

Appendix D: Equality Impact Assessments – Adults & Housing

Background Information

Service area:	Adult Social Care
Directorate:	Adults & Housing
Budget proposal reference number/s:	AHH – 01S, 02S, 04S, 08S
Completed by: Optalis Date: 7 November 2022	Approved by: Kevin McDaniel Date 15 November 2022

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

Adult Social Care aims to promote well-being, increase, and maintain independence and ensure people with support needs have as much choice and control over their lives and care as possible. We are therefore, proposing to increase reablement services and strengthen our reviewing function to ensure consistent reviewing practice at the six-week review to ensure a clear focus remains on promoting an individual’s well- being and increasing independence.

Reablement approaches are already used with each individual based on their needs with the ambition of recovering lost capabilities regardless of protected characteristics. We will review circumstances where an increase in care and support was provided for a short-term period but not reviewed and working with individuals and their carers/families to identify a range of ways to meet their needs.

Practice experience indicates that an individual’s need for support is likely to reduce following the initial assessment. The service will follow a well-established process for carrying out the reviews and therefore, there is unlikely to be a negative impact on any protected characteristic.

The aim is to ensure that everyone with support needs receives care and support which is safe, personalised, and affordable. In addition, we have identified several people who have complex needs and who are currently supported by adult social care and subject to charging. We believe that for some people, these needs should be supported by the NHS via Continuing Health Care arrangements. This is a well- established process based on a joint assessment between health and social care practitioners. The joint assessment is carried out within the national Continuing Health Care guidance and is a statutory responsibility. The joint assessment of eligibility for Continuing Health Care is conducted under the same legal equalities framework as assessments for Social Care. If the person is assessed as not eligible for support via Continuing Health Care, the existing support package is continued.

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal?	Potential positive impact	Potential negative impact

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	How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	(Tick where relevant)	(Tick where relevant)
Age	<p>The reablement work and reviews will be undertaken with individuals and will not focus on, or be primarily differentiated, by a person's age or disability. However, this will only be relevant to people who receive support from adult social care. Each person will be part of a review to identify support needs and ways of meeting those needs in a personalised and cost-effective way. This is a statutory responsibility and will be paramount in any consideration. A service which safely reduces people's reliance on high levels of care through smarter working will have better outcomes for the person. The joint assessment of eligibility for Continuing Health Care is conducted within equalities legislation. Review of these arrangements will impact on older or disabled people receiving a support package from Adult Social Care. There are only two outcomes from the reviews; either the support package continues to be provided by adult social care or some or all of it is delivered by the NHS. The latter outcome will reduce or remove any direct cost to the individual and there is no adverse impact</p>	x	
Disability	<p>These reviews will be undertaken with individuals and will not focus on, or be primarily differentiated, by a person's age or disability. However, these reviews will only be relevant to people who receive support from adult social care. Each person will be part of a review to identify support needs and ways of meeting those needs in a safe, personalised, and cost-effective way. This is a statutory responsibility and will be paramount in any consideration. A service which safely reduces people's reliance on high levels of care through smarter working will have better outcomes for the person. The joint assessment of eligibility for Continuing Health Care is conducted within equalities legislation. Review of these</p>	x	

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	arrangements will impact on older or disabled people receiving a support package from Adult Social Care. There are only two outcomes from the reviews; either the support package continues to be provided by adult social care or some or all of it is delivered by the NHS. The latter outcome will reduce or remove any direct cost to the individual and there is no adverse impact.		
Sex	n/a		
Race, Ethnicity and Religion/Belief	n/a		
Sexual Orientation and Gender Reassignment	n/a		
Pregnancy and Maternity	n/a		
Marriage and Civil Partnership	n/a		
Socio-economic Considerations e.g., low income, poverty	n/a		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

None identified as needs as defined in the Care Act 2014 would continue to be met.

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Background Information

Service area:	Adult Social Care
Directorate:	Adults & Housing
Budget proposal reference number/s:	AHH - 03S, 05S
Completed by: Optalis Date: 7 November 2022	Approved by: Kevin McDaniel Date 15 November 2022

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

Implement Shared Lives scheme - Shared Lives is an initiative whereby people with space in their homes invite people to live with them and be supported.

These schemes are regulated by the Care Quality Commission, have a local infrastructure and are subject to a high level of monitoring. The scheme enables people with support needs to live in someone’s home with the person supporting them, and the person supporting is paid for the use of the house and the support provided. These arrangements are flexible and work well for many people, but also are more flexible, personalised and cost effective than more traditional placements in care settings for people with support needs. We want to expand our shared lives offer from the current 5 people.

Shared Lives will offer a positive accommodation/support choice to people to broaden the range of support options. Those people who wish to use Shared Lives will have chosen to do so and will be fully engaged in any process of matching them with shared lives carers. Shared Lives places are offered under a CQC regulation framework and local monitoring to ensure that they meet people’s needs. Shared lives carers are assessed and vetted prior to acceptance on the scheme and receive regular support from the Shared Lives service.

The current contractual arrangements for Extra Care will be reviewed to meet actual current needs and, as they are based on individual needs, will account for needs arising from any protected characteristics.

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal?	Potential positive impact	Potential negative impact
	How might these characteristics affect the impact of the proposal?		
	(If no influence on impact, state ‘N/A’)	(Tick where relevant)	(Tick where relevant)

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Age	Shared Lives will offer a positive accommodation/support choice to people. Those people who wish to use shared lives will have chosen to do so and will be fully engaged in any process of matching them with shared lives carers. Shared Lives places are offered under a CQC regulation framework and local monitoring to ensure that they meet people’s needs.	x	
Disability	Shared Lives will offer a positive accommodation/support choice to people. Those people who wish to use shared lives will have chosen to do so and will be fully engaged in any process of matching them with shared lives carers. Shared Lives places are offered under a CQC regulation framework and local monitoring to ensure that they meet people’s needs.	x	
Sex	n/a		
Race, Ethnicity and Religion/Belief	n/a		
Sexual Orientation and Gender Reassignment	n/a		
Pregnancy and Maternity	n/a		
Marriage and Civil Partnership	n/a		
Socio-economic Considerations e.g., low income, poverty	n/a		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

None identified.

Background Information

Service area:	Adult Social Care
Directorate:	Adults & Housing
Budget proposal reference number/s:	AHH6S
Completed by: Optalis Date: 7 November 2022	Approved by: Kevin McDaniel Date 15 November 2022

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

This refers to the full implementation of the Council’s policy on implementing the Care Act 2014 in respect of people in residential and nursing accommodation. The policy was approved by Full Council in December 2019 and can be found at the following link [Report template \(modern.gov.co.uk\)](http://modern.gov.co.uk)

The Royal Borough has a statutory duty, under the Care Act 2014, to meet the eligible support needs of adults in the borough. This includes becoming responsible for funding people who have moved into a registered care home in the borough and who subsequently run out of money, and people who have been assessed as no longer eligible for NHS Continuing Health Care.

Usually, the costs that individuals or the NHS pay for care costs is more than the Royal Borough would usually pay for similar support needs. Whilst the council will always try to negotiate with the current care home to reduce the costs, in most cases, the council exercises its discretion and allows the person to stay in the care home, paying a higher rate than it would for people who have care originally commissioned by the council.

