




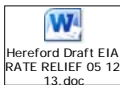

Budget Service Proposal	Proposed budget savings 2014/15 £000's	Protected characteristic: Age	Protected characteristic: Race	Protected characteristic: Gender	Protected characteristic: Gender Reassignment	Protected characteristic: Disability	Protected characteristic: Religion or Belief	Protected characteristic: Sexual Orientation	Protected characteristic: Pregnancy and Maternity	Protected characteristic: Marriage and Civil Partnership	High level Overall Assessment of Risk	Details of Equality Impact Assessment	Comments
Children's Wellbeing													
Non-pay inflation - will provide the service within the same budget as 2013/14	328	No Information	No Information	No information	No Information	No information	No information	No Information	No Information	No information	No impact	No Impact assessment required	
Safeguarding (Children)													
Current packages reaching 18	85										No Information	No information	
Additional Needs (Children)													
Current packages reaching 19	281										No information	No Information	
Locality Services (Children)													
Remodelling of early years and children's centres	543	Negative	Neutral	Negative - women	Neutral	Negative - Disabled children	Neutral	Neutral	Negative	Neutral	High	 Children's centre services (2) (2).doc	Potential high impact for children and families, particularly for those with protected characteristics.
Use of public health investment for transformation and demand management across council services	500	No Information	No Information	No information	No Information	No information	No information	No Information	No Information	No information	No impact	No Impact assessment required	
Workforce Remodelling (Children)													
Redesign Children's Centre offer - use of voluntary sector to deliver universal services / integrate with local schools/ potential reduced hours to divert centre staff to undertake activities in social care such as supervised visits. Early help / family support remodelling focusing on statutory minimum, making use of voluntary sector to run universal provision	80	Possible Negative	No Information	Negative - women	No Information	Negative	No information	No Information	No Information	Possible Negative	High	Impact assessment to be completed by February 2014	Potentially may limit opportunities for some children and families with protected characteristics. Will be addressed through market development and working with individual providers
Reshape Social care management including a reduction in the requirement for agency social work staff	206	No Information	No Information	No information	No Information	No information	No information	No Information	No Information	No information	No impact	No Impact assessment required	
Re-shape support function looking at better ways of working and meeting statutory duties	250	No Information	No Information	No information	No Information	No information	No information	No Information	No Information	No information	No impact	No Impact assessment required	
Education Improvement (Children)													
Remodelled Early Years Development and Sufficiency to deliver statutory responsibilities	40	No Information	No Information	No information	No Information	No information	No information	No Information	No Information	No information	No impact	No Impact assessment required	
Children's Commissioning													
Youth Services - Remainder of full-year impact of 2013/14 cuts	87	No Information	No Information	No information	No Information	No information	No information	No Information	No Information	No information	No impact	No Impact assessment required	




Budget Service Proposal	Proposed budget savings 2014/15 £000's	Protected characteristic: Age	Protected characteristic: Race	Protected characteristic: Gender	Protected characteristic: Gender Reassignment	Protected characteristic: Disability	Protected characteristic: Religion or Belief	Protected characteristic: Sexual Orientation	Protected characteristic: Pregnancy and Maternity	Protected characteristic: Marriage and Civil Partnership	High level Overall Assessment of Risk	Details of Equality Impact Assessment	Comments
Short breaks. Reduction in universal provision. Develop a joint commissioning exercise for Short breaks services for disabled children - Reduction in direct funding for universal providers	100	Neutral	No Information	No information	No Information	Positive or neutral impact	No information	No Information	No Information	No information	High	 Short Breaks Dec 2013.docx	Potentially may limit opportunities for some children and families with protected characteristics. Will be addressed through market development and working with individual providers

