

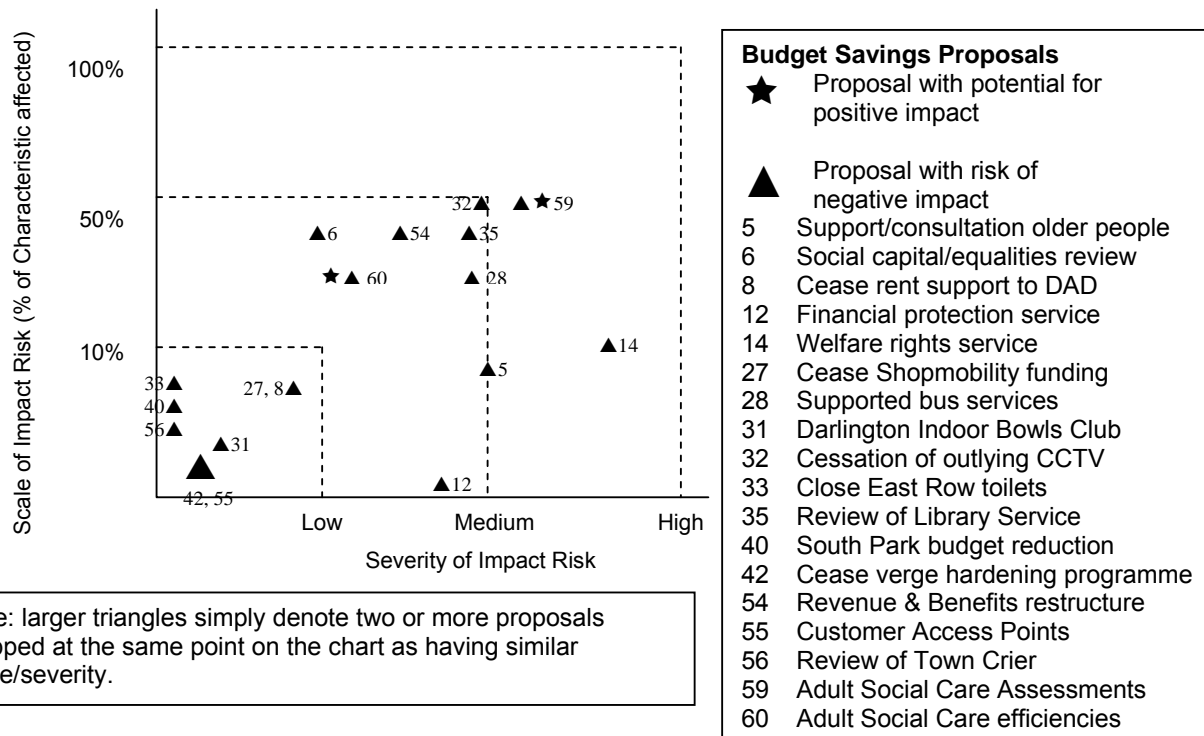
Medium Term Financial Plan 2012-16

Equalities Risk Appraisal

Protected Characteristic: Age (Older)

This template does not constitute an equalities impact assessment. **It is an initial appraisal of risk to the protected characteristic** of cumulative impacts arising from the budget savings options being considered for inclusion in the MTFP 2012-16. Its purpose is to inform decision makers about the potential impact of savings options. Full EIA will be carried out through engagement with at risk groups following decisions on the options to be carried forward for further consideration.

Please note that no template has been prepared for the Age characteristic as a whole. All identified risks relate to either older people or children and young people and templates have been prepared accordingly.



Cumulative Impact Risk Appraisal Narrative:

Whilst a wide range of risks to older people can be identified, some are at a low level of scale and severity. The higher risks relate to:

- Future capacity for engaging with older people (5 – older people’s support and consultation review and 6 – review of the budgets for social capital, equalities and community engagement).
- Access to information and guidance on benefits, legal and other personal issues if the Welfare Rights service is reduced or ceased
- Potential service impacts – proposals 59 and 60 (Adult Social Care Assessments and Efficiencies) have the potential to deliver positive or negative impacts depending on detailed development. Charging for the Financial Protection service (12) is likely to impact more on older and disabled people than others. Risks arising from ceasing rent support to DAD (8) and ceasing Shopmobility funding (27) focus on disabled people, but older people who may not consider themselves disabled nevertheless use Shopmobility and advice services provided by DAD. Closure of East Row toilets (33) may be more of an issue for older people than others, particularly on Bank Holidays if the Dolphin Centre facilities are not available. The review of Library Services (35) could impact disproportionately on older people if local provision is curtailed. Older people may be more vulnerable to any reduction in performance and support availability in the Revenues and Benefits service (54).
- Further reductions in the Supported Bus network (28) is likely to impact more on older people without alternative modes of transport, particularly in rural areas and parts of the urban area served

largely or exclusively by supported buses.

- There could be some detriment to older people in relation to leisure facilities, such Indoor Bowls Club and South Park, but these are consider marginal risks in terms of both scale and severity.

Changes in External Environment	Impact
<p>Welfare Services:</p> <p>Social Fund – localisation could impact on older people, depending on how the Council implements</p> <p>The introduction of Universal credit which is intended to be applied for online through a centralised function, and will encompass housing benefit , income support, social fund budgeting loans–this could exclude or challenge some entitled people, who are unable to complete the application form.</p> <p>Reduced Tribunal Support</p>	
<p>Health:</p> <p>Shift towards regional treatment centres (Stroke, Children’s Cardiac, A&E, Mental Health) favours clinical priorities (better treatment and outcomes?) versus accessibility to services and for visitors.</p> <p>GP Commissioning consortia could lead to further geographical disaggregation of services</p>	
<p>Community Safety and Policing:</p> <p>The reduction in number of Police Officers could combine with proposals 32 and impact upon this client group.</p>	
<p>Housing Benefit Reforms</p> <ul style="list-style-type: none"> • Introduction of room allowance for non-resident carer is a positive change to housing benefit regulations. • Cut to Local Housing Allowance will impact on 2500 households tenants would have to top-up allowance or move to less suitable accommodation • Under occupancy of social housing rules will require people in larger accommodation to move. 	
<p>Transport</p> <p>External changes are dependent on the response of bus operators to the cessation of Supported Bus contracts</p>	

Legacy Impacts

The following table lists changes that have impacted on the protected characteristic arising from the in-year budget reductions implemented in the summer of 2010 and from the reduction proposals included in the MTFP 2011-15.

Date	Budget Reduction or Other Change	Impact
In year changes	<p>Mental Health and Older Person’s Day Opportunities service changes. (Commissioning and procurement)</p> <p>Review of Adults Learning Disability Support – CHC funding, in-house service provision; further consideration of day opportunities reductions; review of in-house supported living</p>	

	<ul style="list-style-type: none"> Changes to bathing service Residential care fees change Carer break vouchers Review of extra care housing/lifelines services Redesign of social care staff structure Brokerage and direct payment review Review of resource allocation system Fairer Charging Policy implementation 	
2011/12 MTFP	Supported Buses – 100k reduction	
2010	<ul style="list-style-type: none"> Concessionary Fares Changes Withdrawal of Taxi Vouchers Cessation of Ring a Ride Reduction in anti social behaviour team Reduction in community safety grant. Trading standards service review Strategic funding review: 3rd Sector 	

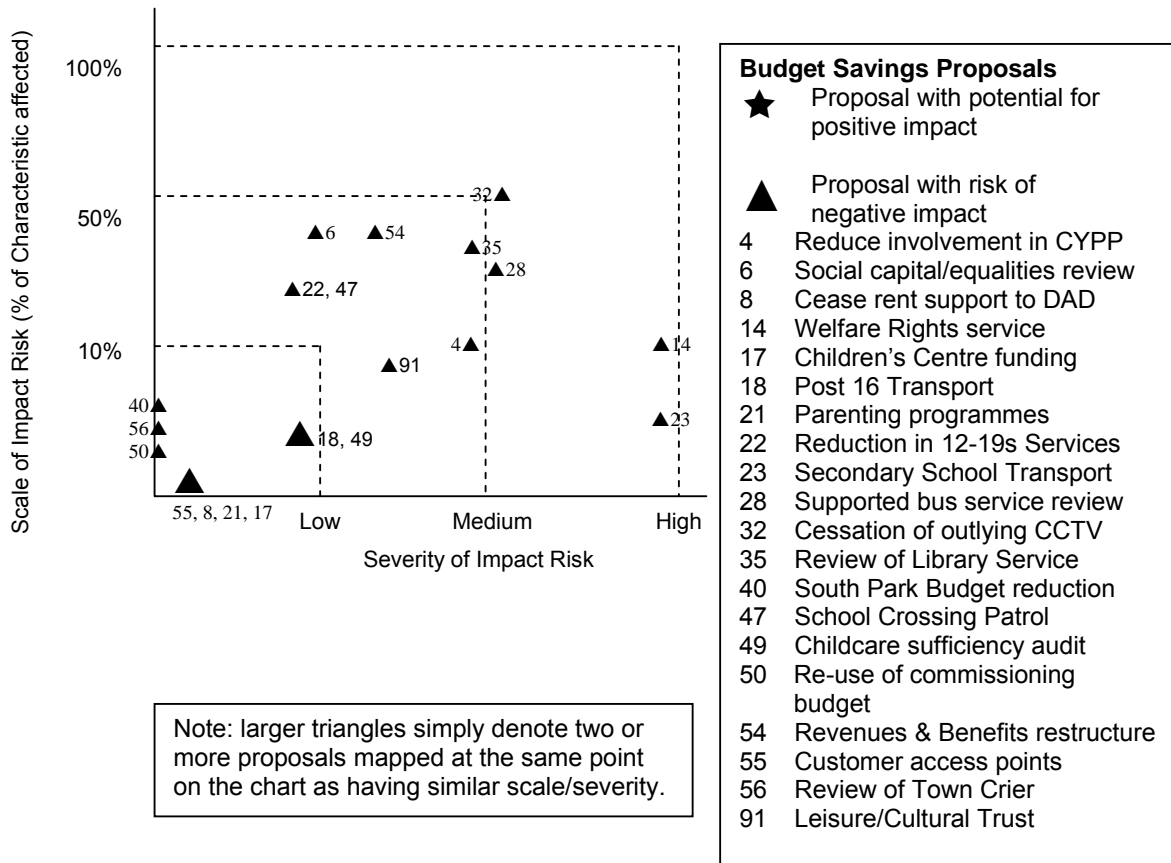
Medium Term Financial Plan 2012-16

Equalities Risk Appraisal

Protected Characteristic: Age Young People

This template does not constitute an equalities impact assessment. It is an initial appraisal of risk to the protected characteristic of cumulative impacts arising from the budget savings options being considered for inclusion in the MTFP 2012-16. Its purpose is to inform decision makers about the potential impact of savings options. Full EIA will be carried out through engagement with at risk groups following decisions on the options to be carried forward for further consideration.

Please note that no template has been prepared for the Age characteristic as a whole. All identified risks relate to either older people or children and young people and templates have been prepared accordingly.