The approach, consistent with practice in other local authorities, is to set a personal budget equal to the cost of the council meeting the person’s needs in a care home with a suitable place available. The council would then negotiate with the current provider based on the amount of the personal budget with a view to only funding the person in a care home at that level, or lower.

In addition, there are people who approach the local authority to fund the cost of their new eligible care needs in a nursing or residential care because they do not have the funding to pay for it. In these cases, the local authority will set a personal budget at the amount that a placement is available that can meet the person’s needs. If the person, or their family, chooses a more costly placement then the person will have to find a third party to top up their personal budget to the increased amount.

In all cases, the “wellbeing” principle of the Care Act will apply, e.g., if there is sufficient medical evidence to suggest that moving a person would be significantly detrimental to their wellbeing, then the council will allow the person to stay in their current care home and pay a higher rate.

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The approach is in line with the Care Act 2014 and will ensure that all people are treated equitably and there is sufficient funding available to meet assessed social care needs for all eligible residents.

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	The approach is in line with the Care Act 2014 and will ensure that all people are treated equitably and there is sufficient funding available to meet assessed social care needs for all eligible residents. In all cases, the person's assessed needs will be met, and the well-being principle will apply.		
Disability	The approach is in line with the Care Act 2014 and will ensure that all people are treated equitably and there is sufficient funding available to meet assessed social care needs for all eligible residents. In all cases, the person's assessed needs will be met, and the well-being principle will apply.		
Sex	n/a		
Race, Ethnicity and Religion/Belief	n/a		
Sexual Orientation and Gender Reassignment	n/a		
Pregnancy and Maternity	n/a		
Marriage and Civil Partnership	n/a		

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Socio-economic Considerations e.g., low income, poverty	n/a		
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Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

n/a

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Background Information

Service area:	Voluntary Sector
Directorate:	Adults & Housing
Budget proposal reference number/s:	AHH12S
Completed by: Jesal Dhokia Date: 21 November 2022	Approved by: Kevin McDaniel Date: 21 November 2022

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements

- To allow the contract with Our Community Enterprise (OCE) to come to its natural end on the 31 March 2023
- The contract is partially funded and although it will affect some of the voluntary sector organisations that have worked with OCE
- No, it does not conflict with any statutory responsibilities or requirements

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	There are a number of organisations that work with the community across all ages. Many of these group deliver their own fundraising and submit their own grant applications to external funders without any support from bid writing organisations. The new way of working with our communities through asset based community development (ABCD) solutions will continue to drive and build resilience. The ABCD approach will reach out to the more disadvantaged communities, the innovation fund will continue to support individuals to wish to deliver community based solutions and would not require a fundraising organisation for this.		x

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	Support to VCS groups will continue through the Community Team within Place and other various development officers within RBWM		
Disability	The disability forum is a membership forum and does not apply for external funds. RBWM will continue to work with Maidenhead Football Club and Maidenhead Magpies to support groups with disabilities. A new Sports Development Officer is in post who will look to support organisations and support funding applications alongside the community team such as Recharge and Rockets Wheelchair Basketball		x
Sex	n/a		
Race, Ethnicity and Religion/Belief	Organisations that have supported residents from various faith organisations have not used OCE services to apply for their grants.		x
Sexual Orientation and Gender Reassignment	n/a		
Pregnancy and Maternity	n/a		
Marriage and Civil Partnership	n/a		
Socio-economic Considerations e.g., low income, poverty	n/a		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

OCE were part funded, the other area of funding relied on their success rate and charged a consultancy fee to the group. The organisation would continue this model with voluntary sector organisations and charge a consultancy fee based on the success of external grant funding. There is also a new sports development officer in place who will support organisations on bid writing where is related to health and wellbeing including sports projects. The officer will work closely with the community service team to develop asset-based community development initiatives to build on community resilience and community engagement across RBWM. Although there is a negative impact on some of the groups who used OCE, the community team have the skills to support organisations to apply to funding pots and external grant.

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Background Information

Service area:	Adult Social Care
Directorate:	Adults & Housing
Budget proposal reference number/s:	AHH13S
Completed by: Optalis Date: 7 October 2022	Approved by: Kevin McDaniel Date 15 November 2022

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

This EQIA is in response to a saving proposal to restructure the safeguarding and quality assurance service.

The intended outcome of these savings proposals is to ensure that a balanced budget can be set for Adult Social Care while retaining appropriate overview of adult and children’s safeguarding.

It is proposed to reduce the Safeguarding team by 1.0 FTE and cease the role of RBWM principal social worker. The multi-agency partnership has a strong base, supported by external scrutiny, to retain effective oversight.

The planned introduction of CQC inspections has changed the requirement for RBWM to have a clear assessment of service quality, separate from the practice improvement resourced and operated by Optalis

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state ‘N/A’)	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	The safeguarding arrangements need to ensure that sufficient time is given to age related safeguarding concerns.		x

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Disability	The safeguarding arrangements need to ensure that sufficient time is given to disability related safeguarding concerns.		x
Sex	n/a		
Race, Ethnicity and Religion/Belief	n/a		
Sexual Orientation and Gender Reassignment	n/a		
Pregnancy and Maternity	n/a		
Marriage and Civil Partnership	n/a		
Socio-economic Considerations e.g., low income, poverty	n/a		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

A clear set of priorities will be developed to ensure that the risks identified here are managed.

Background information

Service Area:	Housing, Environmental Health & Trading Standards
Directorate:	Adults & Housing
Budget proposal reference number	AHH16S and AHH17S
Completed by: Tracy Hendren Date: 22 November 2022	Approved by Kevin McDaniel Date: 22 November 2022

<p>What is the purpose of this budget proposal?</p> <ul style="list-style-type: none"> • What are its intended outcomes? • Who will be affected by the proposal? • Does this conflict with any statutory responsibilities or requirements?
<p>The intended outcome of these savings is to ensure a balanced budget can be for the local authority by reducing the staffing costs by 10% within Housing, Environmental Health and Trading Standards</p> <p>The staff savings proposed are from within existing teams with the intention of remaining professional colleagues cross-skilling for the same functions which are delivered to any resident as needed.</p> <p>All services are statutory or regulated services and therefore, peaks in demand will be impacted with responses times being stretched and potential challenges with capacity.</p>

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	Increased waiting times for households requesting a statutory service where there is an increase in demand.		x
Disability	Increased waiting times for households requesting a statutory service where there is an increase in demand.		x

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Sex	n/a		
Race, Ethnicity and Religion/Belief	n/a		
Sexual Orientation and Gender Reassignment	n/a		
Pregnancy and Maternity	n/a		
Marriage and Civil Partnership	n/a		
Socio-economic Considerations e.g. low income, poverty	n/a		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

Detailed consultation with the affected staff to find the combination of changes which minimises the impact of the proposals.

