- Prioritise expenditure in an efficient and fair way
- Have a record showing that the potential impacts have been considered and that decisions are based on evidence

It is important the EIA is carried out at the earliest opportunity to ensure that you have the time to undertake any additional work that will inform your decisions, for example community engagement.

If you have any questions or concerns, please contact the Equality and Diversity Manager on 01753 875069.

Equality Impact Assessment

Directorate: Finance & Resources																																										
Service: Finance - Treasury - Interest Receivable																																										
Name of Officer/s completing assessment:																																										
Date of Assessment:																																										
Name of service/function or policy being assessed:																																										
Treasury Management income (less Wexham delayed return of capital) (£235k)																																										
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p><i>The council invests short term cash in various Strategic Pooled Funds (and other investments) from which it receives dividends. It is projected that returns from these investments will generate increased Treasury Management returns in future years. The increased Treasury Management returns can be used towards the provision of services and / or mitigate savings targets. There are no implications for service delivery to citizens or to staff.</i></p>																																									
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p><i>Corporate Finance implements the treasury management strategy, in line with the principles agreed at Council as part of the overall "Treasury Management Strategy" document.</i></p>																																									
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Disability:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Race:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Religion and Belief:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Sex:</td> <td></td> <td></td> <td>X</td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:			X	Disability:			X	Gender Reassignment:			X	Marriage and Civil Partnership:			X	Pregnancy and maternity:			X	Race:			X	Religion and Belief:			X	Sex:			X
Protected Characteristic	Differential Impact																																									
	Yes	No	N/A																																							
Age:			X																																							
Disability:			X																																							
Gender Reassignment:			X																																							
Marriage and Civil Partnership:			X																																							
Pregnancy and maternity:			X																																							
Race:			X																																							
Religion and Belief:			X																																							
Sex:			X																																							

	Sexual orientation:			X
	Other			X
4.	What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information. N/A			
5.	What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why? N/A			
6.	Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc). N/A			
7.	Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved? N/A			
8.	Have you considered the impact the policy might have on local community relations? N/A			
9.	What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact? N/A			
10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). N/A			

What course of action does this EIA suggest you take? More than one of the following may apply	
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Saving Reference
SAV14

EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 requires all public bodies, including local authorities, to show “due regard” to the impact their policies and procedures have on people from different groups. This includes gender, race, religion, age, disability, sexual orientation and sexual identity. We also have a responsibility to foster good community relations. Although they are not a legal requirement, conducting a basic assessment will allow you to look at the possible implications of a policy or procedure, and take any mitigating action if appropriate.

Remember:

- Equality Impact Assessments (EIAs) should be carried out on **relevant** policies and procedures. Not all policies or procedures will require them. If you are unsure if one is required, please contact the Equality and Diversity Manager on 01753 875069 for advice.
- Assess any potential impacts, positive and negative, in a proportionate way and with relevance
- Make decisions that are justified, evidenced, relevant and identify any mitigating proposals
- Prioritise expenditure in an efficient and fair way
- Have a record showing that the potential impacts have been considered and that decisions are based on evidence

It is important the EIA is carried out at the earliest opportunity to ensure that you have the time to undertake any additional work that will inform your decisions, for example community engagement.

If you have any questions or concerns, please contact the Equality and Diversity Manager on 01753 875069.

Equality Impact Assessment

Directorate: Regeneration																																																		
Service: Regeneration Development																																																		
Name of Officer/s completing assessment:																																																		
Date of Assessment:																																																		
Name of service/function or policy being assessed:																																																		
ESFA - One off funding for school on TVU site (£1 million)																																																		
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p><i>This relates to one-off income received in 2019/20 by the Council from the Education & Schools Funding Agency. That income is now removed from the ongoing revenue budget (as it was one-off). There are no further service implications as the overall loss of income is dealt with as part of the Council's overall revenue budget deliberations. Therefore, there are no further impacts on citizens or staff.</i></p>																																																	
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>N/A</p>																																																	
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Disability:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Race:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Religion and Belief:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Sex:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Sexual orientation:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td>X</td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:			X	Disability:			X	Gender Reassignment:			X	Marriage and Civil Partnership:			X	Pregnancy and maternity:			X	Race:			X	Religion and Belief:			X	Sex:			X	Sexual orientation:			X	Other			X
Protected Characteristic	Differential Impact																																																	
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Gender Reassignment:			X																																															
Marriage and Civil Partnership:			X																																															
Pregnancy and maternity:			X																																															
Race:			X																																															
Religion and Belief:			X																																															
Sex:			X																																															
Sexual orientation:			X																																															
Other			X																																															