Cumulative Impact Risk Appraisal Narrative:

Whilst a wide range of risks to children and young people can be identified, some are at a low level of scale and severity. The higher risks relate to:

- Future capacity for engaging with CYP (4 – reducing support and consultation to involve people in production of CYPP; and 6 – review of the budgets for social capital, equalities and community engagement).
- Access to information and guidance on benefits, legal and other personal issues if the Welfare Rights service (14) is reduced or ceased. These risks too young people seeking welfare support could be exacerbated by any reduction in performance arising from the revenues and benefits restructure (54), changes to customer access points (55) and reduced access to information through the Town Crier. Reductions in 12-19s services (Connexions and Youth Services – 22) could pose further risks in this area of advice and information.
- Transport – secondary schools home to school transport (23) will impact on students living between two and three miles from their school. The supported bus network proposal (28) could combine with (23) to reduce transport options to school, college and work, particularly early mornings. Post 16 transport proposal (18) poses risks to young people travelling to college. School crossing patrols

<p>(47) relates to children walking to school.</p> <ul style="list-style-type: none"> Review of the Library Service could have a particular impact on young people with a geographical dimension. Cessation of CCTV in outlying areas could pose risks to the safety of young people, given that cameras are often in locations where young people gather socially. Arts Centre (91) includes significant programming for disabled people. 	
Changes in External Environment	Impact
<p>Welfare Services:</p> <p>ESA – time-limited contributory ESA for those in work related activity groups (3870 people affected) will be moved onto Job Seekers Allowance (50% of people), 20% will move onto other benefits and 30% will lose benefits altogether.</p> <p>Concessionary Youth ESA will be abolished – impacts on recipients under 25.</p> <p>The introduction of Universal credit which is intended to be applied for online, and will encompass child tax credit, housing benefit, income related employment and support allowance, income based jobseekers allowance, income support, social fund budgeting loans and working tax credit – the application process could exclude or challenge some entitled people.</p>	
<p>Health:</p> <p>Shift towards regional treatment centres (Stroke, Children's Cardiac, A&E, Mental Health) favours clinical priorities (better treatment and outcomes?) versus accessibility to services and for visitors.</p> <p>GP Commissioning consortia could lead to further geographical disaggregation of services</p>	
<p>Community Safety and Policing:</p> <p>The reduction in number of Police Officers could combine with proposals 32 to affect the reporting and tackling of hate crime, which could impact on people with this characteristic.</p>	
<p>Housing Benefits</p> <p>Shared Rooms Rate raised from age 25 to 35, so single people under 35 will have more restricted accommodation options, it has been identified that it will affect 259 individuals by £22 per week.</p> <p>There are proposed exemptions for people who have been accommodated within hostels, Young People Leaving Care, and Multi Agency Public Protection Individuals. (MAPPA)</p> <p>Non-dependent deductions will be increased which may directly impacts upon young people who could be asked to leave the family home.</p> <p>Cut to Local Housing Allowance will impact on 2500 households tenants would have to top-up allowance or move to less suitable accommodation</p> <p>Withdrawal of any surplus of benefit over rent level– loss of up to £15 per week for some tenants</p> <p>Local support will replace Community Care Grants and Crisis Loans for living expenses</p>	
<p>Transport</p> <p>External changes are dependent on the response of bus operators to the cessation of Supported Bus contracts</p>	

Legacy Impacts

The following table lists changes that have impacted on the protected characteristic arising from the in-year budget reductions implemented in the summer of 2010 and from the reduction proposals included in the MTFP 2011-15.

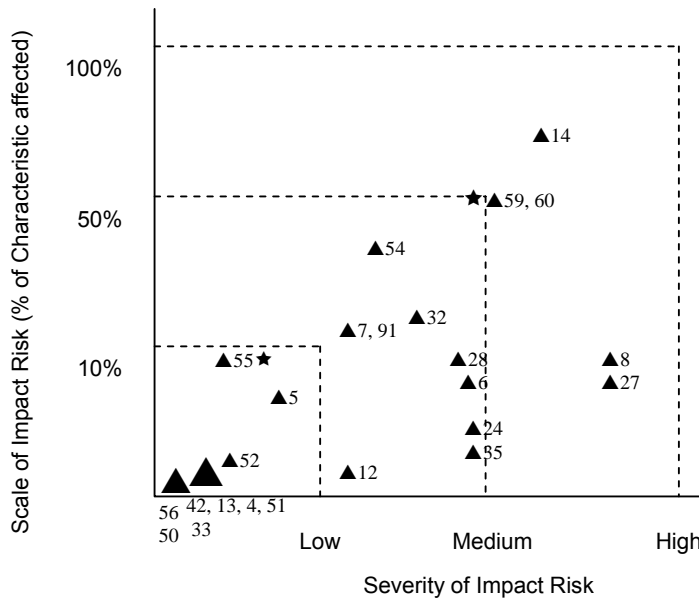
Date	Budget Reduction or Other Change	Impact
2011/12 MTFP	Early Years Inclusion Review, Early Intervention and Prevention changes, changes in Children's centres, youth services, Connexions. Review of family support for disabled children and young carers.	
2011/12	Strategic Funding of Third Sector	

Medium Term Financial Plan 2012-16

Equalities Risk Appraisal

Protected Characteristic: Disability

This template does not constitute an equalities impact assessment. It is an initial appraisal of risk to the protected characteristic of cumulative impacts arising from the budget savings options being considered for inclusion in the MTFP 2012-16. Its purpose is to inform decision makers about the potential impact of savings options. Full EIA will be carried out through engagement with at risk groups following decisions on the options to be carried forward for further consideration.



Budget Savings Proposals

- ▲ Proposal with risk of negative impact
- ★ Potential positive impact

- 4 Reduce involvement in CYPP
- 5 Support/consultation with older adults
- 6 Social capital & equalities review
- 7 Carers service contracts
- 8 Cease rent support to DAD
- 12 Financial protection service
- 13 Review of people workforce training
- 14 Welfare Rights service
- 24 Review of Adults Transport
- 27 Cease Shopmobility funding
- 28 Supported bus service review
- 32 Cessation of outlying CCTV
- 33 Close East Row toilets
- 35 Review of Library Service
- 42 Cease verge hardening programme
- 50 Re-use of commissioning budget
- 51 Convert school crossings to signals
- 52 Street lighting replacement
- 54 Revenues and benefits restructure
- 55 Rationalisation of customer access
- 56 Review of Town Crier
- 59 Adult Social Care Assessment
- 60 Adult Social Care Efficiencies
- 91 Leisure/Cultural Trust

Cumulative Impact Risk Appraisal Narrative:

Some potential impacts are judged to be relatively low in both scale and severity. Key risks relate to:

- 14 – Welfare Rights reduction or cessation
- 59 – Adult Social Care Assessments and 60 – Adult Social Care Efficiencies: these proposals could have positive or negative impacts dependent on the details of implementation
- 8 – Cease Rent Support to DAD (impact compounded by DAD’s role as hate crime reporting point, and 27)
- 27 – Cease Shopmobility Funding
- 28, 23, PM13 – cumulative transport impacts (Supported buses, Adults and Schools Transport)

These proposals have been appraised as presenting high risk of severity of impact on disabled people, with a range of potential impacts in terms of percentage of disabled population likely to be affected. These proposals are also likely to be compounded by the external changes and legacy impacts outlined below.

The Leisure Cultural Trust proposal (91) is subject to a separate equalities risk appraisal

- There may be a reduction in performance and support availability for customers in the Revenues and Benefits service linked to proposal (54).

Changes in External Environment

Welfare Services:

ESA – time-limited contributory ESA for those in work related activity groups (3870 people affected) will be moved onto Job Seekers Allowance (50% of people), 20% will move onto other benefits and 30% will lose benefits altogether (1160 in Darlington with loss of up to £36/week).

Concessionary Youth ESA will be abolished – impacts on recipients under 25.

Disability Living Allowance, changes to Personal Independent Payments (PIP) which will require recipients to be reassessed and will affect people under retirement age. This shift is likely to reduce claimants by 20% - 3810 people receive DLA in D'ton, this could potentially result in a loss of £2.1M from local economy.

Social Fund – localisation could impact on older people, depending on how the Council implements

Cap on total benefits to be introduced at £500 per week.

The introduction of Universal credit which is intended to be applied for online, and will encompass child tax credit, housing benefit, income related employment and support allowance, income based jobseekers allowance, income support, social fund budgeting loans and working tax credit –. – this could exclude or challenge some entitled people, especially people with Learning Disabilities and/or physical impairments.

Reduced Tribunal Support

Health:

Shift towards regional treatment centres (Stroke, Children's Cardiac, A&E, Mental Health) favours clinical priorities (better treatment and outcomes?) versus accessibility to services and for visitors.

GP Commissioning consortia could lead to further geographical disaggregation of services

Community Safety and Policing:

The reduction in number of Police Officers could combine with proposals 32 and 8 to affect the reporting and tackling of hate crime, which could impact on people with this characteristic.

Housing Benefit Reforms:

Housing Benefits – reduction in non-dependent deductions potentially leading to non-dependents being required to move out of the family home: increased demand on accommodation.

Introduction of room allowance for non-resident carer is a positive change to housing benefit regulations.

Housing benefit regulation changes – key headlines effective from 1st January:

- Restricting Local Housing Allowance (LHA) to the 4 bedroom rate will impact on larger families
- Cut to Local Housing Allowance will impact on 2500 households tenants would have to top-up allowance or move to less suitable accommodation
- Withdrawal of any surplus of benefit over rent level– loss of up to £15 per week for some tenants
- Shared Rooms Rate raised from age 25 to 35, so single people under 35 will have more restricted accommodation options, it has been identified that it will affect 259 individuals by £22 per week. There are proposed exemptions for people who have been accommodated within hostels, Young People Leaving Care, and Multi Agency Public Protection Individuals. (MAPPA)
- Under occupancy of social housing rules will require people in larger accommodation to move, this may be particularly detrimental for vulnerable groups.
- Non-dependent deductions will be increased.
- Proposal to replace Council Tax Benefit with a locally administered rebate scheme. This will affect people of working age.
- Local support will replace Community Care Grants and Crisis Loans for living expenses.

Transport:

External changes are dependent on the response of bus operators to the cessation of Supported Bus contracts

Potential for linked impacts relating to specific transport proposals, particularly, proposal 24 review of adult social care transport.

Legacy Impacts

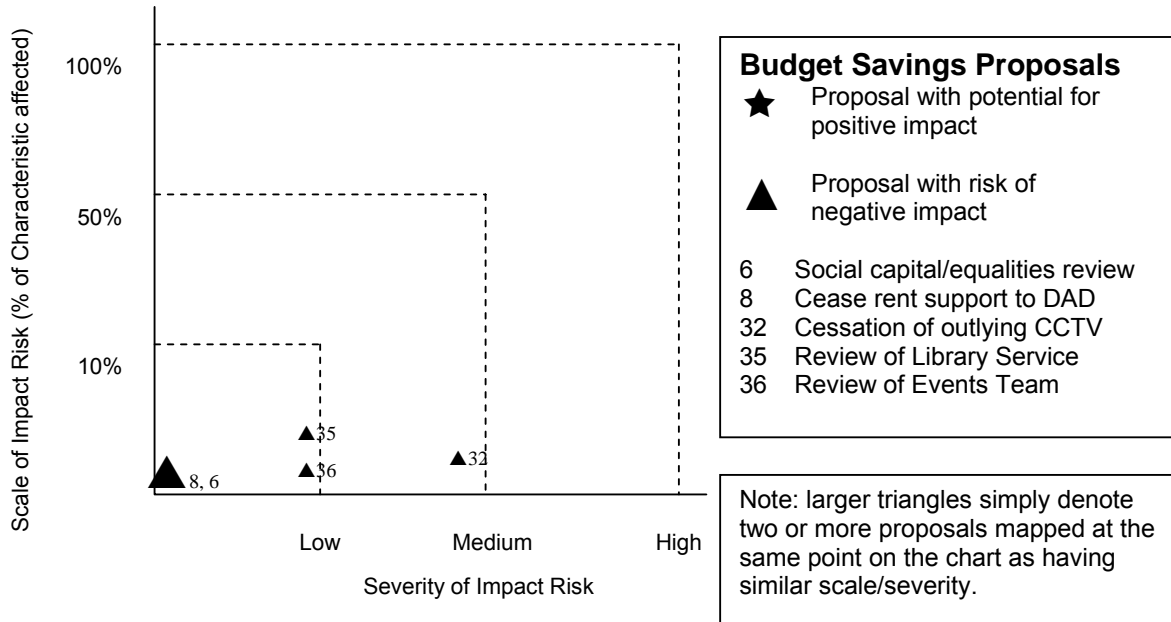
Date	Budget Reduction or Other Change
In year changes	Mental Health and Older Person's Day Opportunities service changes. Review of Adults Learning Disability Support – CHC funding, in-house service provision; further consideration of day opportunities reductions; review of in-house supported living Changes to bathing service Residential care fees change Carer break vouchers Learning disability development fund cessation Review of extra care housing/lifeline services Redesign of social care staff structure Brokerage and direct payment review Review of resource allocation system Fairer Charging Policy implementation
2011/12 MTFP	Review of Eligibility Criteria and Severe Disability Premium Disregard – impact assessments carried out during 2011, but proposals not yet formally determined Supported Buses – 100k reduction
2010	Concessionary Fares Changes Withdrawal of Taxi Vouchers Cessation of Ring a Ride Reduction in anti social behaviour team.