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Background Information

Service area:	ASC
Directorate:	Adults & Housing
Budget proposal reference number/s:	AHH19S
Completed by: Helen Sargeant Dar Date: 8 November 2022	Approved by: Kevin McDaniel Date: 15 November 2022

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

To reduce the number of nursing/residential placements by approx. 50 to remain within budget – reduction of Spot Placements from 125 to 75.

The action required would be to only support new placements based on the highest level of risk over a significant period to balance the current budget. This would mean people remaining in hospital or in the community until a bed is available. Nursing placements would be affected as this is the biggest budget pressure.

Individuals, families, the hospital trust would all be affected. Discharges from hospital would be delayed further, increasing the chance of challenge from the Trust. Individuals and families would be affected having to care for their relative until a placement became available.

We have a statutory duty to assess and meet the needs of individuals who are eligible under the Care Act 2014. If we were unable to meet the needs of individuals who have been assessed, we would be in breach of this duty.

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	Mostly affecting older people in need of Nursing or Residential Care. Delays in transfer of care from hospital could create Safeguarding issues – the level of		X

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	<p>deterioration for older people remaining in hospital increases disproportionately on a daily basis and significantly affects mobility, cognition, general health and exposure to hospital borne illness including sepsis and Covid.</p> <p>People needing res/nursing care in a community setting would not have their assessed needs met in a timely way and the stress on carers (formal and family) would be extreme and expensive (eg increase in domiciliary support needed). Some people would end up in hospital because of carer breakdown.</p>		
Disability	As above		X
Sex			
Race, Ethnicity and Religion/Belief			
Sexual Orientation and Gender Reassignment			
Pregnancy and Maternity			
Marriage and Civil Partnership			
Socio-economic Considerations e.g., low income, poverty			

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

The proactive focus on returning home with the right support could enable many more people to remain in their own homes rather than taking the step to residential accommodation.

Background Information

Service area:	ASC
Directorate:	Adults & Housing
Budget proposal reference number/s:	AHH – 10S, 22S, 23S
Completed by: Helen Sargeant Dar Date: 8 November 2022	Approved by: Kevin McDaniel Date: 15 November 2022

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

Reduce or remove services/increase charge:

1. To removed support for the Care Home Quality improvement service
2. To charge delivery fee on each meal provided by Meals on Wheels which would cover the actual cost
3. Reduce volume of work with carers including review of respite contract

Most of the above is preventative work supporting people to be independent longer and/or to be supported to gain skills and employment.

Individuals, carers, and families will be affected by the proposals, including vital preventative support e.g., Meals on Wheels is not just about feeding someone, it is also a monitoring system and helps to prevent loneliness and isolation.

Carers save public money by caring for family members themselves and if respite is withdrawn the service may pick up people who would otherwise have been cared for without statutory intervention. Carer stress likely to be exacerbated.

The above are not strictly statutory service. The Care Act, however, places emphasis on preventing, reducing, or delaying needs (for statutory/long-term support). We have a duty under the Care Act to support Carers and meet their eligible needs.

The Care Home Quality Support service has been focussed on helping Care Homes to recognise the diversity and individual needs of residents as part of their core business. The reduction in this service may result in less inclusive practice in some lower quality provisions.

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Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	People will lose much needed support to sustain themselves or their cared-for. It will impact the ability to be independent for as long as possible without the need for statutory provision. Potentially people will need care and support earlier. There maybe increasing pressure for families to place relatives into long term residential care.		X
Disability	As above. An already disadvantaged group including life-expectancy, increased ill-health factors would be further disadvantaged by having employment/skills opportunities removed.		X
Sex			
Race, Ethnicity and Religion/Belief			
Sexual Orientation and Gender Reassignment			
Pregnancy and Maternity			
Marriage and Civil Partnership			
Socio-economic Considerations e.g., low income, poverty			

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

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People may choose alternative meal arrangements e.g., frozen meal delivery or a change in the overall package of care to ensure safety.

Carers may continue to care with less support, and other groups may offer different types of help.

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Background Information

Service area:	Adult Social Care
Directorate:	Adults & Housing
Budget proposal reference number/s:	AHH21S, AHH20S
Completed by: Optalis Date: 10 November 2022	Approved by: Kevin McDaniel Date: 10 November 2022

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

These proposals include the following:

AHH21S – End the Information and Advice Service provided under contract with Age Concern Slough and Berkshire East. This is a targeted service and one that supports the council to unblock debts by supporting people to organise their finances. This would have an impact on the council's ability to recover adult social care debt.

AHH20S – Terminate the contract with the Advocacy People mid-term thus ending the support to the Learning Disability Partnership Board and support for the peer advocacy group for people with a learning disability. This would negatively impact on the ability of people with a learning disability in terms of them being able to shape the services that support them.

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	Ceasing the contract to support older people with their finances would have a negative impact on people and would also reduce the council's ability to recover debts.		x
Disability	Ceasing the support for people with a learning disability to self-advocate and for the Learning Disability Partnership Board would impact on people being able to shape the services that support them.		x

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Sex	n/a		
Race, Ethnicity and Religion/Belief	n/a		
Sexual Orientation and Gender Reassignment	n/a		
Pregnancy and Maternity	n/a		
Marriage and Civil Partnership	n/a		
Socio-economic Considerations e.g., low income, poverty	Ceasing the contract to support older people with their finances would have a negative impact on people and would also reduce the council's ability to recover debts.		x

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

None identified beyond existing support such as that provided by the CAB.

Background Information

Service area:	Adult Social Care
Directorate:	Adults & Housing
Budget proposal reference number/s:	AHH30S
Completed by: Optalis Date: 7 October 2022	Approved by: Kevin McDaniel Date: 15 November 2022

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

The intended outcome of these savings proposals is to ensure that a balanced budget can be set for Adult Social Care.

Residents will be negatively impacted as will staff who choose to stay employed by Optalis. The delivery of ASC will be impacted to the detriment of Optalis and the Council.

Statutory timescales will not be met as specified in the Care Act 2014.

Agency worker freeze

Optalis competes with other local authorities in a limited pool of staff and, as it offers less favourable terms and conditions, often must rely on temporary staff through agencies to cover vacancies. Not being able to use agency staff will have an impact on waiting times for residents and morale on existing staff with increased workloads.

Reduce staffing by 10% in all adult social care teams

As above, capacity is already stretched in teams with waiting lists. This proposal will further increase waiting lists and decrease moral. It may involve redundancies across Optalis.

10 days enforced unpaid leave for all staff

Further increasing waiting lists and reducing morale, this is effectively a 5% pay cut for all staff when inflation is high. Other LAs are giving staff pay increases which will widen the gap between the borough and other employers.

Staffing pay freeze

As above, in addition to the 5% pay cut, this will further widen the gap between what other employers pay and Optalis. It will inevitably lead to staff finding jobs in other boroughs.

Equality Impact Analysis

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	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	Increased waiting times for people for assessment and care to be put in place with risks of not complying with the Care Act 2014.		x
Disability	Increased waiting times for people for assessment and care to be put in place with risks of not complying with the Care Act 2014.		x
Sex	n/a		
Race, Ethnicity and Religion/Belief	n/a		
Sexual Orientation and Gender Reassignment	n/a		
Pregnancy and Maternity	n/a		
Marriage and Civil Partnership	n/a		
Socio-economic Considerations e.g., low income, poverty	Optalis already has less favourable terms and conditions compared to ASC staff in other boroughs. Some staff are already reporting that they are struggling to meet the costs of rising inflation.		x

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

Detailed consultation with the affected staff to find the combination of changes which minimises the impact of the proposals.

