

EQUALITY IMPACT ASSESSMENT

STRATEGY/ACTION: 2012/2013 Budget Proposal : Merger of Reception Services – Staff without Accommodation	Department: Resources, People and Place
Person responsible for assessment: Cath Whitehead – AD Corporate Services Person responsible for strategy where different from above:	Date of assessment: January 2012

Brief description of strategy, partners and those who will be affected by its delivery:

This is a proposal to combine Customer Services, Central House and Town Hall Reception without significant changes to accommodation. This will impact on services delivered to the community including; users of adult social care, blue badge holders and children services clients who use Central House reception. Elderly users in relation to bus passes currently issued at the Town Hall / Customer Services.

The following financial saving has been identified against this proposal.

2012/13	2013/14	2014/15	2015/16
£000	£000	£000	£000
40	80	80	80

The above savings include an employee impact of 5 employees been reduced to 2.5 FTE, likely to mean to 2/3 people been made redundant and the new service offering a reduced team size.

Introduction

This is a generic document that will require interpretation in particular circumstances. If, after reading the guidance, you require further information on how to implement the assessment, please contact Peter Roberts, Social Enterprise Development Manager
01325 388713

Q.1 Is your strategy and the actions it proposes accessible to everyone within the community? Bear in mind any economic, social, environmental, physical, intellectual, cultural, linguistic, technological or other barriers.

Issue	Yes	No	If yes, what evidence do you have to demonstrate this?	If no, what do you plan to do to remove barriers to access?
Equality Act 2010 Protected characteristics:				
Age	√		Concerns raised at impact assessment at the the lack of continuity and anxiety that this may cause.	Impact assessments will be undertaken at implementation
Disability	√			
Gender reassignment	√			
Pregnancy and Maternity	√			
Race	√			
Religion or belief	√			
Sex	√			
Sexual orientation	√			
Marriage and Civil Partnership	√			
Local Priorities:				
Geographical impacts	√			
Carers				
Young People leaving care				

Issue	Yes	No	If yes, what evidence do you have to demonstrate this?	If no, what do you plan to do to remove barriers to access?
Gypsies & Travellers				
Refugees & Asylum Seekers	√			
Unemployed or low income	√			
People with spent criminal convictions	√	√		
	√			

Q.2 (a) For whatever reason, does your strategy and the actions it proposes treat any group differently from others?

Yes	
No	

If you have answered 'yes', please specify those individuals or groups affected and whether the impact has the potential to be adverse.

(b) What needs to be done to prevent any potentially adverse impact?

Q.3 (a) Does your strategy promote equality? (e.g. does it contain actions that demonstrate a consideration of community cohesion and the needs of the members of Darlington's diverse communities)

Yes	
No	

If you have answered 'yes', please give examples of how equality is promoted.

By maintaining the service in limited / absolute minimum rather than removing / deleting service completely.
 The Council will continue to meet the equality act responsibilities and requirements
 Develop community cohesion and encourage self sufficiency / support and networking amongst community groups.

Q.4 In the past three years, have you consulted with any of the following groups regarding the development of your strategy?

Group	Yes	No	If yes, please summarise evidence (Who? When? What were the outcomes?)	If no, are you satisfied that the strategy has no impact on this group?
Age	√		Consultation events have taken place as part of the 2011/2012 MTFP budget consultation events, these include; <ul style="list-style-type: none"> • Public consultation events specifically targeted for disabled, young people and older people • Town Crier publications • Online forums • Talking Together Events • Staffing road shows and internal communications to employees • Attendance at local community groups and action groups (i.e. DAD) 	
Disability				
Gender reassignment				
Pregnancy and Maternity				
Race				
Religion or belief				
Sex				
Sexual orientation				
Marriage and Civil Partnership				
Geographical impacts				
Carers				
Young people leaving care				

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Refugees & asylum seekers				
Unemployed or low waged				
People with spent criminal convictions				