Medium Term Financial Plan 2012-16

Equalities Risk Appraisal

Protected Characteristic: Race

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Cumulative Impact Risk Appraisal Narrative:

The risks to this protected characteristic are limited, and there is some crossover with the Religion/Faith characteristic.

Proposals 6 (social capital, community engagement and equalities budgets review) and 36 (review of Events Team) would reduce or remove capacity for engaging with faith communities and supporting religious/cultural events – this crosses over with the Race characteristic, but includes International Day, Eid and Chinese New Year celebrations and the development of the Bengali School.

The review of the Library Service (35) is included here in recognition of the important role of the library in providing IT facilities that are heavily used by immigrants from Eastern Europe (Poland in particular) to communicate with their families. This provision is unlikely to be affected by any review, so the risk is low.

Cessation of outlying CCTV (32) is included to acknowledge the possible risk to BME and recent immigrants of increased violence and anti-social behaviour. Proposal 8 is included in view of DAD's role as a hate crime reporting centre

Changes in External Environment	Impact
<p>Welfare Services:</p> <p>There is potential for individuals with this protected characteristic to be affected by the Welfare changes included in the Unemployed/Low Income template.</p>	
<p>Health:</p> <p>Shift towards regional treatment centres (Stroke, Children's Cardiac, A&E, Mental Health) favours clinical priorities (better treatment and outcomes?) versus accessibility to services and for visitors.</p> <p>GP Commissioning consortia could lead to further geographical disaggregation of services</p>	
<p>Community Safety and Policing:</p> <p>The reduction in number of Police Officers could combine with proposals 32 to affect the reporting and tackling of hate crime, which could impact on people with this characteristic.</p>	
<p>Housing Benefits</p> <p>There is potential for individuals with this protected characteristic to be affected by the Housing Benefit changes included in the Unemployed/Low Income template.</p>	
<p>Transport</p> <p>No specific impact against this particular characteristic identified.</p>	

Legacy Impacts

The following table lists changes that have impacted on the protected characteristic arising from the in-year budget reductions implemented in the summer of 2010 and from the reduction proposals included in the MTFP 2011-15.

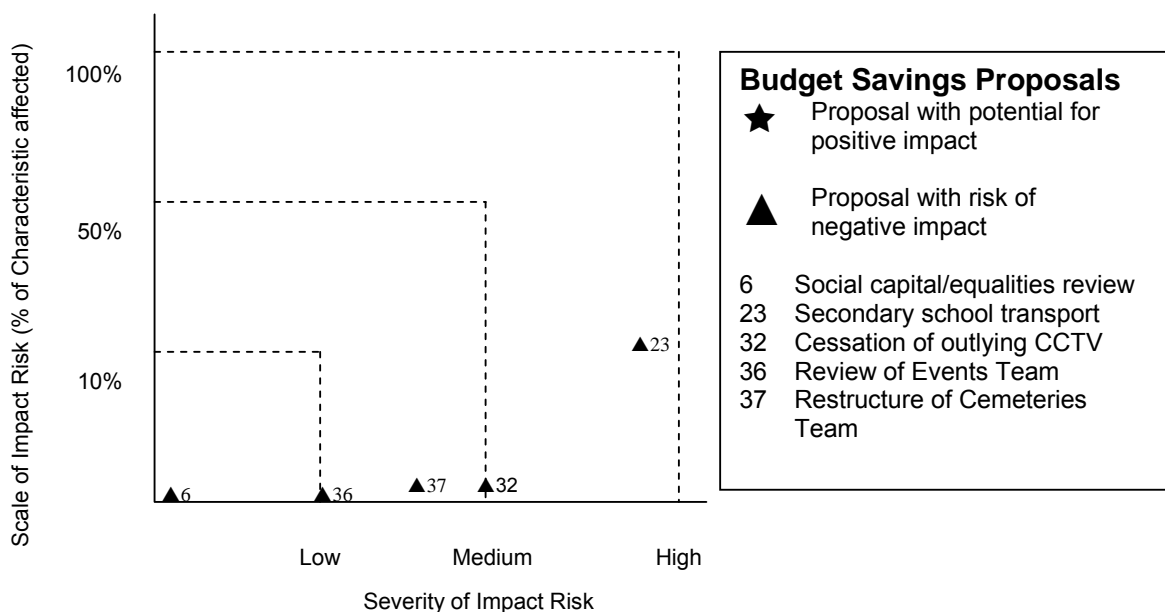
Date	Budget Reduction or Other Change	Impact
	No further impacts specific to this characteristic identified, other than those stated within the cumulative risk impact narrative	

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Equalities Risk Appraisal

Protected Characteristic: Religion/Faith

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Cumulative Impact Risk Appraisal Narrative:

Risks for this protected characteristic are mostly limited in scale. The highest profile risk relates to the proposal for secondary school home to school transport (23), which would have a particular impact on Catholic students attending Carmel School living between two and three miles from the school who currently receive free transport and would have to pay for transport (or walk/cycle) in future.

Proposals 6 (social capital, community engagement and equalities budgets review) and 36 (review of Events Team) would reduce or remove capacity for engaging with faith communities and supporting religious/cultural events – this crosses over with the Race characteristic, but includes International Day, Eid and Chinese New Year celebrations and the development of the Bengali School.

The Communities Team attends and supports the Interfaith Group of local faith leaders, and capacity for this could be affected by proposal 6.

The restructure of the Cemeteries Team (37) is likely to have a marginal impact at most in terms of scale, but if this resulted in any undermining of responsiveness to the funeral practices of different faith/cultural traditions the severity of impact on individual service users could be significant.

Whilst the risks of direct impacts on the faith characteristic are limited, the Interfaith Group and other religious leaders could take a wider interest in the impact of budget proposals as a whole on the community, and should be engaged in this wider context.

Changes in External Environment	Impact
Welfare Services: No specific impact against this particular characteristic identified, there is potential for a cross over with the pending welfare reforms detailed within the unemployed/low income template.	
Health: No specific impact against this particular characteristic identified.	
<p>Community Safety and Policing:</p> <p>The reduction in number of Police Officers could combine with proposals 32 to affect the reporting and tackling of hate crime, which could impact on people with this characteristic.</p>	
Housing Benefit: No specific impact against this particular characteristic identified, there is potential for a cross over with the pending Housing Benefit reforms detailed within the unemployed/low income template.	
<p>Transport</p> <p>External changes are dependent on the response of bus operators to the cessation of Supported Bus contracts</p> <p>Specific transport proposal (23) which will impact upon individuals with this protected characteristic.</p>	

Legacy Impacts

The following table lists changes that have impacted on the protected characteristic arising from the in-year budget reductions implemented in the summer of 2010 and from the reduction proposals included in the MTFP 2011-15.

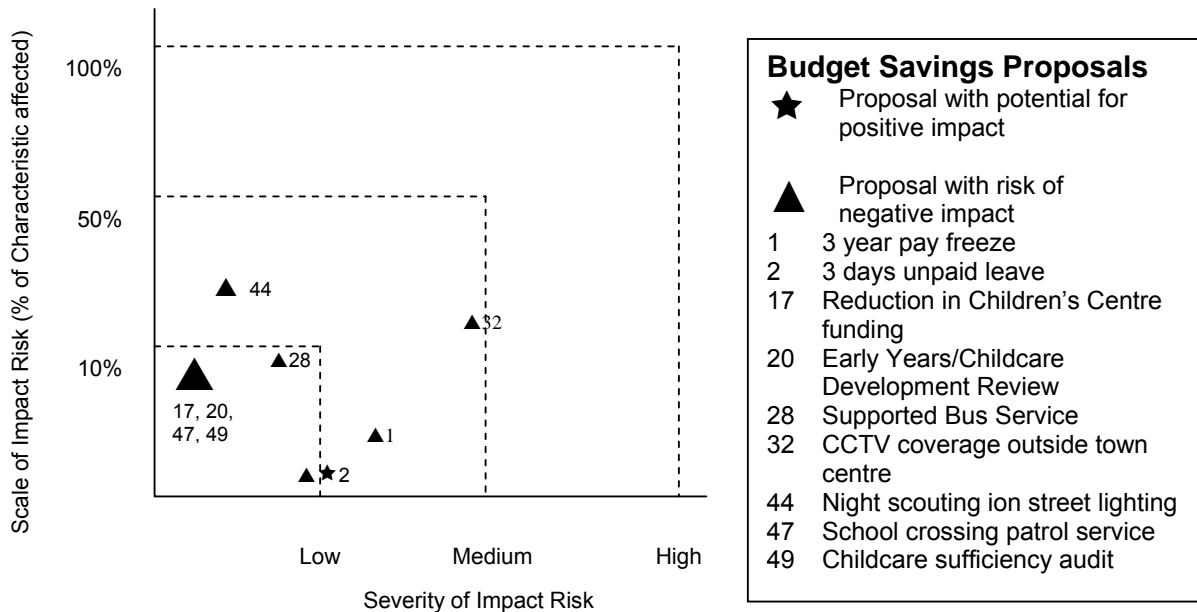
Date	Budget Reduction or Other Change	Impact
	No impacts specific to this characteristic identified, other than those stated within the cumulative risk impact narrative	

Medium Term Financial Plan 2012-16

Equalities Risk Appraisal

Protected Characteristic: Sex

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Cumulative Impact Risk Appraisal Narrative:

The risk appraisal is concerned with impacts on the community and generally does not include staff impacts. However with this protected characteristic it is appropriate to consider the impacts on staff as citizens. Analysis of risks to staff across all proposals suggests a disproportionate impact on women, reflecting the greater number of women in the workforce. For this appraisal the disproportionate impact on income is highlighted. The 3 year pay freeze (1) would affect lower paid staff, of who more are women, more than higher grades relative to inflation. Unpaid leave (2) could have more of a positive impact for women than men around flexibility/child care, but again will impact more, relatively, on the lower paid.

Cessation of CCTV coverage outside the town centre (32) could have a greater impact on women than men in terms of perceptions of safety/security. Any reduction in the effectiveness of street lighting (44) could have a similar impact. Changes in provision for children are also more likely to impact indirectly on women than men as parent/carer – these include reduction in children's centre funding (17), review of early years/childcare development (20), school crossing patrols (47), and childcare sufficiency audit (49).

Supported buses proposal (28) could have disproportionate impact – more women passengers?

Changes in External Environment	Impact
Welfare Services: None identified	
Health: None identified	
Community Safety and Policing: None identified	
<p>Housing Benefit Reforms:</p> <ul style="list-style-type: none"> • Housing benefit under occupancy rules could impact on disproportionately on older women living alone (widows) in former family home, requiring people to move in old age. • Restricting Local Housing Allowance (LHA) to the 4 bedroom rate will impact on larger families • Cut to Local Housing Allowance will impact on 2500 households tenants would have to top-up allowance or move to less suitable accommodation • Withdrawal of any surplus of benefit over rent level– loss of up to £15 per week for some tenants • Under occupancy of social housing rules will require people in larger accommodation to move, this may be particularly detrimental for vulnerable groups. • Non-dependent deductions will be increased. • Proposal to replace Council Tax Benefit with a locally administered rebate scheme. This will affect people of working age. • Local support will replace Community Care Grants and Crisis Loans for living expenses. <p>Single males and females under 35 will be directly impacted by the under 35 regulation, they will have more restricted accommodation options, it has been identified that it will affect 259 individuals by £22 per week</p>	
<p>Transport</p> <p>External changes are dependent on the response of bus operators to the cessation of Supported Bus contracts</p> <p>Potential for linked impacts relating to specific transport proposals, particularly, proposal 24 review of adult social care transport.</p>	

Legacy Impacts

The following table lists changes that have impacted on the protected characteristic arising from the in-year budget reductions implemented in the summer of 2010 and from the reduction proposals included in the MTFP 2011-15.