Appendix D: Equality Impact Assessments – Children’s Services

Background Information

Service area:	Placements & Fostering Services
Directorate:	Children’s Services
Budget proposal reference number/s:	CHI02S/CHI04S/CHI05S
Completed by: James Norris Date: 14 November 2022	Approved by: James Norris Date: 14 November 2022

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

Containment of the Children in Care estimated future demand

Increased thresholds and greater challenge in respect of children in care placements. The proposal will impact on children not in care. This will not conflict with any statutory responsibilities or requirements.

Children in Care Placement Review

Implementation of Child-by-Child Savings Plan identifying planned moves and/or rate reductions. This should result in provision more appropriately meet the child's needs. The proposal will impact on children in care. This will not conflict with any statutory responsibilities or requirements.

Children in Care accommodated within in-house provision

Identify existing and new Children in Care placed with Independent Fostering Agencies that could be provided in-house, or by a return to family members. The proposal will impact on children in care. This will not conflict with any statutory responsibilities or requirements.

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal?	Potential positive impact	Potential negative impact
	How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	(Tick where relevant)	(Tick where relevant)
Age	The Placements & Fostering saving does impact on this protected characteristic, however, children will be supported as set		

Appendix D: Equality Impact Assessments – Children’s Services

	out in accordance with statutory responsibilities.		
Disability	N/A		
Sex	N/A		
Race, Ethnicity and Religion/Belief	The Placements & Fostering saving does impact on this protected characteristic, however, children will be supported as set out in accordance with statutory responsibilities.		
Sexual Orientation and Gender Reassignment	N/A		
Pregnancy and Maternity	The Placement & Fostering saving does impact on this protected characteristic, however, children will be supported as set out in accordance with statutory responsibilities.		
Marriage and Civil Partnership	N/A		
Socio-economic Considerations e.g., low income, poverty	The Placements & Fostering saving does impact on this protected characteristic, however, children will be supported as set out in accordance with statutory responsibilities.		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

The Placements & Fostering Service saving will be met through child by child reviewing and assessment of Children in Care packages, identifying any changes needs. This saving has been partly matched by a growth item highlighting the risk that the pressure will materialise whilst corrective mitigation is undertaken.

Background Information

Service area:	Business Support
Directorate:	Children’s Services
Budget proposal reference number/s:	CHI06S/CHI07S/CHI16S/CHI19S
Completed by: James Norris Date: 14 November 2022	Approved by: James Norris Date: 14 November 2022

Provide a brief explanation of the budget proposal/s:

- **What are the intended outcomes?**
- **Who will be affected by the proposal?**
- **Does this conflict with any statutory responsibilities or requirements?**

Reduction in workforce development training for employees

Prioritise Workforce Development Training budget to essential, statutory elements only. The proposal will impact on employees operating in non-essential, statutory services. This will not conflict with any statutory responsibilities or requirements.

Home to School Transport provided at statutory levels

Home To School Transport provided at statutory level; current exceptional provision phased out over a 5-year plan. The proposal will impact pupils receiving non statutory provision. This will not conflict with any statutory responsibilities or requirements.

Reduction in the Admissions Service Team

Review of the Admissions Service structure. The proposal will impact on employees within the Admissions Service Team. This will not conflict with any statutory responsibilities or requirements.

Reduction in the Business Support Service Team

Review of the Business Support structure moving to statutory processes only. The proposal will impact on employees within the Business Support Service Team. This will not conflict with any statutory responsibilities or requirements.

Equality Impact Analysis

	<p>How do the protected characteristics influence the needs of individuals within this proposal?</p> <p>How might these characteristics affect the impact of the proposal?</p> <p>(If no influence on impact, state ‘N/A’)</p>	<p>Potential positive impact</p> <p>(Tick where relevant)</p>	<p>Potential negative impact</p> <p>(Tick where relevant)</p>
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Appendix D: Equality Impact Assessments – Children’s Services

Age	The Business Services savings will not materially impact on this protected characteristic. The Home to School Transport saving does impact on this protected characteristic, however, future pupils will still be supported as set out in accordance with statutory responsibilities.		
Disability	The Home to School Transport saving does not impact on this protected characteristic as they are supported through a separate budget.		
Sex	N/A		
Race, Ethnicity and Religion/Belief	N/A		
Sexual Orientation and Gender Reassignment	N/A		
Pregnancy and Maternity	N/A		
Marriage and Civil Partnership	N/A		
Socio-economic Considerations e.g., low income, poverty	The Home to School Transport saving does impact on this protected characteristic, however, future pupils will still be supported as set out in accordance with statutory responsibilities.		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

The Business Services savings will be driven through process savings and efficiencies whilst ensuring statutory responsibilities are met, however, inevitably there may be some reduction in service response rates.

Appendix D: Equality Impact Assessments – Children’s Services

Background Information

Service area:	Education Services
Directorate:	Children’s Services
Budget proposal reference number/s:	CHI14S
Completed by: Clive Haines Date: 14 November 2022	Approved by: James Norris Date: 14 November 2022

Provide a brief explanation of the budget proposal/s:

- **What are the intended outcomes?**
- **Who will be affected by the proposal?**
- **Does this conflict with any statutory responsibilities or requirements?**

Education Welfare Service

Remove existing traded service element of Education Welfare Service as they are new burdens that haven't been funded. However, that is a high-risk reputational decision for the Council.

The outcomes are that the Education Welfare Service will be funded directly. The new Working together to improve school attendance guidance makes it a statutory duty that the Attendance support meetings (One per full term for every maintained, special, and independent school in the borough), case work for severely absent and support /signposting for persistently absent pupils be provided free of charge to schools.

Who will be affected by the proposal?

The Education Welfare Officers, admin support and manager

Does this conflict with any statutory responsibilities or requirements?

If not supported, we would not be fulfilling the statutory duties that will be coming into force September 2023.

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal?	Potential positive impact	Potential negative impact
	How might these characteristics affect the impact of the proposal?		
	(If no influence on impact, state 'N/A')	(Tick where relevant)	(Tick where relevant)
Age	The Education Welfare Service saving does impact on this protected characteristic,		

Appendix D: Equality Impact Assessments – Children’s Services

	however, pupils will still be supported as set out in accordance with statutory responsibilities.		
Disability	N/A		
Sex	N/A		
Race, Ethnicity and Religion/Belief	The Education Welfare Service saving does impact on this protected characteristic, however, pupils will still be supported as set out in accordance with statutory responsibilities.		
Sexual Orientation and Gender Reassignment	N/A		
Pregnancy and Maternity	N/A		
Marriage and Civil Partnership	N/A		
Socio-economic Considerations e.g., low income, poverty	The Education Welfare Service saving does impact on this protected characteristic, however, pupils will still be supported as set out in accordance with statutory responsibilities.		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

The Academy Conversion saving will be met through negotiations with the DfE highlighting the improvements made at the school and the expected ongoing positive outcomes for pupils following the intervention programme managed by the local authority. This saving has been matched by a growth item highlighting the risk that the pressure will materialise whilst corrective mitigation is undertaken.

