

Type in the relevant weighting and click on each option cell to select the

Impact on Outcomes **Management and Departmental Restructuring**

Outcomes	Weight	Proposal	Score	Notes
People in Darlington are healthy and supported	1	No impact		
People in Darlington are educated and skilled	1	No impact		
People in Darlington are financially secure	1	Medium negative impact		This proposal may impact upon the SCS aim of having at least one person in each family who is in well paid employment due to proposed job losses
Individuals are not disadvantaged by their family circumstances at birth, nor by where they reside. People live in cohesive and resilient communities	1	No impact		
People in Darlington live in sustainable neighbourhoods	1	No impact		
Our communities are safe and free of crime	1	No impact		
Darlington is an ambitious, entrepreneurial place in which businesses thrive and create wealth	1	Medium negative impact		This proposal may impact upon Darlington having high levels of employment and well paid jobs due to job losses. However support mechanisms have been put in place for employees around alternative employment routes e.g. self employment and redeployment with partners (Xentrall)

Financial Impact **Management and Departmental Restructuring**

Considerations	Weight	Proposal	Score	Notes
What are the potential monetary efficiency savings?	1	High Saving - £1m+		
How much of an investment is needed to realise the saving?	1	Medium-large investment - £500k-£1m		The investment is an enabler to realising the savings e.g. redundancy payment
How easy is it to implement the option?	1	Potential difficulties to implement		Whilst being conducted within a robust legislative framework, the proposals are complex and difficult to implement
When will the savings be realised?	1	Savings to be made over 6 months		

Council-Wide Impact **Management and Departmental Restructuring**

PESTLE	Considerations	Weight	Proposal	Score	Notes
Economic	Will jobs be lost by the change?	1	More than 5 jobs lost by change		The number of job losses is affected not just by this proposal but all the 'service reviews' and other budget proposals currently under consideration. The number of posts at risk is liable to change due to ongoing changes to the proposals and responses to staff and public consultation
Socio-Cultural	Will the change detrimentally affect vulnerable groups or Equality Act 2010: Protected Characteristics such as below:				
	Older People	1	No impact		
	Children	1	No impact		
	Disabled People	1	No impact		
	People with a long term limiting illness	1	No impact		
	BME Communities	1	No impact		
	Faith Communities	1	No impact		
	Unemployed or Low Income	1	No impact		
	Carers	1	No impact		
	LGBT People	1	No impact		
	People with criminal convictions	1	No impact		
	Refugees and Asylum Seekers	1	No impact		
	Gypsies and Travellers	1	No impact		
	Young People Leaving Care	1	No impact		
	People with Mental Ill Health	1	No impact		
	Men	1	No impact		
	Women	1	No impact		
	Pregnant women or those accessing Maternity Services	1	No impact		
Disadvantaged Areas	Those from Disadvantaged areas, please list				
	a	1	No impact		Further impact assessments will need to be conducted once the detail is known about the finalised list of posts being made redundant. HR are aware of equality issues and will be taking these into account as the proposals (if agreed) are implemented.
Other Considerations	Impact on Partners Service Delivery	1	Medium negative impact		Xentrall will be impacted as the Council contracts. Xentrall may also need to contract in response to reduced staff levels within the organisation.
	Public Perception/Reputation	1	Small negative impact		Adverse public reaction to impact upon Council staff and / or perception of the Council as being a good employer. Feedback from engagement activity asks whether staff could take a pay cut to prevent others from losing their jobs.
	Other Unintended Consequence Please list:				
	Staff Morale	1	High negative impact		Uncertainty, job losses
	b	1	No impact		
	c	1	No impact		

Technological	Will the change be technologically difficult to implement?	1	No technological difficulties	
Legal	Does the change have a legal impact?	1	Some legal impact	Proposals are being dealt with within a robust legislative framework
Health & Safety	Will the change have a negative impact on health and safety considerations?	1	No impact on Health and Safety	