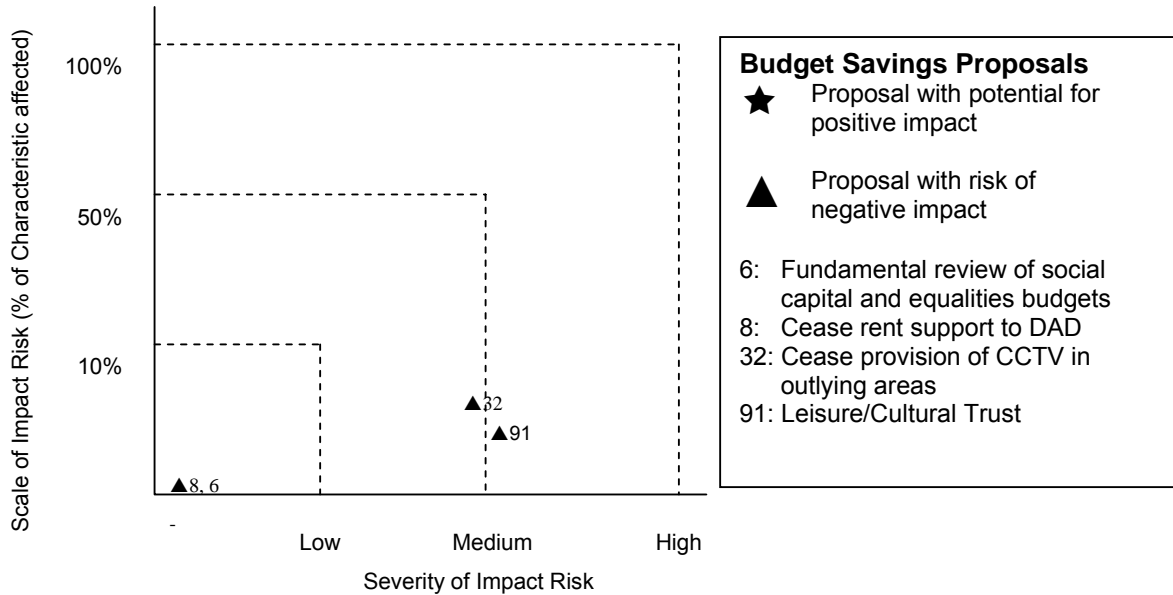
Date	Budget Reduction or Other Change	Impact
2011/12	Early Years Inclusion Review, Early Intervention and Prevention changes, changes in Children's centres, youth services, connexions. Family support.	
2011/12 MTFP	Strategic Funding of Third Sector Graduate funding changes.	
	No further impacts specific to this characteristic identified, other than those stated within the cumulative risk impact narrative	

Medium Term Financial Plan 2012-16

Equalities Risk Appraisal

Protected Characteristic: Sexual Orientation

This template does not constitute an equalities impact assessment. It is an initial appraisal of risk to the protected characteristic of cumulative impacts arising from the budget savings options being considered for inclusion in the MTFP 2012-16. Its purpose is to inform decision makers about the potential impact of savings options. Full EIA will be carried out through engagement with at risk groups following decisions on the options to be carried forward for further consideration.



Cumulative Impact Risk Appraisal Narrative:

The risks for this protected characteristic relate to changes that could impact on hate crime. The cessation of CCTV coverage outside the town centre (32) could be a factor. Whilst the risk arising from the proposal would be low, the impact on individual victims would be significant. DAD (8) is a hate crime reporting centre, whilst the Communities Team (6) lead on engagement and equalities work with the LGBT community. These two risks are plotted as low because any changes to these functions can be managed. The Arts Centre is a safe and welcoming meeting place for the LGBT community and reflects the diversity of the community in programming. The Leisure/Cultural Trust proposal (90) could undermine the present provision if Equalities policies are not embedded.

Any reduction of funding or changes to commissioning arrangements with Third Sector organisations could impact upon available support services.

Changes in External Environment	Impact
Welfare Services: No disproportionate impact on this characteristic, however some individuals may be affected by the Welfare reform changes detailed in the Unemployed/Low Income template.	
Health: No disproportionate impact on this characteristic	
Community Safety and Policing: Reductions in Police Officer numbers could reinforce cumulative impact of change in terms of reporting and response to hate crime	Low
Housing Benefit Reform Welfare Services: No disproportionate impact on this characteristic, however some individuals may be affected by the Housing Benefit reform changes detailed in the Unemployed/Low Income template.	
Transport No disproportionate impact on this characteristic	

Legacy Impacts

The following table lists changes that have impacted on the protected characteristic arising from the in-year budget reductions implemented in the summer of 2010 and from the reduction proposals included in the MTFP 2011-15.

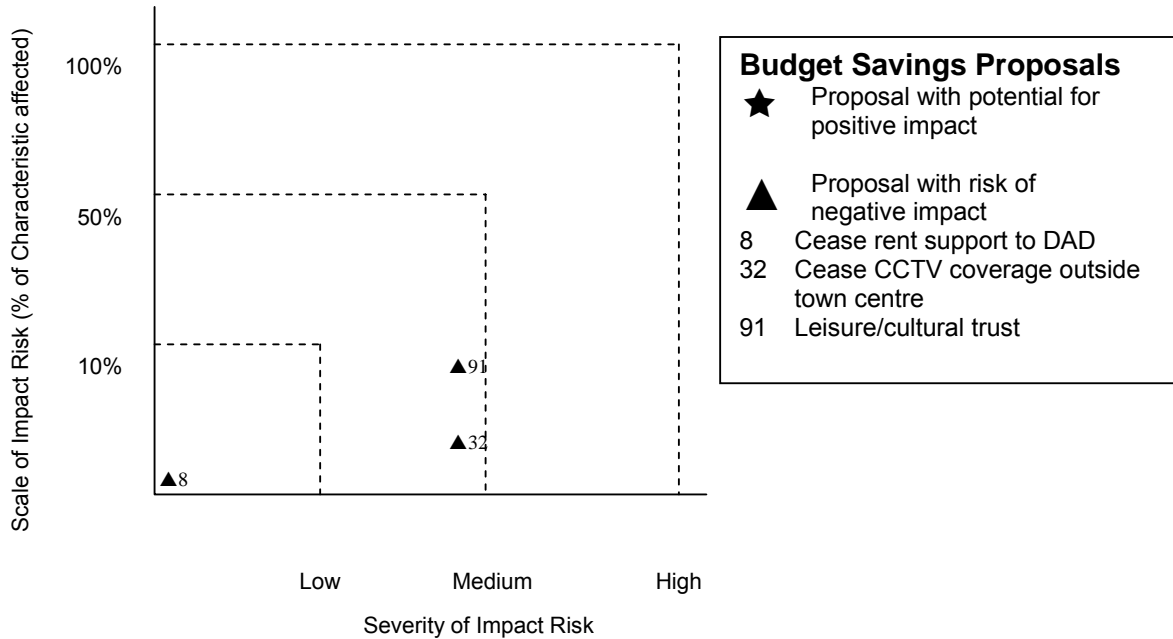
Date	Budget Reduction or Other Change	Impact
	No further impacts specific to this characteristic identified, other than those stated within the cumulative risk impact narrative.	

Medium Term Financial Plan 2012-16

Equalities Risk Appraisal

Protected Characteristic: Gender Reassignment

This template does not constitute an equalities impact assessment. It is an initial appraisal of risk to the protected characteristic of cumulative impacts arising from the budget savings options being considered for inclusion in the MTFP 2012-16. Its purpose is to inform decision makers about the potential impact of savings options. Full EIA will be carried out through engagement with at risk groups following decisions on the options to be carried forward for further consideration.



Cumulative Impact Risk Appraisal Narrative:

A lack of data hampers appraisal of this protected characteristic, but risks are considered to be limited for this set of proposals. DAD is a reporting centre for hate crime and proposal 8 to cease rent support to DAD therefore poses a risk, but this is limited and manageable. Cessation of CCTV coverage (32) in outlying areas could pose a risk in terms of vulnerability and personal safety. The Arts Centre is regarded as a welcoming and safe meeting place for LGBT groups, and by extension to people going through gender reassignment, and proposal 90, Leisure/Cultural Trust, poses a risk if equalities policies are not embedded and pursued to maintain this safe environment in future facilities.

Changes in External Environment	Impact
<p>Welfare Services:</p> <p>No disproportionate impact on this characteristic, however some individuals may be affected by the Welfare reform changes detailed in the Unemployed/Low Income template.</p>	
<p>Health:</p> <p>GP Commissioning consortia could lead to further geographical disaggregation of services</p>	
<p>Community Safety and Policing:</p> <p>The reduction in number of Police Officers could combine with proposals 32 and 8 to affect the reporting and tackling of hate crime, which could impact on people with this characteristic.</p>	Low
<p>Housing Benefit Reforms:</p> <ul style="list-style-type: none"> No disproportionate impact on this characteristic, however some individuals may be affected by the Housing Benefit reform changes detailed in the Unemployed/Low Income template. 	
<p>Transport</p> <p>No risks identified</p>	

Legacy Impacts

The following table lists changes that have impacted on the protected characteristic arising from the in-year budget reductions implemented in the summer of 2010 and from the reduction proposals included in the MTFP 2011-15.

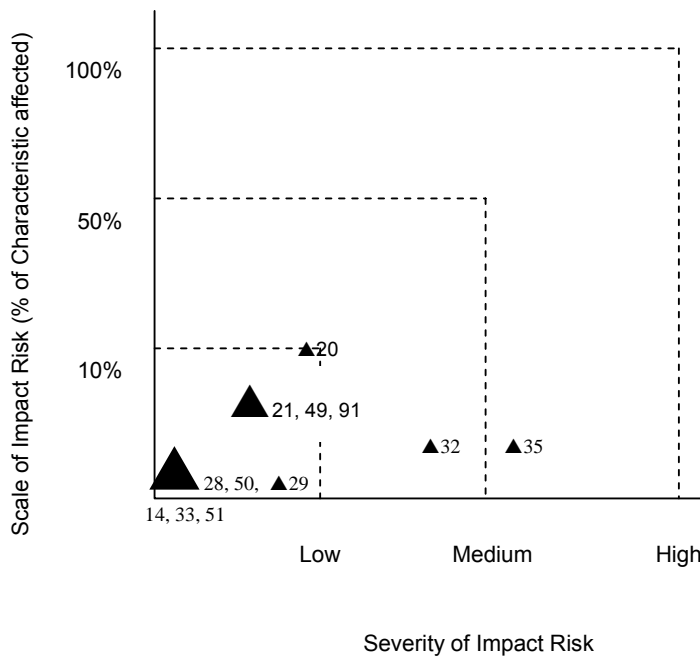
Date	Budget Reduction or Other Change	Impact
2010	Reduction in anti social behaviour team	
	No impacts specific to this characteristic identified, other than those stated within the cumulative risk impact narrative.	

Medium Term Financial Plan 2012-16

Equalities Risk Appraisal

Protected Characteristic: Pregnancy and Maternity

This template does not constitute an equalities impact assessment. It is an initial appraisal of risk to the protected characteristic of cumulative impacts arising from the budget savings options being considered for inclusion in the MTFP 2012-16. Its purpose is to inform decision makers about the potential impact of savings options. Full EIA will be carried out through engagement with at risk groups following decisions on the options to be carried forward for further consideration.



Budget Savings Proposals

- ★ Proposal with potential for positive impact
 - ▲ Proposal with risk of negative impact
- | | |
|----|-------------------------------------|
| 14 | Welfare Rights Service |
| 20 | Review of Early Years/Childcare |
| 21 | Parenting programmes |
| 28 | Supported bus service review |
| 29 | Review parking charges |
| 32 | Cessation of outlying CCTV |
| 35 | Review of Library Service |
| 49 | Childcare sufficiency audit |
| 50 | Re-use of commissioning budget |
| 51 | Convert school crossings to signals |
| 91 | Leisure/Cultural Trust |

Note: larger triangles simply denote two or more proposals mapped at the same point on the chart as having similar scale/severity.