Background Information

Service area:	Social Care & Early Help
Directorate:	Children’s Services
Budget proposal reference number/s:	CHI10S/CHI15S/CHI20S/CHI21S
Completed by: James Norris Date: 14 November 2022	Approved by: James Norris 14 November 2022

Provide a brief explanation of the budget proposal/s:

- **What are the intended outcomes?**
- **Who will be affected by the proposal?**
- **Does this conflict with any statutory responsibilities or requirements?**

Workforce retention initiatives

Cease Social Care & Early Help Stability Programme including Refer a Friend, Stepping Up Allowances. The proposal will impact on employees within the Social Care & Early Help Service. This will not conflict with any statutory responsibilities or requirements.

Reduction in the Youth Offending Service Team

Review of the Youth Offending Service structure. The proposal will impact on employees within the Youth Offending Service Team. This will not conflict with any statutory responsibilities or requirements.

Cease all non-statutory Family Hub services

Review of the Family Hub structure with a reduction of 50%; targeted group work for those do not open to a social worker will cease, leaving Health Visiting services as main offer. The proposal will impact on employees within the Family Hub Service Team. This will not conflict with any statutory responsibilities or requirements.

Removal of Family Support Worker posts

Limit offer to vulnerable children to only time-limited interventions which reduce the immediate risk of serious harm. Reduce use of voluntary arrangements. Remove all posts that are not social work qualified and do not offer interventions such as life story work across CYPDS, Duty & Assessment and the Children in Care team; minimise externally funded interventions including respite and seek only to ensure current safety. The proposal will impact Family Support Worker. This will not conflict with any statutory responsibilities or requirements.

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal?	Potential positive impact	Potential negative impact

Appendix D: Equality Impact Assessments – Children’s Services

	How might these characteristics affect the impact of the proposal? (If no influence on impact, state ‘N/A’)	(Tick where relevant)	(Tick where relevant)
Age	The Social Care & Early Help saving does impact on this protected characteristic, however, children will be supported as set out in accordance with statutory responsibilities.		
Disability	The Social Care & Early Help saving does impact on this protected characteristic, however, children will be supported as set out in accordance with statutory responsibilities.		
Sex	N/A		
Race, Ethnicity and Religion/Belief	The Social Care & Early Help saving does impact on this protected characteristic, however, children will be supported as set out in accordance with statutory responsibilities.		
Sexual Orientation and Gender Reassignment	N/A		
Pregnancy and Maternity	The Social Care & Early Help saving does impact on this protected characteristic, however, children will be supported as set out in accordance with statutory responsibilities.		
Marriage and Civil Partnership	N/A		
Socio-economic Considerations e.g., low income, poverty	The Social Care & Early Help saving does impact on this protected characteristic, however, children will be supported as set out in accordance with statutory responsibilities.		

<p>Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?</p>
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Appendix D: Equality Impact Assessments – Children’s Services

The Social Care & Early Help savings will be driven through process savings and efficiencies whilst ensuring statutory responsibilities are met, however, inevitably there may be some reduction in service response rates.

Additionally, consultation with key stakeholder groups will enable prioritisation of activities to ensure the most valued continue within the reduced resource.

Appendix D: Equality Impact Assessments – Children’s Services

Background Information

Service area:	External Legal Services
Directorate:	Children’s Services
Budget proposal reference number/s:	CHI12S
Completed by: James Norris Date: 14 November 2022	Approved by: James Norris Date: 14 November 2022

Provide a brief explanation of the budget proposal/s:

- **What are the intended outcomes?**
- **Who will be affected by the proposal?**
- **Does this conflict with any statutory responsibilities or requirements?**

External Legal Services

Service to gate-keep use of external legal services and restrict use to limited budget on a risk assessed basis. The proposal will impact on the external legal service provider and Social Care & Early Help staff. This will not conflict with any statutory responsibilities or requirements.

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state ‘N/A’)	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	The External Legal Services saving does impact on this protected characteristic, children and families will be supported as set out in accordance with statutory responsibilities.		
Disability	N/A		
Sex	N/A		

Appendix D: Equality Impact Assessments – Children’s Services

Race, Ethnicity and Religion/Belief	The External Legal Services saving does impact on this protected characteristic, children and families will be supported as set out in accordance with statutory responsibilities.		
Sexual Orientation and Gender Reassignment	N/A		
Pregnancy and Maternity	The External Legal Services saving does impact on this protected characteristic, children and families will be supported as set out in accordance with statutory responsibilities.		
Marriage and Civil Partnership	N/A		
Socio-economic Considerations e.g., low income, poverty	The External Legal Services saving does impact on this protected characteristic, children and families will be supported as set out in accordance with statutory responsibilities.		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

The External Legal Services saving will be met through discussions with the current provider to increase practice improvements and deliver efficiencies in value for money. This will be coupled with changes within internal processes to access External Legal Services. This saving has been matched by a growth item highlighting the risk that the pressure will materialise whilst corrective mitigation is undertaken.

Appendix D: Equality Impact Assessments – Children’s Services

Background Information

Service area:	National Transfer Scheme
Directorate:	Children’s Services
Budget proposal reference number/s:	CHI13S
Completed by: James Norris Date: 14 November 2022	Approved by: James Norris Date: 14 November 2022

Provide a brief explanation of the budget proposal/s:

- **What are the intended outcomes?**
- **Who will be affected by the proposal?**
- **Does this conflict with any statutory responsibilities or requirements?**

Limit acceptance of National Transfer Scheme Unaccompanied Asylum-Seeking Children

Only accept new National Transfer Scheme requests when the authority has the resources to keep them safe. The proposal will impact on Unaccompanied Asylum-Seeking Children who are not registered with RBWM. This will not conflict with any statutory responsibilities or requirements.

Equality Impact Analysis

	<p>How do the protected characteristics influence the needs of individuals within this proposal?</p> <p>How might these characteristics affect the impact of the proposal?</p> <p>(If no influence on impact, state ‘N/A’)</p>	<p>Potential positive impact</p> <p>(Tick where relevant)</p>	<p>Potential negative impact</p> <p>(Tick where relevant)</p>
Age	The National Transfer Scheme saving does impact on this protected characteristic, however, children will be supported as set out in accordance with statutory responsibilities.		
Disability	N/A		
Sex	The National Transfer Scheme saving does impact on this protected characteristic, however, children will be supported as set		

Appendix D: Equality Impact Assessments – Children’s Services

	out in accordance with statutory responsibilities.		
Race, Ethnicity and Religion/Belief	The National Transfer Scheme saving does impact on this protected characteristic, however, children will be supported as set out in accordance with statutory responsibilities.		
Sexual Orientation and Gender Reassignment	N/A		
Pregnancy and Maternity	N/A		
Marriage and Civil Partnership	N/A		
Socio-economic Considerations e.g., low income, poverty	The National Transfer Scheme saving does impact on this protected characteristic, however, children will be supported as set out in accordance with statutory responsibilities.		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

The National Transfer Scheme saving will be met through discussions with the home Office government department in respect of the volume of young people being accommodated within the Borough and future directed transfers. This saving has been matched by a growth item highlighting the risk that the pressure will materialise whilst corrective mitigation is undertaken.

