

**Impact Assessment summary document**

<b><u>Proposal Number</u></b>	<b><u>Title</u></b>	<b><u>Impacts</u></b>	<b><u>Protected Characteristics affected</u></b>
1	3 Year Pay Freeze	<ul style="list-style-type: none"> <li>○ Higher impact on those that are lower paid.</li> <li>○ This will have larger impact on females.</li> <li>○ Impact for age as the majority of term-time only requests are from parents and carers with young children</li> </ul>	Sex Low Paid Age
2	3 Days Unpaid Leave	<ul style="list-style-type: none"> <li>○ Positive impact on carers potentially but will impact negatively on their income</li> <li>○ Impact on low income groups as above</li> </ul>	Sex Low Paid Age
3	Debt Repayment	<ul style="list-style-type: none"> <li>○ Do not sell off local parks as visually impaired children would lose confidence</li> </ul>	Age Disability
4	Reduce support to involve young people in the production of	<ul style="list-style-type: none"> <li>○ Support to the Participation Group will cease but the group will continue</li> <li>○ May reduce amount of consultation and impact assessment work</li> </ul>	Age
5	Review of support and consultation with older adults	<ul style="list-style-type: none"> <li>○ May impact on strength of voice and reduce capacity for service user involvement</li> </ul>	Age
6	Review of Social Capital Talking Together	<ul style="list-style-type: none"> <li>○ Impact on a number of groups including BME Network</li> <li>○ Reduced capacity to support consultation and impact assessment to statutory minimum</li> <li>○ Will reduce support to bid for funding for social cohesion activity</li> </ul>	All protected characteristic groups
7	Carers Support Review of	<ul style="list-style-type: none"> <li>○ Reduced access to support for emotional</li> </ul>	Disabled People Age

	services	<p>well-being could impact on health</p> <ul style="list-style-type: none"> <li>○ Financial well-being as less access to benefit information</li> <li>○ Loneliness – ‘no-one to turn to’</li> <li>○ Large number of impacts raised and high individual impacts</li> </ul>	Carers
8	Cease rent support to DAD	<ul style="list-style-type: none"> <li>○ Potential impact on members of DAD if re-locate services</li> <li>○ May impact viability of third sector organisation</li> </ul>	Disabled People Older People
9	Planning Fees	<ul style="list-style-type: none"> <li>○ No impact identified</li> </ul>	n/a
10	Household Waste	<ul style="list-style-type: none"> <li>○ May impact on low income as charges may apply</li> </ul>	Low Income
11	Cancel Terrorism Insurance	<ul style="list-style-type: none"> <li>○ No impact identified</li> </ul>	n/a
12	Financial Protection Service	<ul style="list-style-type: none"> <li>○ Financial impact on clients. Impact assessment work is ongoing.</li> </ul>	Disabled People
13	Review of people workforce development	<ul style="list-style-type: none"> <li>○ Training around autism is a legal requirement and will continue</li> <li>○ Potential impact on children, parents and carers</li> <li>○ Concern about continuing professional development for staff</li> </ul>	Age Disability Carers
14	Welfare Rights	<ul style="list-style-type: none"> <li>○ 40 people per year would receive no support at benefit appeals</li> <li>○ Longer waiting time for advice and support to vulnerable people and subsequent debt</li> <li>○ Increased levels of anxiety</li> <li>○ 55% of clients are sick/disabled, 5% are from the BME community</li> <li>○ Some clients not able to complete forms without help</li> </ul>	Age Disability Race Sex Carers Unemployed or low income

		<ul style="list-style-type: none"> <li>o Reduction in income of vulnerable people if they are not able to claim successfully</li> </ul>	
15	Parish Council Grants	<ul style="list-style-type: none"> <li>o Impacts vary parish to parish</li> <li>o Impact on maintenance of village halls and play equipment</li> </ul>	Age Geographical
16	Children's Centre	<ul style="list-style-type: none"> <li>o No impact identified as the money has not been used previously</li> </ul>	n/a
18,19,23	Pupil Transport	<ul style="list-style-type: none"> <li>o Some impacts were raised in terms of cost and safety</li> <li>o Impacts on pupils starting school in 2013</li> <li>o Impact on choice of faith school</li> <li>o Rural areas would have less choice of school</li> <li>o Significant impact on those over free school meals level but on low income</li> <li>o Impact financially on young people attending college</li> <li>o Impact of congestion</li> <li>o Shift workers would find it difficult to transport children to school</li> <li>o Potentially split children from a village to different schools</li> </ul>	Age Religion Geographical Unemployed or low waged
20	Reduction in childcare development team	<ul style="list-style-type: none"> <li>o No impacts identified</li> </ul>	n/a
21	Parenting Training	<ul style="list-style-type: none"> <li>o No impact service will be provided through internal staff</li> <li>o Concern that may be delay in getting a response from the service</li> </ul>	n/a
22	Reduction in 12-19 services	<ul style="list-style-type: none"> <li>o Impact on rural young people</li> <li>o Concern at the lack of careers advice</li> </ul>	Age Geographical