Cumulative Impact Risk Appraisal Narrative:

Risks to the Pregnancy and Maternity characteristic fall into four groups:

- Potential reductions in services supporting parents of young children, particularly those on low incomes – review of Early Years and Childcare Development (20) and Parenting Programmes (21); and the possible effects of the review of libraries (35) on access to facilities by parents with young children. The proposal relating to the re-use of the commissioning budget (50) could represent an opportunity cost to services for parents/young children
- Mobility and affordability for some people, particularly for single parents on low incomes, arising from the reduction in supported bus services (28) and review of parking charges (29)
- Parents – particularly young mums – may feel more vulnerable as a result of turning off CCTV coverage in outlying areas (32)
- The Leisure/Cultural Trust (91) is included because the Arts Centre is a breast-feeding friendly venue. Dependent on the scope of a future trust, other leisure facilities could be included and the Dolphin Centre in particular provides a welcoming venue for parents with young children (Thursday lunchtimes in particular). It will be important to ensure that future arrangements embed equalities policies that maintain this welcome to parents, babies and toddlers.

Changes in External Environment	Impact
<p>Welfare Services:</p> <p>There is potential for individuals with this protected characteristic to be affected by the Welfare changes included in the Unemployed/Low Income template.</p>	
<p>Health:</p> <p>Shift towards regional treatment centres (Stroke, Children's Cardiac, A&E, Mental Health) favours clinical priorities (better treatment and outcomes?) versus accessibility to services and for visitors.</p> <p>GP Commissioning consortia could lead to further geographical disaggregation of services</p>	
<p>Community Safety and Policing: No specific impact has been identified to date for individuals with this specific protected characteristic.</p>	
<p>Housing Benefits</p> <ul style="list-style-type: none"> • Restricting Local Housing Allowance (LHA) to the 4 bedroom rate will impact on larger families • Cut to Local Housing Allowance will impact on 2500 households tenants would have to top-up allowance or move to less suitable accommodation • Withdrawal of any surplus of benefit over rent level– loss of up to £15 per week for some tenants • Non-dependent deductions will be increased. • Proposal to replace Council Tax Benefit with a locally administered rebate scheme. This will affect people of working age. • Local support will replace Community Care Grants and Crisis Loans for living expenses. 	
<p>Transport</p> <p>External changes are dependent on the response of bus operators to the cessation of Supported Bus contracts</p>	

Legacy Impacts

The following table lists changes that have impacted on the protected characteristic arising from the in-year budget reductions implemented in the summer of 2010 and from the reduction proposals included in the MTFP 2011-15.

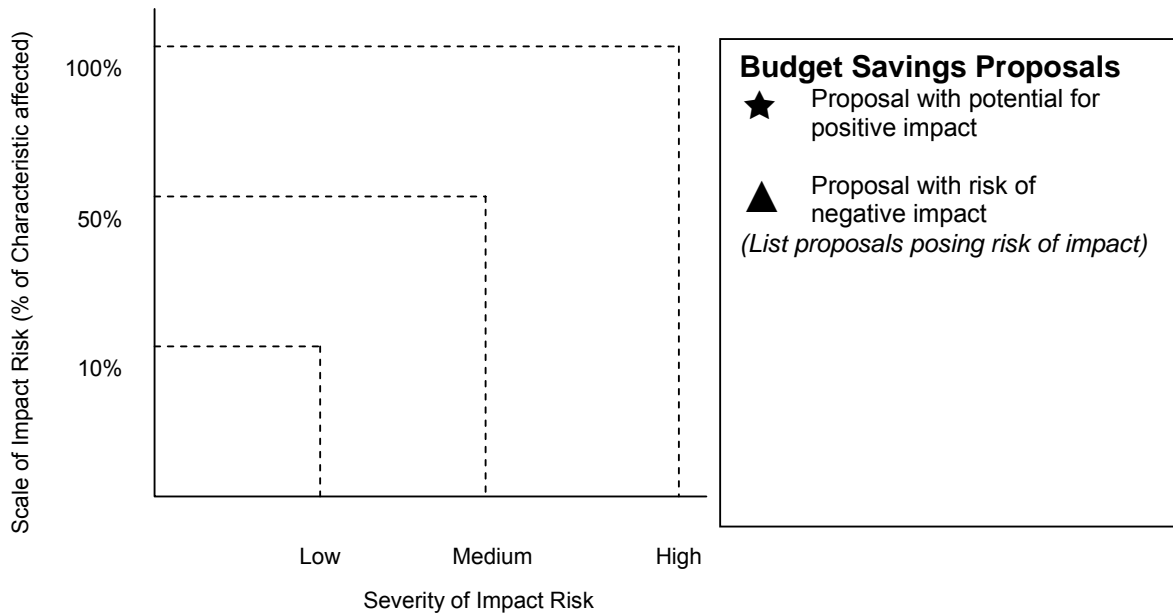
Date	Budget Reduction or Other Change	Impact
2011/12 MTFP	Early Years Inclusion Review, Early Intervention and Prevention changes, changes in Children's centres, youth services, Connexions.	
	Strategic Funding of Third Sector Graduate funding changes.	
	No further impacts specific to this characteristic identified, other than those stated within the cumulative risk impact narrative.	

Medium Term Financial Plan 2012-16

Equalities Risk Appraisal

Protected Characteristic: Marriage and Civil Partnership

This template does not constitute an equalities impact assessment. It is an initial appraisal of risk to the protected characteristic of cumulative impacts arising from the budget savings options being considered for inclusion in the MTFP 2012-16. Its purpose is to inform decision makers about the potential impact of savings options. Full EIA will be carried out through engagement with at risk groups following decisions on the options to be carried forward for further consideration.



Cumulative Impact Risk Appraisal Narrative:
 No risks to this protected characteristic have been identified

Changes in External Environment	Impact
Welfare Services: no impacts relating to this specific protected characteristic have been identified.	
Health: no impacts relating to this specific protected characteristic have been identified.	
Community Safety and Policing: no impacts relating to this specific protected characteristic have been identified.	
Housing Benefits: no impacts relating to this specific protected characteristic have been identified.	
Transport: no impacts relating to this specific protected characteristic have been identified.	

Legacy Impacts

The following table lists changes that have impacted on the protected characteristic arising from the in-year budget reductions implemented in the summer of 2010 and from the reduction proposals included in the MTFP 2011-15.

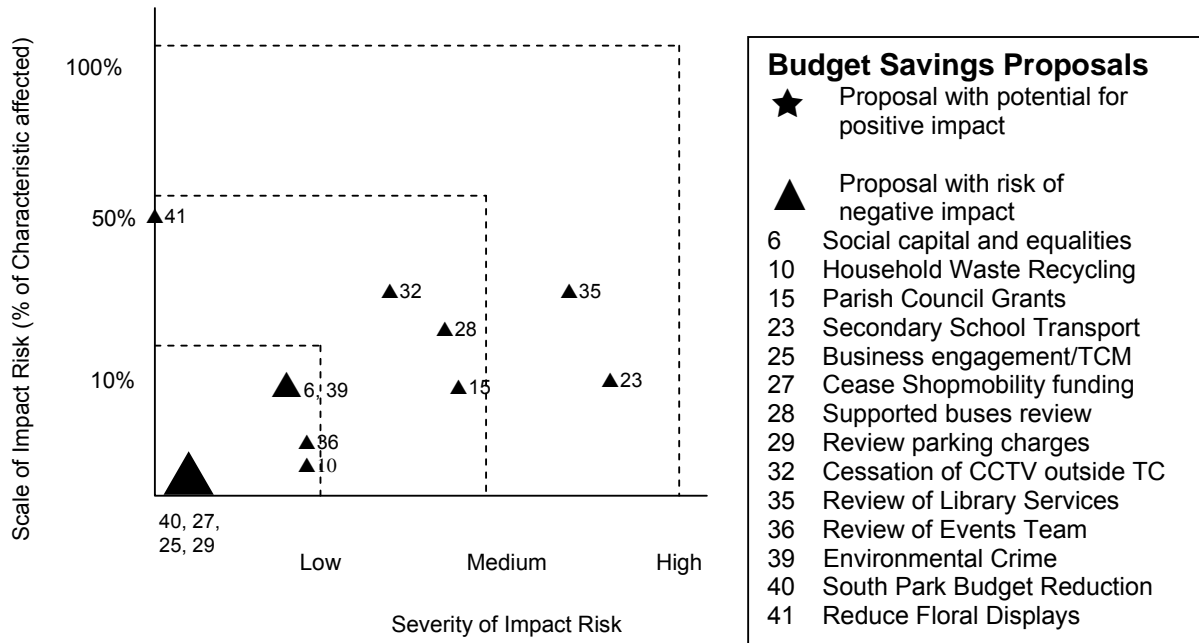
Date	Budget Reduction or Other Change	Impact
	No impacts relating to this specific protected characteristic have been identified.	

Medium Term Financial Plan 2012-16

Equalities Risk Appraisal

Protected Characteristic: Geographical Impacts

This template does not constitute an equalities impact assessment. It is an initial appraisal of risk to the protected characteristic of cumulative impacts arising from the budget savings options being considered for inclusion in the MTFP 2012-16. Its purpose is to inform decision makers about the potential impact of savings options. Full EIA will be carried out through engagement with at risk groups following decisions on the options to be carried forward for further consideration.



Note: larger triangles simply denote two or more proposals mapped at the same point on the chart as having similar scale/severity.

Cumulative Impact Risk Appraisal Narrative:

There are a number of proposals that pose a risk of disproportionate impact on a geographical basis. The most significant have been identified as follows:

- The review of social capital, community engagement and equalities budgets (6) will reduce the capacity to engage and work directly with particular communities or wards on an ongoing basis. The review of the Events Team (36) is likely to have a similar effect on capacity, with a potential risk to events in the town centre in particular.
- Ceasing Shopmobility funding (27) also poses a risk to the town centre – if users have to pay for the service, there could be a reduction in visits and trade. Changes to town centre management (TCM – 25) could also impact on the town centre, although there is the scope for positive impacts from the new approach that is being introduced. Review of parking charges may also impact on town centre visits and trade, as well as inner urban areas with residents’ parking.
- The review of library services (35) could affect particular areas of the borough depending on proposals coming out of the review.
- Cessation of outlying CCTV coverage will obviously have a geographic dimension focused on local shopping parades and ASB ‘hotspots’ often in more deprived areas. The proposal for Household Waste Recycling (10) could combine with this to lead to environmental deterioration in some areas through increased fly-tipping and graffiti
- Reduction in supported bus services (28) will affect the areas that have services currently, with particular risks to rural areas. Rural areas will also be at risk from the Parish Council grants proposal. The extent of this risk, and the impact on other protected characteristics (which could be significant) cannot be ascertained until information on how Parishes use the grant is available.

<ul style="list-style-type: none"> Any changes to 3rd sector funding, commissioning and procurement of support services etc, could impact on vulnerable individuals residing in the more deprived wards. 	
Changes in External Environment	Impact
<p>Welfare Services: Profiles of claimants of welfare provision within the Borough of Darlington indicate higher levels of utilisation within particular wards. This is influenced by a number of factors including the concentration of particular types of tenure of accommodation, higher levels of social housing/private rented.</p> <p>The proposed changes in welfare have been detailed within the low income/unemployment protected characteristic template.</p> <p>Potential impact on town centre and local businesses through loss of money from the local economy – calculations suggest up to £3 million could be taken out of circulation locally through combined welfare and housing benefit changes.</p>	
<p>Health: Geographical consolidation of specialist services – Stroke Unit (Durham), Children’s Cardiac (Newcastle to Leeds?) Mental Health Trust, GP commissioning may buy services from providers across a wide area – all geographical impacts on access to health services.</p>	
<p>Community Safety and Policing: The reduction in number of Police Officers could combine with proposals 32 to affect the reporting and tackling of hate crime, which could impact on people with to a greater extent on some localities.</p>	
<p>Housing Benefit Reforms Benefit changes are likely to increase pressure on private rented sector (raised age limit for self-contained accommodation means more people seeking bedsit/shared facilities; under occupancy rules may force people into smaller units). An across the board reduction Local Housing Allowance reduction will impact on people in private rented accommodation.</p> <p>The revisions to Housing Benefit are detailed within the unemployed/low income template, these revisions will impact upon certain wards in the borough to greater extent than others.</p> <p>Further stress on areas of private rented accommodation through overall reductions in housing benefit will put pressure on rents and could have subsequent implications on property conditions and living standards.</p>	
<p>Transport External changes are dependent on the response of bus operators to the cessation of Supported Bus contracts</p> <p>Potential for linked impacts relating to specific transport proposals, particularly, proposal 24 review of adult social care transport.</p>	

Legacy Impacts

The following table lists changes that have impacted on the protected characteristic arising from the in-year budget reductions implemented in the summer of 2010 and from the reduction proposals included in the MTFP 2011-15.