4.	What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information. N/A
5.	What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why? N/A
6.	Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc). N/A
7.	Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved? N/A
8.	Have you considered the impact the policy might have on local community relations? N/A
9.	What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact? N/A
10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). N/A

What course of action does this EIA suggest you take? More than one of the following may apply	
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Saving Reference
SAV15

EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 requires all public bodies, including local authorities, to show “due regard” to the impact their policies and procedures have on people from different groups. This includes gender, race, religion, age, disability, sexual orientation and sexual identity. We also have a responsibility to foster good community relations. Although they are not a legal requirement, conducting a basic assessment will allow you to look at the possible implications of a policy or procedure, and take any mitigating action if appropriate.

Remember:

- Equality Impact Assessments (EIAs) should be carried out on **relevant** policies and procedures. Not all policies or procedures will require them. If you are unsure if one is required, please contact the Equality and Diversity Manager on 01753 875069 for advice.
- Assess any potential impacts, positive and negative, in a proportionate way and with relevance
- Make decisions that are justified, evidenced, relevant and identify any mitigating proposals
- Prioritise expenditure in an efficient and fair way
- Have a record showing that the potential impacts have been considered and that decisions are based on evidence

It is important the EIA is carried out at the earliest opportunity to ensure that you have the time to undertake any additional work that will inform your decisions, for example community engagement.

If you have any questions or concerns, please contact the Equality and Diversity Manager on 01753 875069.

Equality Impact Assessment

Directorate: Regeneration																																														
Service: Regeneration Development																																														
Name of Officer/s completing assessment:																																														
Date of Assessment:																																														
Name of service/function or policy being assessed:																																														
Regeneration - Income generation target (£100K)																																														
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>Additional income to be generated, primarily through advertising on Local Authority owned assets. As such, it is not envisaged that there will be any impact on customers etc or the workforce.</p>																																													
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>Regeneration team.</p>																																													
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Disability:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Race:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Religion and Belief:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Sex:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Sexual orientation:</td> <td></td> <td>X</td> <td></td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:		X		Disability:		X		Gender Reassignment:		X		Marriage and Civil Partnership:		X		Pregnancy and maternity:		X		Race:		X		Religion and Belief:		X		Sex:		X		Sexual orientation:		X	
Protected Characteristic	Differential Impact																																													
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Age:		X																																												
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Pregnancy and maternity:		X																																												
Race:		X																																												
Religion and Belief:		X																																												
Sex:		X																																												
Sexual orientation:		X																																												

	Other		X	
4.	What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.			
	N/A			
5.	What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?			
	N/A			
6.	Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).			
	N/A			
7.	Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?			
	N/A			
8.	Have you considered the impact the policy might have on local community relations?			
	N/A			
9.	What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?			
	N/A			
10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). N/A			

What course of action does this EIA suggest you take? More than one of the following may apply	
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Saving Reference
SAV16

EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 requires all public bodies, including local authorities, to show “due regard” to the impact their policies and procedures have on people from different groups. This includes gender, race, religion, age, disability, sexual orientation and sexual identity. We also have a responsibility to foster good community relations. Although they are not a legal requirement, conducting a basic assessment will allow you to look at the possible implications of a policy or procedure, and take any mitigating action if appropriate.

Remember:

- Equality Impact Assessments (EIAs) should be carried out on **relevant** policies and procedures. Not all policies or procedures will require them. If you are unsure if one is required, please contact the Equality and Diversity Manager on 01753 875069 for advice.
- Assess any potential impacts, positive and negative, in a proportionate way and with relevance
- Make decisions that are justified, evidenced, relevant and identify any mitigating proposals
- Prioritise expenditure in an efficient and fair way
- Have a record showing that the potential impacts have been considered and that decisions are based on evidence

It is important the EIA is carried out at the earliest opportunity to ensure that you have the time to undertake any additional work that will inform your decisions, for example community engagement.

If you have any questions or concerns, please contact the Equality and Diversity Manager on 01753 875069.