		<ul style="list-style-type: none"> <li>○ Impact of closing Saturday drop-in highlights risk of anti-social behaviour</li> </ul>	
24	Review of adults Transport	<ul style="list-style-type: none"> <li>○ Impact adversely on older people and disabled people who are assessed as eligible but may not qualify for the provision of supported transport</li> <li>○ Impact on those getting the Mobility element of DLA and their carers</li> <li>○ Issues relating to the accessibility of other transport options</li> <li>○ Impact on those unable to use public transport for a range of reasons including dementia and learning disability</li> <li>○ Would reduce respite to carers and also potentially would reduce the time they could use other things.</li> <li>○ Costs of other transport could be £7 one way and this would affect options for activities</li> </ul>	Age Disability Carers
26	LA21 Grant	<ul style="list-style-type: none"> <li>○ No identified impact</li> </ul>	n/a
27	Shopmobility	<ul style="list-style-type: none"> <li>○ Impacts include loss of independence, financial pressure, depression</li> <li>○ Impacts also may reduce activities that carer time can be allocated to</li> <li>○ Those on low income can't afford to buy a scooter so would not be able to shop independently</li> <li>○ Can't get wheelchair out of car on my own would not be able to come to town</li> </ul>	Age Disability Carers
28	Supported Buses	<ul style="list-style-type: none"> <li>○ No car and no shop or doctors in the village, not</li> </ul>	Age Disability

		<p>everyone has relatives nearby</p> <ul style="list-style-type: none"> <li>○ Could no longer volunteer or get to work</li> <li>○ Loss of independence</li> <li>○ Cost of getting to the doctors would be £14 each time</li> <li>○ Anxiety and risk if had to walk</li> </ul>	
29	Car Parking	<ul style="list-style-type: none"> <li>○ No identified impact</li> </ul>	n/a
30	Rationalise strategy and commissioning	<ul style="list-style-type: none"> <li>○ No identified impact</li> </ul>	n/a
31	Darlington Indoor Bowls Club	<ul style="list-style-type: none"> <li>○ Will impact on 400 members of the Bowls Club</li> </ul>	Age
32	CCTV	<ul style="list-style-type: none"> <li>○ Impact on a broad range of groups. Impacts relate to feeling safe and the risk that vulnerable people will be afraid to go out</li> </ul>	Age Disability Sex Race Gender Re-assignment Sexual Orientation Geographical
33	East Row Toilets	<ul style="list-style-type: none"> <li>○ High impact on market traders particularly those with food stalls</li> <li>○ High impact on older people and disabled people who have incontinence issues</li> </ul>	Age Disability Carers
34	Close Dolphin Centre on some Bank Holidays	<ul style="list-style-type: none"> <li>○ Areas of impact were based on Pulse Suite, swimming and soft play.</li> </ul>	n/a
35	Proposal of Cockerton Library	<ul style="list-style-type: none"> <li>○ Impacts of no parking at Crown Street and an uphill walk to the buses</li> <li>○ Impact on low income because of need to get a bus</li> <li>○ Impact on Cockerton economy.</li> </ul>	Age Disability Low Income Geography
36	Review of the Events Team	<ul style="list-style-type: none"> <li>○ No impact overall</li> </ul>	n/a
37	Reduce the Cemeteries Team	<ul style="list-style-type: none"> <li>○ No disproportionate impact on protected characteristics</li> </ul>	n/a
38	Only Maintain	<ul style="list-style-type: none"> <li>○ Low impact on some</li> </ul>	Age