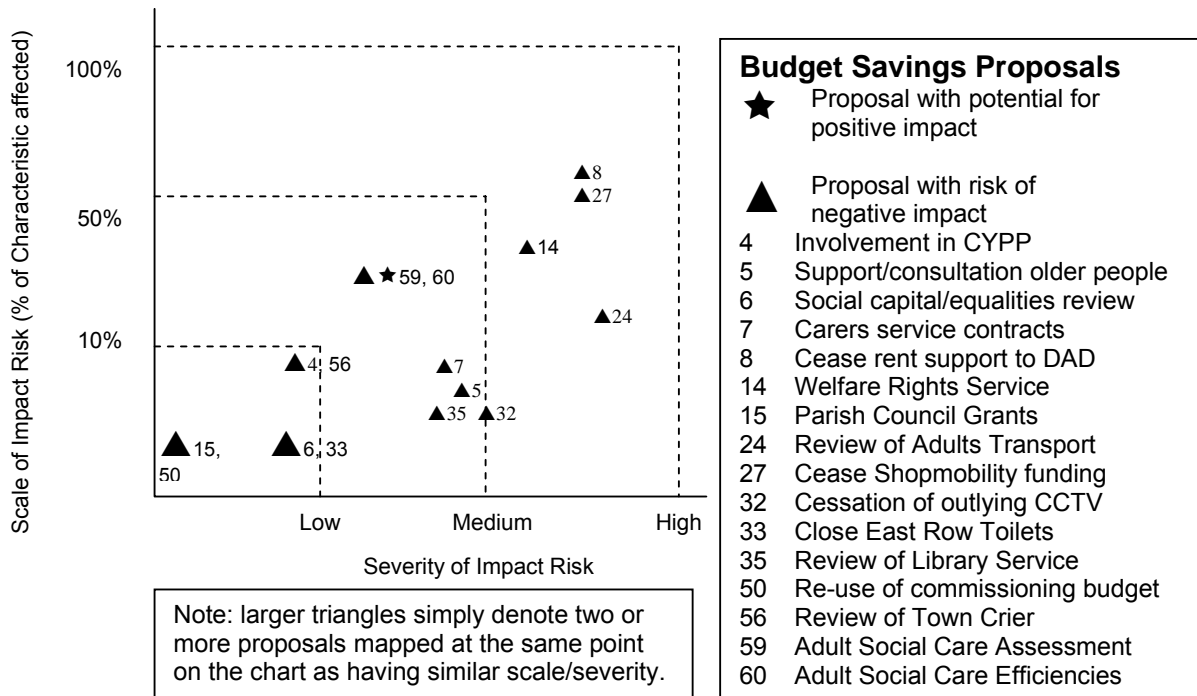
Date	Budget Reduction or Other Change	Impact
2011/12	Reduction in supported bus network; reduction in anti-social behaviour team; Early intervention and prevention changes affecting children’s centres; shift away from focus on working in priority wards Community safety grant reduction.	
2010	Concessionary Fares Changes Withdrawal of Taxi Vouchers Cessation of Ring a Ride	

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Equalities Risk Appraisal

Protected Characteristic: Carers

This template does not constitute an equalities impact assessment. It is an initial appraisal of risk to the protected characteristic of cumulative impacts arising from the budget savings options being considered for inclusion in the MTFP 2012-16. Its purpose is to inform decision makers about the potential impact of savings options. Full EIA will be carried out through engagement with at risk groups following decisions on the options to be carried forward for further consideration.



Cumulative Impact Risk Appraisal Narrative:

The risks to carers are strongly correlated to the risks to the Age characteristic (both older and CYP) and to Disability. Key areas of risk are as follows:

- Potential service reductions affecting carers – the Carers’ Service Contracts proposal (7) concerns support services commissioned from DAD. This could combine with ceasing rent support to DAD (8) and Shopmobility funding (27) to impact on carers.
- Reductions in engagement and consultation capacity (5) and (6) could impact on work with carers and the people they care for to identify and address needs. Reduced consultation in the preparation of the CYPP (4) would reinforce this risk for parents and carers of children.
- As with the Older and Disabled characteristics, proposals affecting Adult Social Care (59 & 60) could have both positive and negative effects on carers, depending on how they are developed in detail.
- Loss of access to information and guidance on benefits and legal and other issues through the reduction or cessation of the Welfare Rights Service (14) could be a significant risk for carers. The reduced frequency of the Town Crier (56) could also reduce access to information on services.
- The review of Adults Transport (24) could put pressure on carers to provide alternative transport to day care and other services
- The closure of East Row toilets could be a risk for carers who need easy access to toilet facilities when in town with the people they care for.
- Parish Council grants proposal (15) is included here – there is a lack of information on how grants are used, but if they provide day care services, luncheon clubs, etc, then there could be an impact on carers.
- Cessation of outlying CCTV (32) could increase the vulnerability of older and disabled people and their carers as targets for ASB and hate crime, or by increasing people’s feelings of insecurity.

- The review of the library service (35) could undermine access to facilities and options for getting out of the home for carers in particular areas of the borough.

Changes in External Environment	Impact
<p>Welfare Services:</p> <p>Associated impact relating to Disability Living Allowance, changes to Personal Independent Payments (PIP) which will require recipients to be reassessed and will affect people under retirement age. This shift is likely to reduce claimants by 20% - 3810 people receive DLA in D'ton, this could potentially result in a loss of £2.1M from local economy. Potential for an overall reduction in household income.</p> <p>Associated impacts for carers who are in receipt of /or support individuals who are in receipt of the following:-</p> <ul style="list-style-type: none"> • ESA – time-limited contributory ESA for those in work related activity groups (3870 people affected) will be moved onto Job Seekers Allowance (50% of people), 20% will move onto other benefits and 30% will lose benefits altogether (1160 in Darlington with loss of up to £36/week). • Concessionary Youth ESA will be abolished – impacts on recipients under 25. <p>The introduction of Universal credit which is intended to be applied for online, and will encompass child tax credit, housing benefit, income related employment and support allowance, income based jobseekers allowance, income support, social fund budgeting loans and working tax credit – this could exclude or challenge some entitled people, especially people with Learning Disabilities and/or physical impairments.</p> <p>Reduced Tribunal Support</p>	
<p>Health:</p> <p>Shift towards regional treatment centres (Stroke, Children's Cardiac, A&E, Mental Health) favours clinical priorities (better treatment and outcomes?) versus accessibility to services and for visitors.</p> <p>GP Commissioning consortia could lead to further geographical disaggregation of services</p>	
<p>Community Safety and Policing:</p> <p>The reduction in number of Police Officers could combine with proposals 32 to affect the reporting and tackling of hate crime, which could impact on people with this characteristic.</p>	
<p>Housing Benefits:</p> <p>Housing Benefits – reduction in non-dependent deductions potentially leading to non-dependents being required to move out of the family home: increased demand on accommodation;</p> <p>Introduction of room allowance for non-resident carer is a positive change to housing benefit regulations.</p> <p>Housing benefit regulation changes – key headlines effective from 1st January:</p> <ul style="list-style-type: none"> • Restricting Local Housing Allowance (LHA) to the 4 bedroom rate will impact on larger families • Cut to Local Housing Allowance will impact on 2500 households tenants would have to top-up allowance or move to less suitable accommodation • Withdrawal of any surplus of benefit over rent level– loss of up to £15 per week for some tenants • Shared Rooms Rate raised from age 25 to 35, so single people under 35 will have more restricted accommodation options, it has been identified that it will affect 259 individuals by £22 per week. There are proposed exemptions for people who have been accommodated within hostels, Young People Leaving Care, and Multi Agency Public Protection Individuals. (MAPPA) 	

<ul style="list-style-type: none"> • Under occupancy of social housing rules will require people in larger accommodation to move, this may be particularly detrimental for vulnerable groups. • Non-dependent deductions will be increased. • Proposal to replace Council Tax Benefit with a locally administered rebate scheme. This will affect people of working age. • Local support will replace Community Care Grants and Crisis Loans for living expenses. 	
<p>Transport</p> <p>External changes are dependent on the response of bus operators to the cessation of Supported Bus contracts</p> <p>Potential for linked impacts relating to specific transport proposals, particularly, proposal 24 review of adult social care transport.</p>	

Legacy Impacts

The following table lists changes that have impacted on the protected characteristic arising from the in-year budget reductions implemented in the summer of 2010 and from the reduction proposals included in the MTFP 2011-15.

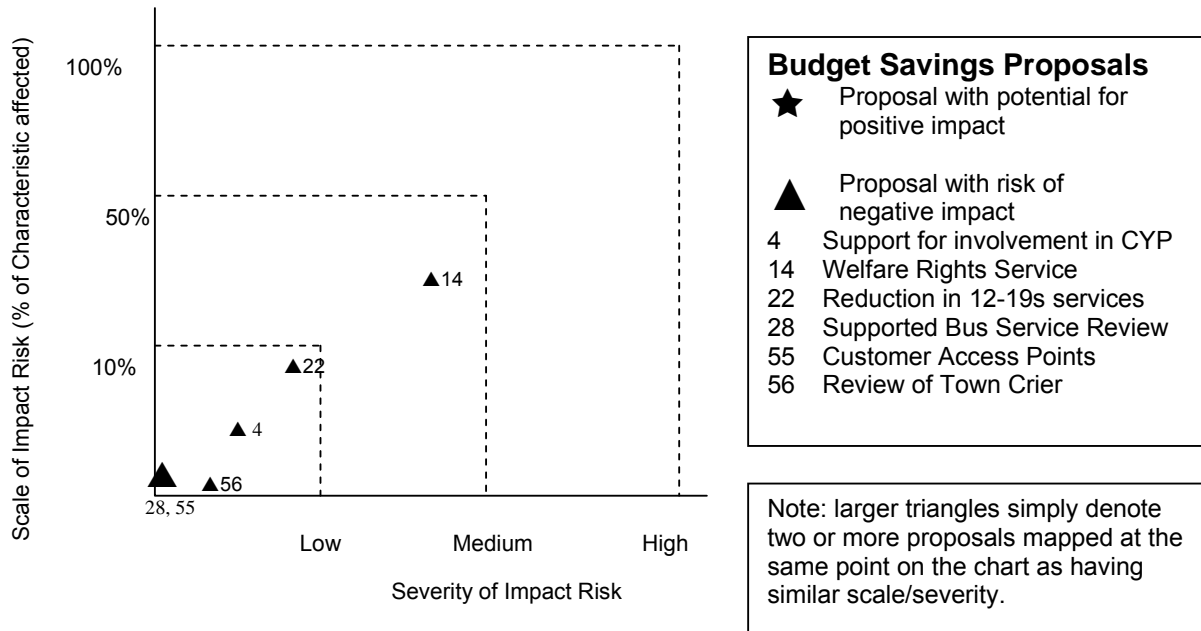
Date	Budget Reduction or Other Change	Impact
In year changes	Mental Health and Older Person's Day Opportunities service changes (Commissioning and Procurement). Review of Adults Learning Disability Support – CHC funding, in-house service provision; further consideration of day opportunities reductions; review of in-house supported living Changes to bathing service Residential care fees change Carer break vouchers Review of extra care housing/lifeline services Brokerage and direct payment review Review of resource allocation system Fairer Charging Policy implementation	
2011/12 MTFP	Review of Eligibility Criteria and Severe Disability Premium Disregard – impact assessments carried out during 2011, but proposals not yet formally determined Supported Buses – 100k reduction Strategic Funding of Third Sector Early Years Inclusion Review, Early Intervention and Prevention changes, changes in Children's centres, youth services, Connexions.	
2010	Concessionary Fares Changes Withdrawal of Taxi Vouchers Cessation of Ring a Ride Reduction in anti social behaviour team	
	No further impacts specific to this characteristic identified, other than those stated within the cumulative risk impact narrative	

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Equalities Risk Appraisal

Protected Characteristic: Young People Leaving Care

This template does not constitute an equalities impact assessment. It is an initial appraisal of risk to the protected characteristic of cumulative impacts arising from the budget savings options being considered for inclusion in the MTFP 2012-16. Its purpose is to inform decision makers about the potential impact of savings options. Full EIA will be carried out through engagement with at risk groups following decisions on the options to be carried forward for further consideration.