Budget Service Proposal	Proposed budget savings 2014/15 £000's	Protected characteristic: Age	Protected characteristic: Race	Protected characteristic: Gender	Protected characteristic: Gender Reassignment	Protected characteristic: Disability	Protected characteristic: Religion or Belief	Protected characteristic: Sexual Orientation	Protected characteristic: Pregnancy and Maternity	Protected characteristic: Marriage and Civil Partnership	High level Overall Assessment of Risk	Details of Equality Impact Assessment	Comments
Adults' Wellbeing													
Manage demographic pressures/improvements in Demand Management - providing people who do not have "eligible" adult social care needs with information, advice and guidance on how to live independantly and if they wish to purchase care and support, how they can do this.	1,160	Possible Negative	Positive or neutral	Positive or neutral impact	Positive or neutral impact	Positive or neutral impact	Positive or neutral impact	Positive or neutral impact	No Information	No information	Low	On going work on the EIA for this area of work to ensure that the approach to informtion, advice & guidance is equitable across all protected characteristics.	The majority of proposals will have a neutral or positive impact on service users and their families with protected characteristic.
Recommissioning & reductions in cost of older people residential and nursing care	300	Positive or neutral impact	Positive or neutral impact	Positive or neutral	Positive or neutral impact	Positive or neutral impact	Positive or neutral impact	Positive or neutral impact	Positive or neutral impact	Positive or neutral impact	High	 Residential Nursing 20131105 v0 01.doc	On-going review of impact during decision-making and implementation process.
Recommissioning and reductions in the cost of Homecare	765	Positive or neutral impact	Positive or neutral impact	Positive or neutral	Positive or neutral impact	Positive or neutral impact	Positive or neutral impact	Positive or neutral impact	Positive or neutral impact	Positive or neutral impact	High	 Home and community support.doc	The vision for the project is to ensure that Home and Community Support Users receive a personalised service that maximises their opportunity to exercise choice and control over their care.
Workforce reshaping	315	No Information	No Information	No information	No Information	No information	No information	No Information	No Information	No information	medium	No Impact assessment required	We will comply with all aspects of the Equality and Diversity policy when considering the impact of managing this change activity
Revising personalisation offer - managing service within the resources available - Resource Allocation System, Self assessment questionnaire	450	Possible Negative	Neutral	Neutral	Neutral	Possible Negative	Neutral	Neutral	Neutral	Neutral	Medium	EIA under development. Meeting 6th January scheduled with operational team	individual EIA will be carried out for - RAS and SAQ
Contract Changes - full years savings from; Talking books, village warden, Meals on Wheels	300	Neutral	Neutral	Neutral	Neutral	Possible Negative	Neutral	Neutral	Neutral	Neutral	No impact	  	Transition plans being developed or are in place to enable alternative arrangements when contracts cease before 1st April 2014

Budget Service Proposal	Proposed budget savings 2014/15 £000's	Protected characteristic: Age	Protected characteristic: Race	Protected characteristic: Gender	Protected characteristic: Gender Reassignment	Protected characteristic: Disability	Protected characteristic: Religion or Belief	Protected characteristic: Sexual Orientation	Protected characteristic: Pregnancy and Maternity	Protected characteristic: Marriage and Civil Partnership	High level Overall Assessment of Risk	Details of Equality Impact Assessment	Comments
Service redesign - operational services NSI - Day Opportunities	1,100	Possible Negative	No Information	No information	No Information	Possible Negative	No information	No Information	No Information	No information	High	on-going assessments as next stage integration progresses. Specific Day Opportunities EIA  	On-going review of potential impact required, and mitigating actions as implementation occurs if a negative impact is identified for affected service users and their families who are within the protected characteristics
Increased income - Continuing to implement the Fairer Charging policy which was consulted on in 13/14 will ensure all service users who are assessed as required to pay, paying for the care they receive	50	No Information	No Information	No information	No Information	Possible Negative	No information	No Information	No Information	No information	Medium		Review on implementation
High cost care reductions - Review of out of county placements and high cost care packages	100	Positive or neutral impact	Positive or neutral	Positive or neutral impact	positive or neutral impact	Positive - Increased local capacity for people with a learning disability and mental health conditions will enable more people to live near their communities friends and families.	Positive or neutral impact	Positive or neutral impact	Positive or neutral impact	Positive or neutral impact	Low	No impact assessment required	high level analysis has identified that this should have a neutral and/or positive impact on people and their carers across the protected characteristics
Remove funding for non-eligible services	900	Possible Negative	No Information	No information	No Information	Possible Negative	No information	No Information	No Information	No information	Medium	Impact assessment completed when the Fairer charging policy was adopted	this links to implementation of the Fairer Charging Policy
Use of technology to reduce cost of care - feasibility study has started	50	Possible Negative	Positive or neutral impact	Positive or neutral impact	Positive or neutral impact	Possible Negative	Positive or neutral impact	Positive or neutral impact	Positive or neutral impact	Positive or neutral impact	Medium	No Impact assessment required	approach being scoped and high level analysis identifies that this is expected to have an overall positive impact.
ECC proposals													
Waste & sustainability - disposal contract - moving to alternate weekly collections of waste and restricting to 1 wheelie bin	188	No Information	No Information	No information	No Information	Neutral as assisted collection for disabled individuals will be maintained	No information	No Information	No Information	No information	Low	 	