Equality Impact Assessment

Directorate: Regeneration																																																		
Service: Planning & Transport																																																		
Name of Officer/s completing assessment:																																																		
Date of Assessment:																																																		
Name of service/function or policy being assessed: Traffic Enforcement Income (£400k)																																																		
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p><i>The Council can, under existing legislation, issue Penalty Charge notices (PCN's) to enforce bus lane contraventions. Efficient and effective bus lane enforcement allows the council and its partners to achieve easier and more consistent journey times for buses through congested areas by allowing the free flow of authorised bus lane traffic.</i></p>																																																	
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p><i>Parking team.</i></p>																																																	
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Disability:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Race:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Religion and Belief:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Sex:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Sexual orientation:</td> <td></td> <td>X</td> <td></td> </tr> <tr> <td>Other</td> <td></td> <td>X</td> <td></td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:		X		Disability:		X		Gender Reassignment:		X		Marriage and Civil Partnership:		X		Pregnancy and maternity:		X		Race:		X		Religion and Belief:		X		Sex:		X		Sexual orientation:		X		Other		X	
Protected Characteristic	Differential Impact																																																	
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Age:		X																																																
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Religion and Belief:		X																																																
Sex:		X																																																
Sexual orientation:		X																																																
Other		X																																																

4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>A reduction in bus lane contraventions will provide improved bus journey times. Journey times are currently measured and improvement can be monitored. It is not envisaged that this would have a material impact on any of the groups identified in (3) above.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p><i>No negative impacts identified.</i></p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p><i>N/A</i></p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p><i>N/A</i></p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p><i>No impact on community relations.</i></p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p><i>N/A</i></p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once <i>N/A</i> they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).</p>

What course of action does this EIA suggest you take? More than one of the following may apply	
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Saving Reference
SAV17

EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 requires all public bodies, including local authorities, to show “due regard” to the impact their policies and procedures have on people from different groups. This includes gender, race, religion, age, disability, sexual orientation and sexual identity. We also have a responsibility to foster good community relations. Although they are not a legal requirement, conducting a basic assessment will allow you to look at the possible implications of a policy or procedure, and take any mitigating action if appropriate.

Remember:

- Equality Impact Assessments (EIAs) should be carried out on **relevant** policies and procedures. Not all policies or procedures will require them. If you are unsure if one is required, please contact the Equality and Diversity Manager on 01753 875069 for advice.
- Assess any potential impacts, positive and negative, in a proportionate way and with relevance
- Make decisions that are justified, evidenced, relevant and identify any mitigating proposals
- Prioritise expenditure in an efficient and fair way
- Have a record showing that the potential impacts have been considered and that decisions are based on evidence

It is important the EIA is carried out at the earliest opportunity to ensure that you have the time to undertake any additional work that will inform your decisions, for example community engagement.

If you have any questions or concerns, please contact the Equality and Diversity Manager on 01753 875069.

Equality Impact Assessment

Directorate: Children, Learning and Skills																																																		
Service: School Effectiveness																																																		
Name of Officer/s completing assessment:																																																		
Date of Assessment:																																																		
Name of service/function or policy being assessed:																																																		
School Effectiveness Review (£180K)																																																		
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p><i>The school effectiveness service has already been redesigned with the introduction of traded services. This reflects the additional income now expected to be generated. As such, there are no further expected impacts on either service delivery to customers (schools) or to staff.</i></p>																																																	
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p><i>School Effectiveness Service</i></p>																																																	
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Disability:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Race:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Religion and Belief:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Sex:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Sexual orientation:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td>X</td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:			X	Disability:			X	Gender Reassignment:			X	Marriage and Civil Partnership:			X	Pregnancy and maternity:			X	Race:			X	Religion and Belief:			X	Sex:			X	Sexual orientation:			X	Other			X
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Religion and Belief:			X																																															
Sex:			X																																															
Sexual orientation:			X																																															
Other			X																																															

4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>N/A</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>N/A</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>N/A</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>N/A</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>N/A</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>N/A</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). N/A</p>

What course of action does this EIA suggest you take? More than one of the following may apply	
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Saving Reference
SAV18

EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 requires all public bodies, including local authorities, to show “due regard” to the impact their policies and procedures have on people from different groups. This includes gender, race, religion, age, disability, sexual orientation and sexual identity. We also have a responsibility to foster good community relations. Although they are not a legal requirement, conducting a basic assessment will allow you to look at the possible implications of a policy or procedure, and take any mitigating action if appropriate.