Cumulative Impact Risk Appraisal Narrative:
 Risks for this protected characteristic relate to access to and engagement in services. The key risks relate to:

- Potential loss of access to information and advice on benefits, legal and other issues as a result of the reduction or cessation of the Welfare Rights service (14).
- Combined with the above, the reduction in careers and work-related advice and wider advice, support and involvement through the Youth Service (22- 12-19s service reductions) could be a particular risk for people with this characteristic
- Other risks are considered to be low: the loss of bus services (28) could be an issue for this vulnerable group. The Town Crier proposal (56) is included as a marginal risk in this and a number of other templates because it could reduce access to useful information. This could combine with any changes to Customer Access facilities to Council services to dissuade some people in this group from approaching the services they need

Changes in External Environment	Impact
Welfare Services: ESA – time-limited contributory ESA for those in work related activity groups (3870 people affected) will be moved onto Job Seekers Allowance (50% of people), 20% will move onto other benefits and 30% will lose benefits altogether. Concessionary Youth ESA will be abolished – impacts on recipients under 25. The introduction of Universal credit which is intended to be applied for online, and will encompass child tax credit, housing benefit, income related employment and support allowance, income based jobseekers allowance, income support, social fund budgeting loans	

and working tax credit – the application process could exclude or challenge some entitled people.	
Health: No specific impact has been identified in relation to this particular protected characteristic.	
Community Safety and Policing: No specific impact has been identified in relation to this particular protected characteristic.	
<p>Housing Benefits</p> <ul style="list-style-type: none"> • Shared Rooms Rate raised from age 25 to 35, so single people under 35 will have more restricted accommodation options, it has been identified that it will affect 259 individuals by £22 per week. There are proposed exemptions for people who are Young People Leaving Care up until the age of 22, however, post 22 there will be a restriction for a period to the shared accommodation rate. • Proposal to replace Council Tax Benefit with a locally administered rebate scheme. This will affect people of working age. • Local support will replace Community Care Grants and Crisis Loans for living expenses. 	
<p>Transport</p> <p>No specific impact has been identified in relation to this particular protected characteristic.</p>	

Legacy Impacts

The following table lists changes that have impacted on the protected characteristic arising from the in-year budget reductions implemented in the summer of 2010 and from the reduction proposals included in the MTFP 2011-15.

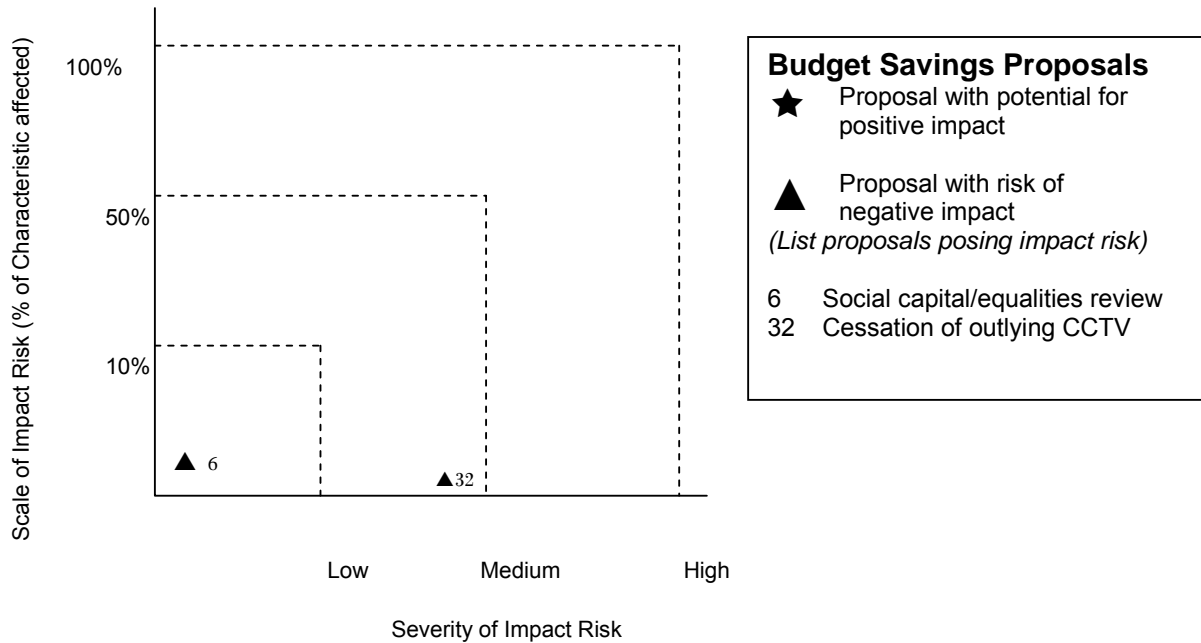
Date	Budget Reduction or Other Change	Impact
2011/12 MFTP	Early Years Inclusion Review, Early Intervention and Prevention changes, changes in Children's centres, youth services, Connexions.	
2011/12	Strategic Funding of Third Sector	
	No further impacts specific to this characteristic identified, other than those stated within the cumulative risk impact narrative	

Medium Term Financial Plan 2012-16

Equalities Risk Appraisal

Protected Characteristic: Gypsies and Travellers

This template does not constitute an equalities impact assessment. It is an initial appraisal of risk to the protected characteristic of cumulative impacts arising from the budget savings options being considered for inclusion in the MTFP 2012-16. Its purpose is to inform decision makers about the potential impact of savings options. Full EIA will be carried out through engagement with at risk groups following decisions on the options to be carried forward for further consideration.



Cumulative Impact Risk Appraisal Narrative:
 Risks to this characteristic of disproportionate impacts appear to be very limited. The review of social capital, community engagement and equalities budgets (6) will reduce engagement capacity and the cessation of outlying CCTV (32) could increase the threat of violence of anti-social behaviour. Other risks of loss of access to various services, particularly around Early Years, general support services are the same as for other groups and characteristics.

Changes in External Environment	Impact
Welfare Services: There is potential for individuals with this protected characteristic to be affected by the Welfare changes included in the Unemployed/Low Income template.	
Health: Shift towards regional treatment centres (Stroke, Children’s Cardiac, A&E, Mental Health) favours clinical priorities (better treatment and outcomes?) versus accessibility to services and for visitors. GP Commissioning consortia could lead to further geographical disaggregation of services	
Community Safety and Policing: The reduction in number of Police Officers could combine with proposals 32 to affect the	

reporting and tackling of hate crime, which could impact on people with this characteristic.	
Housing Benefits There is potential for individuals within this protected characteristic to be affected by the Housing Benefit changes included in the Unemployed/Low Income template.	
Transport No specific impact against this particular characteristic identified.	

Legacy Impacts

The following table lists changes that have impacted on the protected characteristic arising from the in-year budget reductions implemented in the summer of 2010 and from the reduction proposals included in the MTFP 2011-15.

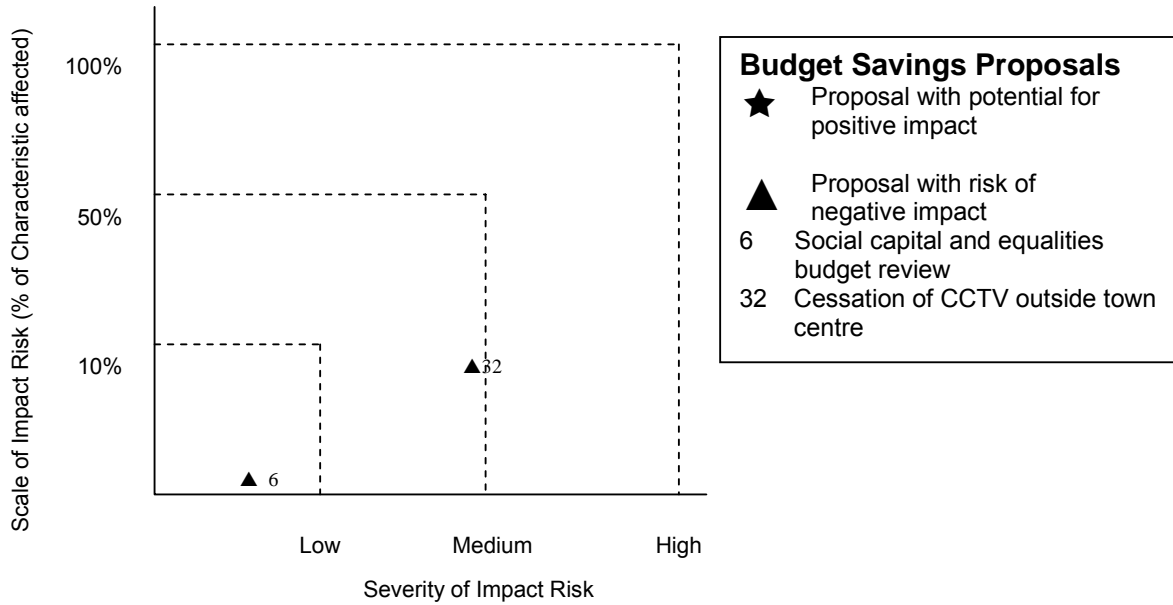
Date	Budget Reduction or Other Change	Impact
2011/12	Early Years Inclusion Review, Early Intervention and Prevention changes, changes in Children's centres, youth services, Connexions.	
2011/12 MTFP	Strategic Funding of Third Sector	
	No further impacts specific to this characteristic identified, other than those stated within the cumulative risk impact narrative	

Medium Term Financial Plan 2012-16

Equalities Risk Appraisal

Protected Characteristic: Refugees and Asylum Seekers

This template does not constitute an equalities impact assessment. It is an initial appraisal of risk to the protected characteristic of cumulative impacts arising from the budget savings options being considered for inclusion in the MTFP 2012-16. Its purpose is to inform decision makers about the potential impact of savings options. Full EIA will be carried out through engagement with at risk groups following decisions on the options to be carried forward for further consideration.



Cumulative Impact Risk Appraisal Narrative:
 Risks from this set of proposals are limited. More significant impacts for Asylum Seekers would arise from changes to available support from third sector support services.

Changes in External Environment	Impact
Welfare Services: Refugees who have been granted indefinite leave to remain are able to access benefits. People granted with indefinite leave will be affected by the Welfare changes included in the Unemployed/Low Income template.	
Health: No specific impact against this particular characteristic identified.	
Community Safety and Policing: The reduction in number of Police Officers could combine with proposals 32 to affect the reporting and tackling of hate crime, which could impact on people with this characteristic.	
Housing Benefits People granted with indefinite leave will be affected by the Housing Benefit changes included in the Unemployed/Low Income template.	
Transport: No specific impact against this particular characteristic identified.	

Legacy Impacts

The following table lists changes that have impacted on the protected characteristic arising from the in-year budget reductions implemented in the summer of 2010 and from the reduction proposals included in the MTFP 2011-15.