Budget Service Proposal	Proposed budget savings 2014/15 £000's	Protected characteristic: Age	Protected characteristic: Race	Protected characteristic: Gender	Protected characteristic: Gender Reassignment	Protected characteristic: Disability	Protected characteristic: Religion or Belief	Protected characteristic: Sexual Orientation	Protected characteristic: Pregnancy and Maternity	Protected characteristic: Marriage and Civil Partnership	High level Overall Assessment of Risk	Details of Equality Impact Assessment	Comments
Public Realm													
Reducing the amount we spend on highways and public spaces whilst prioritising road repairs	1,132	No Information	No Information	No information	No Information	No information	No information	No Information	No Information	No information	No impact	No Impact assessment required	
Parks - Reducing spending on parks and open spaces - Introduce parking charges at Queenswood - Possible community asset transfers	150	No Information	No Information	No information	No Information	Negative - Minimal, possible reduced accessibility for disabled people	No information	No Information	No Information	No information	Low	EIA will be completed as proposals are developed January / Feb 2014	
Public toilets - no further closures planned	99	limited information	No Information	No information	No Information	Negative - Disabled people reduced access to facilities	No information	No Information	No Information	No information	Low	 Public toilet EIA.doc	
Transport (incl Ed Transport)													
Fewer bus services across the network related to statutory school bus provision only, made available for public use and procured through integrated network design	679	Negative for older people who don't have access to other forms of transport	No Information	No information	No Information	Negative - Disabled people who don't have access to other forms of transport	No information	No Information	No Information	No information	High	Impact assessment last done in 2011 - full consultation scheduled in January 2014. full impact assessment will be completed during the consultation	Significant impacts amongst key groups (elderly, disabled, low income etc.) in respect of reduced bus network. Impacts on some vulnerable groups in respect of road safety
SEN Post 16 Transport	50	Negative as this impacts at post 16	No Information	No information	No Information	Negative - Increased cost to disabled people post 16 trying to access further education	No information	No Information	No Information	No information	High	 School Transport final draft (3).doc	Potential financial barrier for disabled to access post 16 educational opportunities
Corporate Services (incl Hoople Finance, Revs & Bens, Legal, & Equality & Info)													
Council tax reduction scheme	362	Neutral as pensioners are exempt from the changes	No Information	No information	No Information	Neutral - Disability benefits are disregarded from the calculation	No information	No Information	No Information	No information	Medium	 CTRS EIA 24 10 13 (3).doc	
Council tax discount empty property scheme	270	No Impact	No Impact	No impact	No impact	No impact	No impact	No impact	No impact	No impact	Low	No Impact assessment required	