Remember:

- Equality Impact Assessments (EIAs) should be carried out on **relevant** policies and procedures. Not all policies or procedures will require them. If you are unsure if one is required, please contact the Equality and Diversity Manager on 01753 875069 for advice.
- Assess any potential impacts, positive and negative, in a proportionate way and with relevance
- Make decisions that are justified, evidenced, relevant and identify any mitigating proposals
- Prioritise expenditure in an efficient and fair way
- Have a record showing that the potential impacts have been considered and that decisions are based on evidence

It is important the EIA is carried out at the earliest opportunity to ensure that you have the time to undertake any additional work that will inform your decisions, for example community engagement.

If you have any questions or concerns, please contact the Equality and Diversity Manager on 01753 875069.

Equality Impact Assessment

Directorate: ALL																																										
Service: ALL																																										
Name of Officer/s completing assessment:																																										
Date of Assessment:																																										
Name of service/function or policy being assessed:																																										
Slough Academy - Reduce Agency Spend (£750k)																																										
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p><i>The Council spends over £6m per annum on agency/interim staff per annum in order to fill predominantly specialised roles. By 'growing our own staff' this amount can be substantially reduced. An increase in the number of apprentices will result in a reduced number of agency/interim staff across the Council.</i></p>																																									
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p><i>The People team in the Finance & Resources directorate will lead, but the reduction in agency spend will occur throughout the organisation.</i></p>																																									
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Disability:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Race:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Religion and Belief:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Sex:</td> <td></td> <td></td> <td>X</td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:			X	Disability:			X	Gender Reassignment:			X	Marriage and Civil Partnership:			X	Pregnancy and maternity:			X	Race:			X	Religion and Belief:			X	Sex:			X
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Pregnancy and maternity:			X																																							
Race:			X																																							
Religion and Belief:			X																																							
Sex:			X																																							

	Sexual orientation:			X
	Other			X
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p><i>The 'Grow Your Own' philosophy should have a positive impact on staff morale due to the opportunities it affords existing staff and the reduced reliance on agency cover. It is too early to ascertain whether this would have a differential impact, but it is unlikely.</i></p>			
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>None identified.</p>			
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p><i>Data on the protected characteristics of Agency staff is not well known (the information is not readily available). However, the data on apprentices and others employed to replace Agency staff will be monitored through Agresso.</i></p>			
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p><i>No – not deemed necessary.</i></p>			
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p><i>Yes – none identified.</i></p>			
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p><i>N/A</i></p>			
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). <i>N/A</i></p>			

What course of action does this EIA suggest you take? More than one of the following may apply	
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Saving Reference
SAV19

EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 requires all public bodies, including local authorities, to show “due regard” to the impact their policies and procedures have on people from different groups. This includes gender, race, religion, age, disability, sexual orientation and sexual identity. We also have a responsibility to foster good community relations. Although they are not a legal requirement, conducting a basic assessment will allow you to look at the possible implications of a policy or procedure, and take any mitigating action if appropriate.

Remember:

- Equality Impact Assessments (EIAs) should be carried out on **relevant** policies and procedures. Not all policies or procedures will require them. If you are unsure if one is required, please contact the Equality and Diversity Manager on 01753 875069 for advice.
- Assess any potential impacts, positive and negative, in a proportionate way and with relevance
- Make decisions that are justified, evidenced, relevant and identify any mitigating proposals
- Prioritise expenditure in an efficient and fair way
- Have a record showing that the potential impacts have been considered and that decisions are based on evidence

It is important the EIA is carried out at the earliest opportunity to ensure that you have the time to undertake any additional work that will inform your decisions, for example community engagement.

If you have any questions or concerns, please contact the Equality and Diversity Manager on 01753 875069.