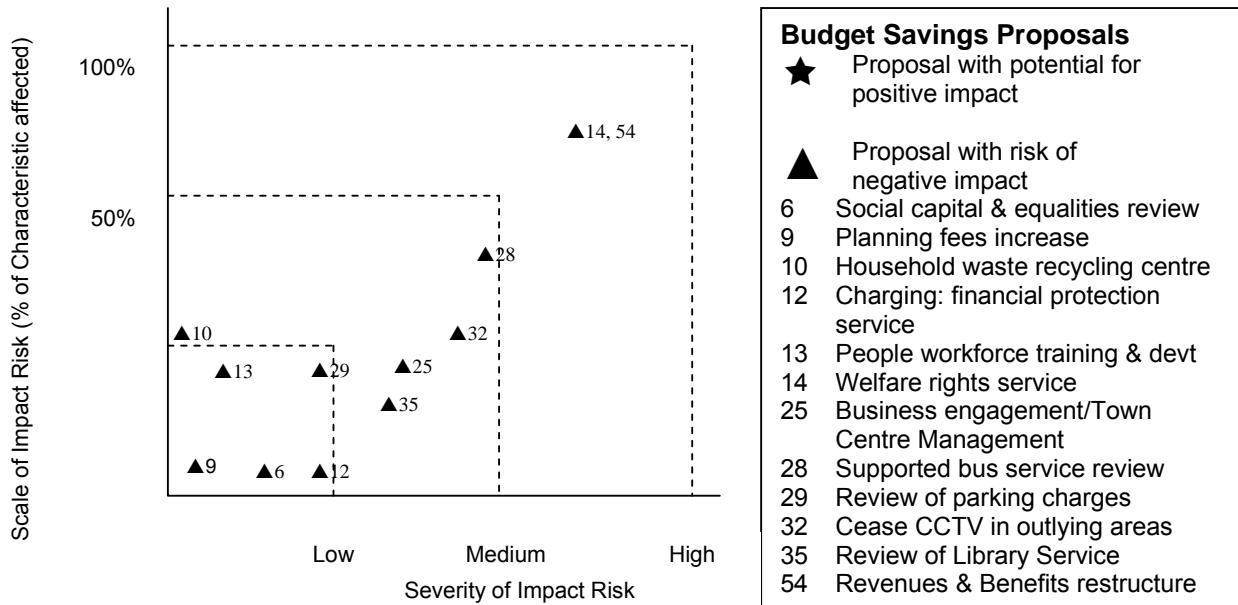
Date	Budget Reduction or Other Change	Impact
	No impacts specific to this characteristic have been identified	

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Equalities Risk Appraisal

Protected Characteristic: Unemployed and Low Income

This template does not constitute an equalities impact assessment. It is an initial appraisal of risk to the protected characteristic of cumulative impacts arising from the budget savings options being considered for inclusion in the MTFP 2012-16. Its purpose is to inform decision makers about the potential impact of savings options. Full EIA will be carried out through engagement with at risk groups following decisions on the options to be carried forward for further consideration.



Cumulative Impact Risk Appraisal Narrative:

Most risks relate to proposals that could impact on disposable income and affordability for low income groups. These include:

- 10 – having to pay for disposal of some items of waste currently accepted freely at HWRC; this could increase fly-tipping in deprived areas and urban fringe
- 12 – charging for the financial protection service may affect older people on low incomes
- 13 - People workforce training and development – risk is to development of low paid workers both in Council and in Third Sector
- 14 – reduction or cessation of Welfare Rights service would impact on unemployed/low paid in terms of information and guidance around benefits
- 25 – business engagement – probably very low risk, but if review led to cessation of skills and into-work programmes, would be significant impact on unemployed, particularly in target areas
- 28 – cessation of supported bus services would impact generally on transport options for people on low incomes and particularly on access to employment in early mornings
- 29 – review of parking charges could increase cost of parking generally, with disproportionate impact on people with lower incomes, and specifically on costs of residents' parking in areas around town centre where people on lower incomes tend to live
- 54 – Revenues and Benefits Restructure – risk of reduced performance that would impact most on benefits recipients.

As well as these income/affordability related risks, proposal 6 would reduce engagement with priority communities. Proposal 9 poses marginal risks, but might affect development and therefore construction jobs. Proposal 32 – CCTV outside Town Centre covers shopping parades and parks, but also 'hotspots' that tend to be in more deprived areas, posing a risk to personal security and perceptions of safety

Changes in External Environment	Impact
<p>Welfare Services:</p> <p>ESA – time-limited contributory ESA for those in work related activity groups (3870 people affected) will be moved onto Job Seekers Allowance (50% of people), 20% will move onto other benefits and 30% will lose benefits altogether.</p> <p>Concessionary Youth ESA will be abolished – impacts on recipients under 25.</p> <p>Disability Living Allowance recipients are subject to reassessment and will affect people under retirement age.</p> <p>Social Funds will be localised, this may impact upon older people, depending on how it is implemented by the Council.</p> <p>Cap on total benefits to be introduced at a maximum of £500 per week.</p> <p>The introduction of Universal credit which is intended to be applied for online, and will encompass child tax credit, housing benefit, income related employment and support allowance, income based jobseekers allowance, income support, social fund budgeting loans and working tax credit – the application process could exclude or challenge some entitled people.</p>	
<p>Health: Shift towards regional treatment centres (Stroke, Children’s Cardiac, A&E, Mental Health) favours clinical priorities (better treatment and outcomes?) versus accessibility to services and for visitors.</p> <p>GP Commissioning consortia could lead to further geographical disaggregation of services</p>	
<p>Community Safety and Policing: The reduction in number of Police Officers could combine with proposal 32 to affect the reporting and tackling of hate crime, which could impact on people with this characteristic.</p>	
<p>Housing Benefits</p> <ul style="list-style-type: none"> • Housing benefit regulation changes – key headlines effective from 1st January: • Reduction in five bedroom rate will impact on larger families • Cut to Local Housing Allowance paid to people in private rented sector – impact on 2500 households • Withdrawal of any surplus of benefit over rent – loss of up to £15 per week for some tenants • Shared Rooms Rate raised from age 25 to 35, so people under 35 will have more restricted accommodation options • Under occupancy of social housing rules will require people in larger accommodation to move. • Non-dependent deductions to housing benefit will be increased. • Proposal to replace Council Tax Benefit with a locally administered rebate scheme. This will affect people of working age whilst older people will be protected. 	

Legacy Impacts

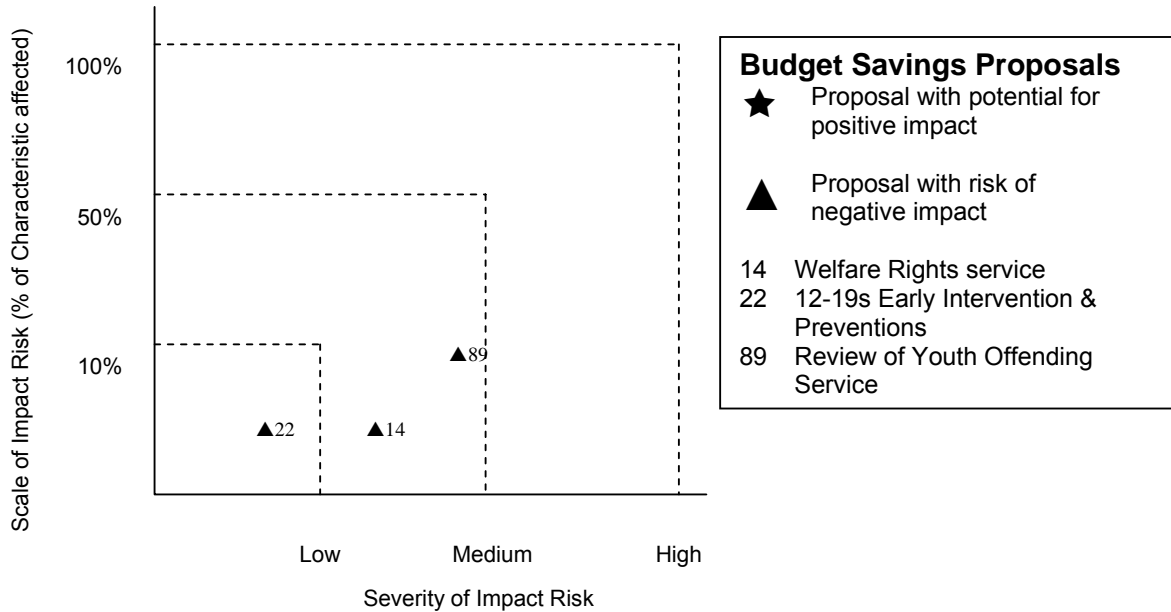
Date	Budget Reduction or Other Change	Impact
2010	Changes to concessionary fares, withdrawal of taxi vouchers	
2011/12	Reduction in supported buses – evening services. This and above could combine with Supported Buses proposal in current savings proposals to limit affordability of transport and access to jobs and services. Parking – removal of 3 for 2 and Sunday charging.	
2011/12	Reducing of income disregard in fairer charging for adult social care – impact on low income individuals and families/households. Loss of low/moderate services under change to eligibility criteria (these two changes have not been approved at this stage)	

Medium Term Financial Plan 2012-16

Equalities Risk Appraisal

Protected Characteristic: People with Spent Criminal Convictions

This template does not constitute an equalities impact assessment. It is an initial appraisal of risk to the protected characteristic of cumulative impacts arising from the budget savings options being considered for inclusion in the MTFP 2012-16. Its purpose is to inform decision makers about the potential impact of savings options. Full EIA will be carried out through engagement with at risk groups following decisions on the options to be carried forward for further consideration.



Cumulative Impact Risk Appraisal Narrative:

Risks to this characteristic specifically are limited, although there is cross-over with risks to unemployed/low income groups and young people in terms of preventative work. The main concerns for this group arise from the cumulative effects of changes to welfare services and benefits combined with the MTFP proposals.

People with this characteristic tend to be some of the most vulnerable people in the borough with low employment rates/prospects, high rates of homelessness, drug and alcohol abuse and mental health issues. Any funding/commissioning changes to third sector could impact on this group – wide range of services commissioned by the Council through numerous providers support community integration, housing provision and tackling behaviours and addictions.

Current proposals presenting a risk include:

- 14 – the reduction or cessation of the Welfare Rights service would reduce access to information and guidance on benefits, legal support and other individual issues and needs
- 22 – the reduction in services to 12-19s would both limit support to young offenders and reduce capacity to work with people at risk of offending.
- 89 – Review of the Youth Offending Service – risk combined with 22 of reduced capacity to support offenders and those at risk of offending.

Changes in External Environment	Impact
Welfare Services: ESA – time-limited contributory ESA for those in work related activity groups (3870 people affected) it is anticipated that a number will move onto Job Seekers Allowance 50% of people,	Medium

<p>20% will move onto other benefits and 30% will lose benefits altogether.</p> <p>Concessionary Youth ESA will be abolished – impacts on recipients under 25.</p> <p>Disability Living Allowance, changes to Personal Independent Payments (PIP) which will require recipients to be reassessed and will affect people under retirement age.</p> <p>Social Funds will be localised, this may impact upon older people, depending on how it is implemented by the Council.</p> <p>Cap on total benefits to be introduced at a maximum of £500 per week.</p> <ul style="list-style-type: none"> The introduction of Universal credit which is intended to be applied for online, and will encompass child tax credit, housing benefit, income related employment and support allowance, income based jobseekers allowance, income support, social fund budgeting loans and working tax credit – the application process could exclude or challenge some entitled people. 	
Health: No disproportionate impact on this characteristic	
Community Safety and Policing: No disproportionate impact on this characteristic	
<p>Housing Benefits Reforms</p> <p>Housing benefit regulation changes – key headlines effective from 1st January:</p> <ul style="list-style-type: none"> Restricting Local Housing Allowance (LHA) to the 4 bedroom rate will impact on larger families Cut to Local Housing Allowance will impact on 2500 households Withdrawal of any surplus of benefit over rent level– loss of up to £15 per week for some tenants Shared Rooms Rate raised from age 25 to 35, so people under 35 will have more restricted accommodation options, it has been identified that it will affect 259 individuals by £22 per week. There are proposed exemptions for people who have been accommodated within hostels and Multi Agency Public Protection Individuals. (MAPPA) Under occupancy of social housing rules will require people in larger accommodation to move. Non-dependent deductions will be increased. Proposal to replace Council Tax Benefit with a locally administered rebate scheme. This will affect people of working age. Local support will replace Community Care Grants and Crisis Loans for living expenses. 	High
Transport: No disproportionate impact on this characteristic	

Legacy Impacts

The following table lists changes that have impacted on the protected characteristic arising from the in-year budget reductions implemented in the summer of 2010 and from the reduction proposals included in the MTFP 2011-15.

Date	Budget Reduction or Other Change	Impact
2011/12	Early intervention and prevention changes to children's centres, disabled children's and young carers support service review, youth services and connexions have reduced capacity for preventative work with Children and Young People (CYP)	Medium