Appendix D: Equality Impact Assessments – Children’s Services

Background Information

Service area:	Special Educational Needs & Disabilities Services
Directorate:	Children’s Services
Budget proposal reference number/s:	CHI17S/ CHI18S
Completed by: James Norris Date: 14 November 2022	Approved by: James Norris Date: 14 November 2022

Provide a brief explanation of the budget proposal/s:

- **What are the intended outcomes?**
- **Who will be affected by the proposal?**
- **Does this conflict with any statutory responsibilities or requirements?**

Reduction in the Special Educational Needs & Disabilities Service Team

Review of the Special Educational Needs & Disabilities Service structure. The proposal will impact on the Special Educational Needs & Disabilities Service Team staff. This will not conflict with any statutory responsibilities or requirements.

Review Special Educational Needs and Disabilities policies as part of Delivering Better Value

Savings driven out of local authorities cost base because of Delivering Better Value work and transformation grant. The proposal will impact on the Special Educational Needs & Disabilities Services. This will not conflict with any statutory responsibilities or requirements.

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal?	Potential positive impact	Potential negative impact
	How might these characteristics affect the impact of the proposal?		
	(If no influence on impact, state ‘N/A’)	(Tick where relevant)	(Tick where relevant)
Age	The Special Educational Needs & Disabilities saving does impact on this protected characteristic, however, children will be supported as set out in accordance with statutory responsibilities.		
Disability	The Special Educational Needs & Disabilities saving does impact on this protected characteristic, however, children will be supported as set out in accordance with		

Appendix D: Equality Impact Assessments – Children’s Services

	statutory responsibilities.		
Sex	N/A		
Race, Ethnicity and Religion/Belief	N/A		
Sexual Orientation and Gender Reassignment	N/A		
Pregnancy and Maternity	N/A		
Marriage and Civil Partnership	N/A		
Socio-economic Considerations e.g., low income, poverty	The Special Educational Needs & Disabilities saving does impact on this protected characteristic, however, children will be supported as set out in accordance with statutory responsibilities.		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

The Special Educational Needs & Disabilities Services savings will be driven through process savings and efficiencies whilst ensuring statutory responsibilities are met, however, inevitably there may be some reduction in service response rates.

Appendix D: Equality Impact Assessments – Governance, Law Strategy and Public Health

Background Information

Service area:	Governance
Directorate:	Governance, Law Strategy and Public Health
Budget proposal reference number/s:	GLS015 GLS025 GLS055 GLS065 GLS 075 GLS085 GLS155
Completed by: ED/KS Date: 14 November 2022	Approved by: ED Date: 14 November 2022

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

These budgets in these areas primarily consist of staff so to achieve the cash limited budget we have focussed on reducing levels of service in areas that present less risk to the Council in not being able to fulfil its statutory duties.

Key outcomes;

- To focus resource on maintaining key governance to an acceptable standard so that a level of assurance can continue to be provided to the Council on the Annual Governance Statement.
- To ensure that statutory obligations in respect of meetings, access to information, information management can be met.

Affected Groups; Staff and members, recipients of Twinning Committee community-based activities (e.g., Youth Games)

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal?	Potential positive impact	Potential negative impact
	How might these characteristics affect the impact of the proposal?		
	(If no influence on impact, state 'N/A')	(Tick where relevant)	(Tick where relevant)
Age	N/A - Service reviews will not use this protected characteristic as a relevant consideration A reduction in Members' allowances may discourage individuals with this		X

Appendix D: Equality Impact Assessments – Governance, Law Strategy and Public Health

	<p>protected characteristic from putting themselves forward as candidates</p> <p>The proposal would potentially affect individuals with this protected characteristic if the Mayor or Deputy Mayor had this protected characteristic; the removal of the Mayor’s car would mean they would need to travel to civic functions independently</p> <p>The reduction in funding to the Twinning Committee may affect future opportunities for young people to attend events such as the Youth Games</p>		<p>X</p> <p>X</p>
Disability	<p>N/A - Service reviews will not use this protected characteristic as a relevant consideration</p> <p>A reduction in Members’ allowances may discourage individuals with this protected characteristic from putting themselves forward as candidates</p> <p>The proposal would potentially affect individuals with this protected characteristic if the Mayor or Deputy Mayor had this protected characteristic; the removal of the Mayor’s car would mean they would need to travel to civic functions independently</p>		<p>X</p> <p>X</p>
Sex	N/A - Service reviews will not use this protected characteristic as a relevant consideration		
Race, Ethnicity and Religion/Belief	N/A - Service reviews will not use this protected characteristic as a relevant consideration		
Sexual Orientation and Gender Reassignment	N/A - Service reviews will not use this protected characteristic as a relevant consideration		

Appendix D: Equality Impact Assessments – Governance, Law Strategy and Public Health

Background Information

Service area:	Communications
Directorate:	Governance, Law Strategy and Public Health
Budget proposal reference number/s:	GLS10S GLS11S
Completed by: ED Date: 9 November 2022	Approved by: Date

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

These budgets in these areas primarily consist of staff so achieve the cash limited budget we have focussed on reducing levels of service in areas that present less risk to the Council in not be able to fulfil its statutory duties.

Key outcomes;

- To focus resource on maintaining key governance to an acceptable standard so that a level of assurance can continue to be provided to the Council on the Annual Governance Statement.
- To ensure that statutory obligations in respect of meetings, access to information, information management can be met.

The proposal is to delete a post and to withdraw “Around the Royal Borough” from publication.

The deletion of the communications and marketing manager post has no equality impact.

The removal of Around the Royal Borough would impact on those currently receiving the magazine who are unable to access material from the Council in any other way.

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal?	Potential positive impact	Potential negative impact
	How might these characteristics affect the impact of the proposal? (If no influence on impact, state ‘N/A’)	(Tick where relevant)	(Tick where relevant)

Appendix D: Equality Impact Assessments – Governance, Law Strategy and Public Health

Age	Some customers of advanced years may not be able to access and sign up to the newsletter online.		X
Disability	Some people who live with disabilities may not be able to access and sign up to the newsletter online.		X
Sex			
Race, Ethnicity and Religion/Belief			
Sexual Orientation and Gender Reassignment			
Pregnancy and Maternity			
Marriage and Civil Partnership			
Socio-economic Considerations e.g., low income, poverty			

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

The communications team will continue to promote the digital newsletter which is currently weekly.

Customers who require assistance to access the email newsletter online can visit the libraries for assistance.

Where necessary a copy may be printed locally but the instances of this will need to be monitored as this would impact on the potential cost saving.

Community champions have also been created since the pandemic and information is shared with them from the communications team which can then be cascaded to the community via different channels.

The communications team also share information with the parish councils for them to cascade with their audiences.