	South Park Bowling Green	older people but proposals are being developed for self-sustainability	
39	Reduce Environmental Crime Team	o No disproportionate impact	n/a
40	South Park	o No disproportionate impact	n/a
41	Reduce Floral Displays	o No identified impact	n/a
42	Cease Verge Hardening	o Impact on certain streets only	Age Disability
43	Reduce highway and Footway Maintenance	o Low impact for Age, Pregnancy and Disability o Impact in some geographical areas o Development of protocols to be developed to reduce negative impacts and embed impact assessments	Age Disability Pregnancy and Maternity
44	Reduction in street scouting on street lighting	o See 43	
45	Reduce traffic Management	o See 43	
46	Decommission real-time car parking	o See 43	
47	School Crossing Patrol Service	o May be impact on Age and disability to be further identified in feasibility study o Impact on safety of children is of greatest concern	Age Disability
48	Reduce Road Safety Education	o See 47	
49	Childcare Sufficiency Audit	o No identified impact	n/a
50	Re-use of Commissioning Budget	o No impact identified	n/a
51	School Crossing Patrol	o See 47	n/a
52	Street Lighting replacement	o See 42 above	n/a

53	CRB Checks	<ul style="list-style-type: none"> <li>○ Checks for people working directly with vulnerable people will be maintained</li> </ul>	n/a
54	Restructure of Revenue and Benefits	<ul style="list-style-type: none"> <li>○ No negative impact identified</li> </ul>	n/a
55	Merger of Reception Services	<ul style="list-style-type: none"> <li>○ Will impact on users of adult social care, blue badge holders and children's services clients who use central house reception</li> <li>○ Concern at lack of continuity and anxiety this may cause</li> <li>○ Only one staff member has British Sign Language</li> </ul>	Age Disability Carers
56	Review of Town Crier	<ul style="list-style-type: none"> <li>○ No identified impact</li> </ul>	n/a
57	Complaint Team Restructure	<ul style="list-style-type: none"> <li>○ No identified impact</li> </ul>	n/a
58	Review of information Services	<ul style="list-style-type: none"> <li>○ Impact of loss of advocacy and support in what to many people is an intimidating process</li> <li>○ Increased anxiety for parents and carers of disabled children</li> <li>○ Some positive comments were received about increase to access of information</li> </ul>	Age Disabled People Carers
59	Adult Social Care Assessment Process	<ul style="list-style-type: none"> <li>○ No identified impact</li> </ul>	n/a
60	Adult Social Care Efficiencies	<ul style="list-style-type: none"> <li>○ Impact of reassessment of people on these high level packages</li> <li>○ Individual assessments will be undertaken to ensure assessed need is met</li> <li>○ Impacts if result in loss of services will cause stress and risk of depression, suicide</li> <li>○ Impact on those with</li> </ul>	Age Disability Carers

		fluctuating needs particularly relating to mental health	
61	PAT Testing	o No identified impact	n/a
62	Lease car budget	o No identified impact	n/a
63	Emergency Planning	o No identified impact	n/a
64	Building Control	o No identified Impact	
65	Civic Theatre – VAT	o No identified impact	n/a
66	Head of Steam - VAT	o No identified Impact	n/a
67	Civil Parking enforcement	o No identified impact	n/a
68	Capital Project Fees	o No identified impact	n/a
69	Senior Management	o No identified impact	n/a
70	Overtime allocation	o No identified impact	n/a
71	Strategy and Development ICT post	o No identified impact	n/a
72	Directorate Support Restructure	o No identified impact	n/a
73	Business Administration Restructure	o No identified impact	n/a
74	Estates Management	o No identified impact	n/a
75	Additional income from Council Land	o No identified impact	n/a
76	Income and Payments restructure	o No identified impact	n/a
77	Reduce all risks cover	o No identified impact	n/a
78	Engineering Insurance	o No identified impact	n/a
79	Personal Accident Insurance	o No identified impact	n/a
80	Register of Electors	o No identified impact	n/a
81	Corporate Management advertising	o No identified impact	n/a
82	Corporate Subscriptions	o No identified impact	n/a



83	Secretarial Support	o No identified impact	n/a
84	Efficiencies PA Review	o No identified impact	n/a
85	Shared Head of HR services	o No identified impact	n/a
86	Restructure of HR services	o No identified impact	n/a
87	Reduction in Equal Pay Team	o No identified impact	n/a
88	Review of commissioning for 11-19 services	o Impact on young people using connexions services	Age
89	Youth Offending Service	o See above	Age
90	Who delivers Services	o Assessments to be carried out on individual proposals as they are developed	All
91	Leisure/ Cultural Trust	o Impacts for disabled people particularly those with mental health or Learning disability o Potential re-location of services provided at Vane House is a concern for the visually impaired o A number of the protected characteristic groups see it as a safe place to meet	Age Race Sex Gender Re-assignment Disability Sexual Orientation
92	Council Tax rise of 3.5%	o Impact on those on a low income including disabled people, older people and carer Particularly difficult when changes to the benefits system although some groups are exempt..	Age Disability Carers Unemployed/low income