Equality Impact Assessment

Directorate: ALL																																														
Service: ALL																																														
Name of Officer/s completing assessment:																																														
Date of Assessment:																																														
Name of service/function or policy being assessed:																																														
Electric Vehicle Initiatives (£210K)																																														
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p><i>The overall aim of the Electric Vehicle (EV) project is to enable the Council to increase the number and use of EV pool cars and other technologies, whilst also significantly reducing revenue spend on mileage claims. This saving focuses on the latter aspect, whereby . also staff who exceed 1,000 miles/annum can also claim a £1,000 lump sum allowance, with further reductions in mileage payments to Council Staff and contractors.</i></p>																																													
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p><i>The HR team would implement the policy, which would affect staff across the organisation.</i></p>																																													
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Disability:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Race:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Religion and Belief:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Sex:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Sexual orientation:</td> <td></td> <td></td> <td>X</td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:			X	Disability:			X	Gender Reassignment:			X	Marriage and Civil Partnership:			X	Pregnancy and maternity:			X	Race:			X	Religion and Belief:			X	Sex:			X	Sexual orientation:			X
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Religion and Belief:			X																																											
Sex:			X																																											
Sexual orientation:			X																																											

	Other			X
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p><i>There are overall benefits in terms of decarbonisation of the Council's traffic fleet and the knock-on impact on the local environment. The proposal has already been subject to an EIA and consultation. An initial assessment was carried out against the protected characteristics of:- Gender; Disability; Age; and Ethnicity. Data was not available in sufficient quantities to make analysis against:- Gender Reassignment; Marriage and civil partnerships; Religion or Belief; Sexual Orientation; and Pregnancy and Maternity. Additionally the EIA carried out an initial view on those on lower pay</i></p>			
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p><i>There would be negative impacts (in terms of reduced income from mileage claims to some staff), but no evidence that there is a differential impact on groups identified in (3) above. The proposal does have a major impact on all staff in current receipt of the payment. Impact is most significant for lower paid staff as the loss of £1,000 has a substantial impact as a proportion of pay. Mitigation is proposed by arranging by paying a one off transitional payment of £500 for any staff members who complete 1000 business miles before the 30th September.</i></p>			
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p><i>See comments above in (3) and (4) Analysis of available data shows no significant disproportionate impact across equalities characteristics of recipients, apart from gender in the lowest pay grades, the most negative impact will be for those staff on lower pay grades. At level 4, this is more likely to be women.</i></p>			
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p><i>Staff forums and trade unions would need to be involved in the implementation.</i></p>			
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p><i>No impacts on community relations envisaged.</i></p>			

9.	What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact? N/A
10.	What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). N/A

What course of action does this EIA suggest you take? More than one of the following may apply	
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Saving Reference
SAV20

EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 requires all public bodies, including local authorities, to show “due regard” to the impact their policies and procedures have on people from different groups. This includes gender, race, religion, age, disability, sexual orientation and sexual identity. We also have a responsibility to foster good community relations. Although they are not a legal requirement, conducting a basic assessment will allow you to look at the possible implications of a policy or procedure, and take any mitigating action if appropriate.

Remember:

- Equality Impact Assessments (EIAs) should be carried out on **relevant** policies and procedures. Not all policies or procedures will require them. If you are unsure if one is required, please contact the Equality and Diversity Manager on 01753 875069 for advice.
- Assess any potential impacts, positive and negative, in a proportionate way and with relevance
- Make decisions that are justified, evidenced, relevant and identify any mitigating proposals
- Prioritise expenditure in an efficient and fair way
- Have a record showing that the potential impacts have been considered and that decisions are based on evidence

It is important the EIA is carried out at the earliest opportunity to ensure that you have the time to undertake any additional work that will inform your decisions, for example community engagement.

If you have any questions or concerns, please contact the Equality and Diversity Manager on 01753 875069.

Equality Impact Assessment

Directorate: All																																														
Service: All																																														
Name of Officer/s completing assessment:																																														
Date of Assessment:																																														
Name of service/function or policy being assessed:																																														
Transformation savings (£1.661m in 2020/21 and £1.500m in 2021/22)																																														
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p><i>The Council has a two year Transformation programme called Our Futures. Part of the programme includes the delivery of savings and a proportion of this will come from reduced head count, that contributes towards the Council's overall balanced budget. The detail on this is still to be worked up. All proposed savings from the transformation programme that relate to post deletion will be subject to the Councils' organisational change processes, which will include a separate EIA.</i></p>																																													
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p><i>The programme is led through the Transformation directorate, but all services will be engaged in the process.</i></p>																																													
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Disability:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Race:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Religion and Belief:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Sex:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Sexual orientation:</td> <td></td> <td></td> <td>X</td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:			X	Disability:			X	Gender Reassignment:			X	Marriage and Civil Partnership:			X	Pregnancy and maternity:			X	Race:			X	Religion and Belief:			X	Sex:			X	Sexual orientation:			X
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Sex:			X																																											
Sexual orientation:			X																																											