Background Information

Service area:	Strategy, Performance, Policy, Procurement
Directorate:	Governance, Law Strategy and Public Health
Budget proposal reference number/s:	GLS12S GLS13S
Completed by: ED Date: 9 November 2022	Approved by: Date

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

These budgets in these areas primarily consist of staff so achieve the cash limited budget we have focussed on reducing levels of service in areas that present less risk to the Council in not be able to fulfil its statutory duties.

Key outcomes;

- To focus resource on maintaining key governance to an acceptable standard so that a level of assurance can continue to be provided to the Council on the Annual Governance Statement.
- To ensure that statutory obligations in respect of meetings, access to information, information management can be met.

The removal of the post will impact on other team members and the wider organisation in relation to information being used to make decisions. The subscriptions will impact on the whole organisation.

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	N/A		

Appendix D: Equality Impact Assessments – Governance, Law Strategy and Public Health

Disability	N/A		
Sex	N/A		
Race, Ethnicity and Religion/Belief	N/A		
Sexual Orientation and Gender Reassignment	N/A		
Pregnancy and Maternity	N/A		
Marriage and Civil Partnership	N/A		
Socio-economic Considerations e.g., low income, poverty	N/A		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

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Background Information

Service area:	Neighbourhood services
Directorate:	Place
Budget proposal reference number/s:	PLA06S
Completed by: Naomi Markham Date: 15 November 2022	Approved by: Alysse Strachan Date: 15 November 2022

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

Review of the operation of parks including:

- Provision of public conveniences and / or consideration of charging.
- Closure of gates
- Pets corner on Ray Mill island and whether there are alternative provision arrangements.

All the above options are subject to a service review taking place to look at alternative methods of provision including engagement with parishes, community groups, the business community and interested members of the public to look at ways of providing these services differently.

None of the services are statutory requirements.

If any of the options result in a closure or reduction in facilities this may have an impact on all park users including residents and visitors to the borough but at this point no impact on any group with a protected characteristic has been identified.

As details emerge a further review may be required but at this stage no conflict with any statutory responsibilities or requirements has been identified

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal?	Potential positive impact	Potential negative impact
	How might these characteristics affect the impact of the proposal?		
	(If no influence on impact, state 'N/A')	(Tick where relevant)	(Tick where relevant)

Appendix D: Equality Impact Assessments – Place

Age	N/A		
Disability	N/A		
Sex	N/A		
Race, Ethnicity and Religion/Belief	N/A		
Sexual Orientation and Gender Reassignment	N/A		
Pregnancy and Maternity	N/A		
Marriage and Civil Partnership	N/A		
Socio-economic Considerations e.g., low income, poverty	N/A		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

N/A

Background Information

Service area:	Neighbourhood Services
Directorate:	Place
Budget proposal reference number/s:	PLA07S
Completed by: Neil Walter Date: 15 November 2022	Approved by: Alysse Strachan Date: 15 November 2022

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

Review of parking enforcement near schools

- Review of service provided for 2 schools in the borough.
- Schools – to be confirmed as part of the review.
- As details emerge a further review may be required but at this stage no conflict with any statutory responsibilities or requirements has been identified

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	N/A		
Disability	N/A		
Sex	N/A		
Race, Ethnicity and Religion/Belief	N/A		

Appendix D: Equality Impact Assessments – Place

Sexual Orientation and Gender Reassignment	N/A		
Pregnancy and Maternity	N/A		
Marriage and Civil Partnership	N/A		
Socio-economic Considerations e.g., low income, poverty	N/A		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

N/A

Background Information

Service area:	Neighbourhood Services
Directorate:	Place
Budget proposal reference number/s:	PLA08S
Completed by: Neil Walter Date: 15 November 2022	Approved by: Alysse Strachan Date: 15 November 2022

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

Review of parking subsidies

- Review of parking subsidies including:
 - Staff parking
 - Electric vehicles
 - Christmas period
 - Volunteers
- Potentially staff, electric vehicle owners, volunteers, and car park users – to be confirmed as part of the review. Does not impact disabled parking
- As details emerge a further review may be required but at this stage no conflict with any statutory responsibilities or requirements has been identified

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	N/A		
Disability	N/A		
Sex	N/A		

Appendix D: Equality Impact Assessments – Place

Race, Ethnicity and Religion/Belief	N/A		
Sexual Orientation and Gender Reassignment	N/A		
Pregnancy and Maternity	N/A		
Marriage and Civil Partnership	N/A		
Socio-economic Considerations e.g., low income, poverty	N/A		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

N/A

Background Information

Service area:	Neighbourhood Services
Directorate:	Place
Budget proposal reference number/s:	PLA09S
Completed by: Neil Walter Date: 15 November 2022	Approved by: Alysse Strachan Date: 15 November 2022

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

Charging opportunities for car parking

- Look at additional opportunities for charging for parking to cover the cost of operating, including:
 - Free parking on Sundays and on Bank Holidays
 - Out of town car parks
 - Parkes and open space parking
 - Management of the Riverside car park Businesses – these potential income streams would not be directly from the public
- Some/ all car park users. Does not impact disabled parking.
- As details emerge a further review may be required but at this stage no conflict with any statutory responsibilities or requirements has been identified

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	N/A		
Disability	N/A		

Appendix D: Equality Impact Assessments – Place

Sex	N/A		
Race, Ethnicity and Religion/Belief	N/A		
Sexual Orientation and Gender Reassignment	N/A		
Pregnancy and Maternity	N/A		
Marriage and Civil Partnership	N/A		
Socio-economic Considerations e.g., low income, poverty	N/A		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

N/A

Background Information

Service area:	Neighbourhood Services
Directorate:	Place
Budget proposal reference number/s:	PLA08S
Completed by: Neil Walter Date: 15 November 2022	Approved by: Alysse Strachan Date: 15 November 2022

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

Removal of pay & display machines

- Removal of pay & display machines across the borough, resulting in a saving of service costs as well as the collection of cash. A pay-by-app method of payment for on and off-street parking will be introduced instead.
- Some/ all on street parking and car park users.
- No conflict with any statutory responsibilities or requirements has been identified

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	The proposal would potentially make it difficult to obtain a pay and display ticket with cash without having to walk further than previously		*
Disability	The proposal would potentially make it difficult to obtain a pay and display ticket with cash without having to walk further than previously		*
Sex	N/A		

Appendix D: Equality Impact Assessments – Place

Race, Ethnicity and Religion/Belief	N/A		
Sexual Orientation and Gender Reassignment	N/A		
Pregnancy and Maternity	N/A		
Marriage and Civil Partnership	N/A		
Socio-economic Considerations e.g., low income, poverty	N/A		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

Retain several machines where card payments can still be made. Keep distances between available machines to a minimum where possible but especially in shopping areas. Signage to direct users to the nearest machine to be in place. There is no need for an App to be used as a normal phone can be used to pay for parking.

