

Impact Risk Assessment

APPENDIX 18

Management Proposals included in Appendix 11 with identified equalities risks. This is an officer risk appraisal of potential impacts on equalities 'protected characteristics' arising from savings proposals. It is the first step in carrying out full Equalities Impact Assessment.

Low potential impact - a sustainable adjustment in daily routine

Medium potential impact - significant reorganisation or change

High potential impact - life changing or limiting impact on quality of life

Ref No.	Project/efficiency proposal	Statutory Protected Characteristics										Local Equalities Priorities					
		Age - Older People	Age - Children & Younger	Disability	Race	Religion/ Faith	Sex	Sexual Orientation	Gender Reassignment	Pregnancy & Maternity	Marriage & Civil P'ship	Geographical Impact	Carers	Young leaving Care	Gypsies & Travellers	Refugees/ Asylum Seekers	Unemployed & Low Income
Management Proposals Presenting Risk of Equalities Impact																	
13	Review of People workforce development and Training offer																
44	Reduction in night scouting on street lighting																
49	Childcare Sufficiency Audit																
50	Re -use of commissioning budget																
51	Convert School Crossing Patrol sites to Traffic Signal Controlled sites																
52	Street Lighting Replacement Programme																
53	CRB checks																
54	Restucture of Revenue and Benefits																
55	Rationalisation of Customer Access Points																
56	Review of Town Crier																
57	Complaints Team restructure																
58	Review of Information Services in People Group																
59	Adult Social Care Assessment Process																
60	Adult Social Care Efficiencies																
89	Review of Youth Offending Service																
90	Who delivers Services																
91	Leisure/Cultural Trust																

Management Proposals included in Appendix 11 with no Identified Equalities Impact Risks					
61	Reduce Pat testing to biennial test	71	Strategy and Improvement - deletion of ICT post	81	Corporate Management Advertising
62	Policy and Regen. delete lease car budget	72	Directorate Support Restructure	82	Corporate Subscriptions
63	Reduced costs in Emergency Planning	73	People Business Admin Restructure	83	Secretarial Support Stationery
64	Building Control	74	Estates Management	84	Efficiencies of PA service Review
65	Civic Theatre VAT exemption	75	Additional income from use of Council land and premises	85	Shared Head of HR Savings
66	HOS VAT exemption	76	Income and payments restructure	86	Restructure of HR Services
67	CPE Projected Outturn Costs	77	Reduce all risks insurance	87	Reduction in Equal Pay team
68	Capital projects fees increase	78	Cancel engineering insurance	88	Review of commissioning arrangements for 11-19 year olds
69	Review Local Authority Education Services	79	Cancel personal accident insurance	30	Rationalise Strategy and Commissioning Team
70	Overtime allocation - People Group	80	Register of Electors		