	Other			X
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p><i>Unlikely to be positive impacts, although individuals may be seeking redundancy / early retirement (more likely to be age related)</i></p>			
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p><i>At this stage it is not possible to identify whether any particular groups affected more than others. If this later proves to be the case then a further EIA will be produced.</i></p>			
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p><i>Once potentially affected groups of staff are identified then data from the Council's HT system (Agresso) will be used to assess impacts.</i></p>			
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p><i>The Council's standard procedure on staff consultation arising from any reorganisation will be followed. Consultation with affected staff and detailed Equality Impact Assessment for each consultation and realignment process will be completed. There will be engagement with Trade Unions</i></p>			
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p><i>Yes – no impacts are envisaged on local community relations.</i></p>			
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p><i>For the reduction in staff number where possible consideration will be given to requests for voluntary redundancy and/or (if applicable) early retirement. Redeployment would be initiated immediately. However, if no alternative posts were available, compulsory redundancy would be necessary. Where possible vacant posts will be deleted to reduce disruption to individual members of staff. The Council's HR policies on organisational change and redeployment will be followed.</i></p>			
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented).</p>			

What course of action does this EIA suggest you take? More than one of the following may apply	
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
The overall action plan and timetable will depend on further planning and forms part of the overall Our Futures programme.						

Saving Reference
SAV21

EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 requires all public bodies, including local authorities, to show “due regard” to the impact their policies and procedures have on people from different groups. This includes gender, race, religion, age, disability, sexual orientation and sexual identity. We also have a responsibility to foster good community relations. Although they are not a legal requirement, conducting a basic assessment will allow you to look at the possible implications of a policy or procedure, and take any mitigating action if appropriate.

Remember:

- Equality Impact Assessments (EIAs) should be carried out on **relevant** policies and procedures. Not all policies or procedures will require them. If you are unsure if one is required, please contact the Equality and Diversity Manager on 01753 875069 for advice.
- Assess any potential impacts, positive and negative, in a proportionate way and with relevance
- Make decisions that are justified, evidenced, relevant and identify any mitigating proposals
- Prioritise expenditure in an efficient and fair way
- Have a record showing that the potential impacts have been considered and that decisions are based on evidence

It is important the EIA is carried out at the earliest opportunity to ensure that you have the time to undertake any additional work that will inform your decisions, for example community engagement.

When you have completed an EIA please send it to Equalities@slough.gov.uk. If this EIA is part of a Committee Report please **also** send to Joannah.Ashton@slough.gov.uk in Democratic Services.

If you have any questions or concerns, please contact the Equality and Diversity Manager on 01753 875069.

Equality Impact Assessment

Directorate: Adults & Communities / Children, Learning & Skills																																																		
Service:																																																		
Name of Officer/s completing assessment:																																																		
Date of Assessment:																																																		
Name of service/function or policy being assessed: Transformation of Early Help (£300k)																																																		
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p><i>The majority of early help savings have already been made early, but this reflects the full year effect and further work undertaken between Children services and Adult services. If there any impacts on staff or users then a further EIA will be produced.</i></p>																																																	
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p><i>Adult Social Care Childrens Services</i></p>																																																	
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th rowspan="2">Protected Characteristic</th> <th colspan="3">Differential Impact</th> </tr> <tr> <th>Yes</th> <th>No</th> <th>N/A</th> </tr> </thead> <tbody> <tr> <td>Age:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Disability:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Gender Reassignment:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Marriage and Civil Partnership:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Pregnancy and maternity:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Race:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Religion and Belief:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Sex:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Sexual orientation:</td> <td></td> <td></td> <td>X</td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td>X</td> </tr> </tbody> </table>			Protected Characteristic	Differential Impact			Yes	No	N/A	Age:			X	Disability:			X	Gender Reassignment:			X	Marriage and Civil Partnership:			X	Pregnancy and maternity:			X	Race:			X	Religion and Belief:			X	Sex:			X	Sexual orientation:			X	Other			X
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4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p><i>The redesign of services should lead to improvements for citizens (in terms of direct engagement with the Council). However, it is not envisaged that these positive impacts will have a differential impact on groups with protected characteristics.</i></p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p><i>At this stage it is not possible to identify whether any particular protected groups will be affected more than others, although this is not envisaged. If this later proves to be the case then a further EIA will be produced.</i></p>
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