Background Information

Service area:	Neighbourhood Services
Directorate:	Place
Budget proposal reference number/s:	PLA11S
Completed by: Chris Wheeler Date: 14 November 2022	Approved by: Alysse Strachan Date: 15 November 2022

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

Income Opportunities across Neighbourhood Services

- Identification of areas where legitimate charges could be made to recover costs including:
 - Pavement licencing
 - Cleansing and valeting services provided in car parks (currently only provided in Hines Meadow and Windsor Leisure Centre)
 - Licence vendors in key locations, parks, on streets
 - Licence for private trainers using parks
 - Boat hire in Maidenhead through concession contract
- Businesses – these potential income streams would not be directly from the public
- As details emerge a further review may be required but at this stage no conflict with any statutory responsibilities or requirements has been identified

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	N/A		
Disability	N/A		

Appendix D: Equality Impact Assessments – Place

Sex	N/A		
Race, Ethnicity and Religion/Belief	N/A		
Sexual Orientation and Gender Reassignment	N/A		
Pregnancy and Maternity	N/A		
Marriage and Civil Partnership	N/A		
Socio-economic Considerations e.g., low income, poverty	N/A		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

N/A

Background Information

Service area:	Neighbourhood Services
Directorate:	Place
Budget proposal reference number/s:	PLA12S
Completed by: Naomi Markham Date: 15 November 2022	Approved by: Alysse Strachan Date: 15 November 2022

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

Waste operational changes

- Review of waste services including:
 - Further initiatives on waste reduction and increased recycling
 - Waste transfer station opening times
 - Introduce re-use "shop" at the household waste recycling centre
- Some/ all residents – to be confirmed as part of review
- As details emerge a further review may be required but at this stage no conflict with any statutory responsibilities or requirements has been identified

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	N/A		
Disability	N/A		
Sex	N/A		

Appendix D: Equality Impact Assessments – Place

Race, Ethnicity and Religion/Belief	N/A		
Sexual Orientation and Gender Reassignment	N/A		
Pregnancy and Maternity	N/A		
Marriage and Civil Partnership	N/A		
Socio-economic Considerations e.g., low income, poverty	N/A		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

N/A

Background Information

Service area:	Place Service
Directorate:	Place Service
Budget proposal reference number/s:	PLA13S
Completed by: Andrew Durrant Date: 11 November 2022	Approved by: Andrew Durrant Date: 11 November 2022

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

Place Service Transformation Programme

A Strategic review of Place Service structures, functions, and alignment to the Corporate Plan. This programme steers away from service specific cuts in isolation that would generate savings but aims to achieve a more overarching view of how the directorate should involve for the next 3-5 years.

The review will encompass the whole of Place Service, the staff, teams, and contracted services that exist within this directorate of RBWM. However, the focus of this programme of work is to consider efficiencies through better service alignment, contract re-procurement and maximising existing resource. It does not set out to remove or reduce current staffing levels as these are already recognised as being inadequate as some areas.

In addition to ensuring close alignment and prioritisation of RBWM corporate plan goals, Place service is responsible for some statutory duties and health and safety compliance, therefore the transformation programme will carefully map out and retain adequate management capacity for these duties.

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	N/A		

Appendix D: Equality Impact Assessments – Place

Disability	N/A		
Sex	N/A		
Race, Ethnicity and Religion/Belief	N/A		
Sexual Orientation and Gender Reassignment	N/A		
Pregnancy and Maternity	N/A		
Marriage and Civil Partnership	N/A		
Socio-economic Considerations e.g., low income, poverty	N/A		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

Background Information

Service area:	Neighbourhood Services
Directorate:	Place
Budget proposal reference number/s:	PLA14S
Completed by: Chris Wheeler Date: 15 November 2022	Approved by: Alysse Strachan Date: 15 November 2022

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

Contract efficiencies Neighbourhood Services

- Explore savings options and income generation within key contracts incl. Highways, Waste Disposal, Parking enforcement, grounds maintenance. Potential for amended specifications.
- Contractors – to be confirmed as part of efficiencies review.
- As details emerge a further review may be required but at this stage no conflict with any statutory responsibilities or requirements has been identified

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	N/A		
Disability	N/A		
Sex	N/A		

Appendix D: Equality Impact Assessments – Place

Race, Ethnicity and Religion/Belief	N/A		
Sexual Orientation and Gender Reassignment	N/A		
Pregnancy and Maternity	N/A		
Marriage and Civil Partnership	N/A		
Socio-economic Considerations e.g., low income, poverty	N/A		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

N/A

Background Information

Service area:	Neighbourhood Services
Directorate:	Place
Budget proposal reference number/s:	PLA15S
Completed by: Chris Wheeler Date: 15 November 2022	Approved by: Alysse Strachan Date: 15 November 2022

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

Parish Councils and commercial partnership

- Parish Councils and other commercial organisation be approached to seek support funding as an income to reduce the net cost of community wardens.
- Parish councils
- As details emerge a further review may be required but at this stage no conflict with any statutory responsibilities or requirements has been identified

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	N/A		
Disability	N/A		
Sex	N/A		
Race, Ethnicity and Religion/Belief	N/A		

Appendix D: Equality Impact Assessments – Place

Sexual Orientation and Gender Reassignment	N/A		
Pregnancy and Maternity	N/A		
Marriage and Civil Partnership	N/A		
Socio-economic Considerations e.g., low income, poverty	N/A		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

N/A

Background Information

Service area:	Infrastructure, Sustainability and Economic Growth
Directorate:	Place
Budget proposal reference number/s:	PLA16S
Completed by: Chris Joyce Date: 11 November 2022	Approved by: Chris Joyce Date: 11 November 2022

Provide a brief explanation of the budget proposal/s:

- What are the intended outcomes?
- Who will be affected by the proposal?
- Does this conflict with any statutory responsibilities or requirements?

The proposals for changes in the economic growth team budget have been developed to minimise impacts on service delivery and protect services which directly impact those with protected characteristics. We are maintaining our economic development resources which focus on jobs, employment, and skills where there are specific programmes of work targeted at particular groups.

The proposed changes include a reduction in the events budget for the town centre teams with focus shifting to facilitating and promoting events and seeking sponsorship rather than providing funding. Some of the saving relates to realising further savings from the Museum and Tourist Information Centre co-location such as business rates and utilising external funding from the UK Shared Prosperity fund to support staff time in delivering and monitoring projects.

This is not a statutory service and does not impact any statutory requirement.

Equality Impact Analysis

	How do the protected characteristics influence the needs of individuals within this proposal? How might these characteristics affect the impact of the proposal? (If no influence on impact, state 'N/A')	Potential positive impact (Tick where relevant)	Potential negative impact (Tick where relevant)
Age	The proposals have been developed to ensure resource to support our programmes to support young people into work are retained.		
Disability	The proposals have been developed to ensure resource to support our programmes to support people with disabilities into work are retained.		

Appendix D: Equality Impact Assessments – Place

Sex	N/A		
Race, Ethnicity and Religion/Belief	N/A		
Sexual Orientation and Gender Reassignment	N/A		
Pregnancy and Maternity	N/A		
Marriage and Civil Partnership	N/A		
Socio-economic Considerations e.g., low income, poverty	The proposals retain resource to support employment, jobs and skills programmes that particulary support those on lower incomes.		

Where a potential negative impact has been identified, what measures would be put in place to mitigate or minimise it?

N/A