Budget Service Proposal	Proposed budget savings 2014/15 £000's	Protected characteristic: Age	Protected characteristic: Race	Protected characteristic: Gender	Protected characteristic: Gender Reassignment	Protected characteristic: Disability	Protected characteristic: Religion or Belief	Protected characteristic: Sexual Orientation	Protected characteristic: Pregnancy and Maternity	Protected characteristic: Marriage and Civil Partnership	High level Overall Assessment of Risk	Details of Equality Impact Assessment	Comments
Removal of discretionary National Non-domestic Rates/business rate relief for some voluntary organisations	250	No Information	No Information	No information	No Information	No information	No information	No Information	No Information	No information	Medium		Charities that are locally based (are not national organisations) and which provide facilities that benefit the wider community of Herefordshire and are of a social/welfare nature
Minimum "back office" services to maintain revenues and effective financial management	1,792	No Information	No Information	No information	No Information	No information	No information	No Information	No Information	No information	No impact	No Impact assessment required	
Property Services Reduced property services focused on a smaller estate with maintenance reduced to ensure legal compliance. Support for completion of capital schemes to be provided only if fully funded. Reacting to basic statutory emergencies etc.	432	No Information	No Information	No information	No Information	No information	No information	No Information	No Information	No information	No Impact	No Impact assessment required	
Cultural services													
Museum Proposal confined to Friar Street - funding only supporting the collections service at Friar Street - and not to Hereford Museum, the Old House and Ross	239	No Information	No Information	No information	No Information	No information	No information	No Information	No Information	No information	Low	No Impact assessment required	
Withdrawal of Halo management fees by end of 2015/16	310	No Information	No Information	No information	No Information	No information	No information	No Information	No Information	No information	No Impact	No Impact assessment required	No reduction in service planned
Withdrawal of Kington and Wigmore management fee by 2014/15		No Information	No Information	No information	No Information	No information	No information	No Information	No Information	No information	No Impact	No Impact assessment required	No reduction in service planned
Reduction to zero of Brightstripes management fee		No Information	No Information	No information	No Information	No information	No information	No Information	No Information	No information	No Impact	No Impact assessment required	No reduction in service planned
Withdrawal of Arts commissioning grants 14/15		No Information	No Information	No information	No Information	Negative - Physical and Learning disability specifically	No information	No Information	No Information	No information	Low		Report went 11th December
Reduction in Management fees for "Visit Herefordshire" and Courtyard Theatre in 2014/15		No Information	No Information	No information	No Information	No information	No information	No Information	No Information	No information	No Impact	No Impact assessment required	
Regulatory Services													
Reduction in all regulatory services to the statutory minimum, unless supported by income generation	786	No Information	No Information	No information	No Information	No information	No information	No Information	No Information	No information	No Impact	No Impact assessment required	
Car parking - Provide adequate supply of parking to support economic activity whilst maximising financial return from HC's land holding	0	No Information	No Information	No information	No Information	No information	No information	No Information	No Information	No information	No Impact	No Impact assessment required	

Budget Service Proposal	Proposed budget savings 2014/15 £000's	Protected characteristic: Age	Protected characteristic: Race	Protected characteristic: Gender	Protected characteristic: Gender Reassignment	Protected characteristic: Disability	Protected characteristic: Religion or Belief	Protected characteristic: Sexual Orientation	Protected characteristic: Pregnancy and Maternity	Protected characteristic: Marriage and Civil Partnership	High level Overall Assessment of Risk	Details of Equality Impact Assessment	Comments
Service prioritises business support (grant delivery and business advice), capital infrastructure deliver (Hereford Enterprise Zone) and attracting Government and EU funding (including working with the LEP and others)	169	No Information	No Information	No information	No Information	No information	No information	No Information	No Information	No information	No Impact	No impact assessment required	
Removing funding from HVOSS (Aug-March)	100	No Information	No Information	No information	No Information	No information	No information	No Information	No Information	No information	No Impact	 Hvoss Impact assessment.doc	
Removing funding from HALC	3	No Information	No Information	No information	No Information	No information	No information	No Information	No Information	No information	No Impact	No impact assessment required	
Removing funding from CAB	48	Negative - Over 50% of clients aged 50+	Negative - 7.2% of clients other than White British	Negative - Women disproportionately affected	No Information	Negative -47.7% of clients are disabled	No information	No Information	No Information	Negative - clients seek support	Medium	 CAB Impact assessment.doc	
Governance & Other Services This represents the full year effect of three members of staff who have left	0	No Information	No Information	No information	No Information	No information	No information	No Information	No Information	No information	No Impact	No Impact assessment required	
Customer & Library Services , remove funding from all libraries except Hereford, Leominster and Ross.	348	Negative to older people who don't have access to transport or other means of accessing services, internet	No Information	No information	No Information	Negative - Disabled people, reduced opportunity and accessibility to services	No information	No Information	No Information	No information	high	 Document	Option 2 seems to follow the wider shift to greater community involvement and recognising libraries as places for a wide range of activity and function. It also creates some savings, but to work does require investment in web development, self-service systems, redesign of spaces to cater for other functions.
Economic Projects (Broadband) This revenue budget represents essential core costs to enable the delivery of the broadband capital investment project jointly with Gloucestershire.		Positive	Positive	Positive	Positive	Positive impact on disabled people as could improve access to services	Positive	Positive	Positive	Positive	Positive	No Impact assessment required	By improving the broadband coverage across the county it is widely agreed that this will support better access to services
Total proposed budget savings	15,397												