

### **Appendix 3 - Budget Report 2017-18 – Overview of Equality Analysis**

<b>Savings Proposals</b>	<b>Equality Analysis</b>
<b><i>No equalities impact anticipated</i></b>	
General – Pest Control	This service is proposing to raise additional income through increasing the amount of commercial work carried out. It is therefore not anticipated that there will be any impact on any protected groups, as the same level of service provision to individual service users will be maintained.
Regional Shared Traffic Management Costs	This saving is expected to be achieved through reduced administrative costs through collaborative working in the West Midlands Combined Authority. There are therefore no equality issues in relation to this area.
Highways Repairs	This proposal will involve a switching of resources and no actual reduction in the Highways Capital Investment fund. There will therefore be no equalities impact in relation to this proposal.
All age disability review	This savings proposal relates to a review which has taken place of the All Age Disability Team to fully integrate all sections of the service and redesign business processes. No ECA was required as part of this work.
<b><i>ECA to be carried out as proposals begin to be developed</i></b>	
General – Car Parking	The service will conduct a review aimed at exploring opportunities for raising additional income. Once the details of this review are known, an ECA will be carried out if appropriate.
Workforce Reform (Employment Costs)	Full equality and consultation analyses will be completed for any proposals that are to be taken forward for further consideration, as part of the Workforce Reform (Employment Costs) programme. It is anticipated that all employees will be affected in some way throughout the delivery of the programme, including employees with a protected characteristic. However, any review of the workforce costs will also enable the Council to identify and mitigate equal pay anomalies.
Commissioning function across health economy	This savings proposal is at the early stages of development. It is therefore too early to outline any potential equality impacts. An ECA will be carried out at the appropriate time.
Adult Social Care Commissioning – Voluntary Sector	This proposal relates to a review of voluntary sector spend to reprioritise against Council objectives. An ECA will be carried out at the appropriate stage.
Merge Apprenticeships and Employment Services	This savings proposal is at the early stages of development. It is therefore too early to outline any potential equality impacts. An ECA will be carried out at the appropriate time.

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Housing Benefits/Customer Interface Review	The proposed changes to the Housing Benefits service will achieve savings by implementing process improvements and reducing staffing levels within the service. A full ECA will be carried out at the appropriate stage, however, it is acknowledged that the proposed changes will mean that claims may take longer to process – thus putting additional financial pressure on financially vulnerable people.
Consumer Protection	A number of options are currently being explored before this proposal can be developed further. It is therefore too early to outline any potential equality impacts. An ECA will be carried out at the appropriate time.
Planning Capacity Reduction	This savings proposal is at the early stages of development; a number of options need to be considered before any analysis of potential equality impact can be carried out. An ECA will therefore be carried out at a later stage.
Community Development functions	This savings proposal is at the early stages of development. It is therefore too early to outline any potential equality impacts. An ECA will be carried out at the appropriate time.
Housing Benefits Staffing levels	The proposed changes to the Housing Benefits service will achieve savings by implementing process improvements and reducing staffing levels within the service. A full ECA will be carried out at the appropriate stage, however, it is acknowledged that the proposed changes will mean that claims will take longer to process – thus putting additional financial pressure on financially vulnerable people.
Sustainability Team	There are different options to be considered in order to determine the best way to achieve savings required in this area. An ECA will be carried out at a later stage to explore the equality implications of any proposals in more detail, particularly around the provision of fuel poverty advice to vulnerable people.
Internally provided services – review options	This savings proposal relates to the review of alternative delivery options for internally provided services. An ECA will be carried out a later stage to explore the equality implications.
Early Help review	Elements of the Early Help Services are already being reviewed as part of the Connecting Communities programme. An opportunity exists to further develop proposals. An ECA will be carried out at the appropriate stage.
<b><i>Initial ECAs produced</i></b>	
Redesign of Household Waste Collection	This proposal relates to a redesign of waste collection in the city; moving to alternate weekly collection of non-recyclable waste and the introduction of a food waste collection service. An ECA has been carried out on the proposed

Savings Proposals	Equality Analysis
	<p>changes, which has shown that there should not be any adverse impact on any protected group over and above the general impact that may be experienced by all residents in the city as they adjust to a new schedule of collections. The service is aware of the issues already affecting certain groups living in particular areas of the city and this data will continue to be monitored if the proposed changes are implemented. By way of mitigation, all arrangements for the new service will be communicated effectively, with methods used to ensure that core messages reach key groups.</p>
School Cleaning decentralisation	<p>It is proposed to achieve savings in this area by ending the centralised cleaning of schools and transferring staff to schools for local management. The ECA on this proposal has shown that TUPE regulations should mean that there is minimal impact on staff. The consultation with the cleaning staff affected by the proposal and their trade unions will take place after full Council on the proposal. The ECA will be reviewed at this point.</p>
Highways – reduce reactive repairs	<p>This savings proposal relates to a planned reduction in the Highways reactive maintenance budget. An ECA has been carried out which shows that this proposal could potentially impact more on older people and people with disabilities – as there may be delays in repairing road and pavement defects.</p>
Public Health – future contract tendering	<p>It is proposed to achieve savings through the re-commissioning of future public health contracts, including Drug and Alcohol treatment services, 0-19 nursing services and Children’s Lifestyle Services. A separate ECA on Drugs and Alcohol Re-commissioning has already been completed. At this time it is unknown if there will be any specific impacts on protected groups of re-commissioning of the other 2 contracts; separate ECAs will be carried out at a later stage.</p>
Review of Transport Spend inc SEN	<p>It is proposed to achieve savings through implementation of a revised Travel Assistance Policy for school age children and a new Travel Assistance Policy for post 16 and post 19 students. A detailed ECA has been carried out in relation to this proposal; this shows potential negative impact for children and young people who currently are in receipt of travel assistance but who will no longer be eligible under the new proposals. By way of mitigation, the Council is proposing phased implementation to enable families to make alternative arrangements. Independent travel training will also be offered to students, and the Council may also consider a personal transport budget.</p>

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General - Bereavement	An ECA has been carried out in relation to an increase in fees and charges for cremation and burial services. This has shown that there could be potentially negative impact on Older people, disabled people and people from certain religious groups.