

Impact Assessment summary document

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

	Review of services	<p>support for emotional well-being could impact on health</p> <ul style="list-style-type: none"> ○ Financial well-being as less access to benefit information ○ Loneliness – ‘no-one to turn to’ ○ Large number of impacts raised and high individual impacts 	Age Carers
8	Cease rent support to DAD	<ul style="list-style-type: none"> ○ Potential impact on members of DAD if re-locate services ○ May impact viability of third sector organisation 	Disabled People Older People
9	Planning Fees	<ul style="list-style-type: none"> ○ No impact identified 	n/a
10	Household Waste	<ul style="list-style-type: none"> ○ May impact on low income as charges may apply 	Low Income
11	Cancel Terrorism Insurance	<ul style="list-style-type: none"> ○ No impact identified 	n/a
12	Financial Protection Service	<ul style="list-style-type: none"> ○ Financial impact on clients. Impact assessment work is ongoing. 	Disabled People
13	Review of people workforce development	<ul style="list-style-type: none"> ○ Training around autism is a legal requirement and will continue ○ Potential impact on children, parents and carers ○ Concern about continuing professional development for staff 	Age Disability Carers
14	Welfare Rights	<ul style="list-style-type: none"> ○ 40 people per year would receive no support at benefit appeals ○ Longer waiting time for advice and support to vulnerable people and subsequent debt ○ Increased levels of anxiety ○ 55% of clients are sick/disabled, 5% are from the BME community ○ Some clients not able to 	Age Disability Race Sex Carers Unemployed or low income

		<p>complete forms without help</p> <ul style="list-style-type: none"> o Reduction in income of vulnerable people if they are not able to claim successfully 	
15	Parish Council Grants	<ul style="list-style-type: none"> o Impacts vary parish to parish o Impact on maintenance of village halls and play equipment 	Age Geographical
16	Children's Centre	<ul style="list-style-type: none"> o No impact identified as the money has not been used previously 	n/a
18,19,23	Pupil Transport	<ul style="list-style-type: none"> o Some impacts were raised in terms of cost and safety o Impacts on pupils starting school in 2013 o Impact on choice of faith school o Rural areas would have less choice of school o Significant impact on those over free school meals level but on low income o Impact financially on young people attending college o Impact of congestion o Shift workers would find it difficult to transport children to school o Potentially split children from a village to different schools 	Age Religion Geographical Unemployed or low waged
20	Reduction in childcare development team	<ul style="list-style-type: none"> o No impacts identified 	n/a
21	Parenting Training	<ul style="list-style-type: none"> o No impact service will be provided through internal staff o Concern that may be delay in getting a response from the service 	n/a
22	Reduction in 12-	<ul style="list-style-type: none"> o Impact on rural young 	Age

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

		town	
28	Supported Buses	<ul style="list-style-type: none"> o No car and no shop or doctors in the village, not everyone has relatives nearby o Could no longer volunteer or get to work o Loss of independence o Cost of getting to the doctors would be £14 each time o Anxiety and risk if had to walk 	Age Disability
29	Car Parking	<ul style="list-style-type: none"> o No identified impact 	n/a
30	Rationalise strategy and commissioning	<ul style="list-style-type: none"> o No identified impact 	n/a
31	Darlington Indoor Bowls Club	<ul style="list-style-type: none"> o Will impact on 400 members of the Bowls Club 	Age
32	CCTV	<ul style="list-style-type: none"> o Impact on a broad range of groups. Impacts relate to feeling safe and the risk that vulnerable people will be afraid to go out 	Age Disability Sex Race Gender Re-assignment Sexual Orientation Geographical
33	East Row Toilets	<ul style="list-style-type: none"> o High impact on market traders particularly those with food stalls o High impact on older people and disabled people who have incontinence issues 	Age Disability Carers
34	Close Dolphin Centre on some Bank Holidays	<ul style="list-style-type: none"> o Areas of impact were based on Pulse Suite, swimming and soft play. 	n/a
35	Proposal of Cockerton Library	<ul style="list-style-type: none"> o Impacts of no parking at Crown Street and an uphill walk to the buses o Impact on low income because of need to get a bus o Impact on Cockerton economy. 	Age Disability Low Income Geography
36	Review of the Events Team	<ul style="list-style-type: none"> o No impact overall 	n/a

37	Reduce the Cemeteries Team	<ul style="list-style-type: none"> o No disproportionate impact on protected characteristics 	n/a
38	Only Maintain South Park Bowling Green	<ul style="list-style-type: none"> o Low impact on some older people but proposals are being developed for self-sustainability 	Age
39	Reduce Environmental Crime Team	<ul style="list-style-type: none"> o No disproportionate impact 	n/a
40	South Park	<ul style="list-style-type: none"> o No disproportionate impact 	n/a
41	Reduce Floral Displays	<ul style="list-style-type: none"> o No identified impact 	n/a
42	Cease Verge Hardening	<ul style="list-style-type: none"> o Impact on certain streets only 	Age Disability
43	Reduce highway and Footway Maintenance	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> o See 43 	
45	Reduce traffic Management	<ul style="list-style-type: none"> o See 43 	
46	Decommission real-time car parking	<ul style="list-style-type: none"> o See 43 	
47	School Crossing Patrol Service	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> o See 47 	
49	Childcare Sufficiency Audit	<ul style="list-style-type: none"> o No identified impact 	n/a
50	Re-use of Commissioning	<ul style="list-style-type: none"> o No impact identified 	n/a

	Budget		
51	School Crossing Patrol	<ul style="list-style-type: none"> ○ See 47 	n/a
52	Street Lighting replacement	<ul style="list-style-type: none"> ○ See 42 above 	n/a
53	CRB Checks	<ul style="list-style-type: none"> ○ Checks for people working directly with vulnerable people will be maintained 	n/a
54	Restructure of Revenue and Benefits	<ul style="list-style-type: none"> ○ No negative impact identified 	n/a
55	Merger of Reception Services	<ul style="list-style-type: none"> ○ Will impact on users of adult social care, blue badge holders and children's services clients who use central house reception ○ Concern at lack of continuity and anxiety this may cause ○ Only one staff member has British Sign Language 	Age Disability Carers
56	Review of Town Crier	<ul style="list-style-type: none"> ○ No identified impact 	n/a
57	Complaint Team Restructure	<ul style="list-style-type: none"> ○ No identified impact 	n/a
58	Review of information Services	<ul style="list-style-type: none"> ○ Impact of loss of advocacy and support in what to many people is an intimidating process ○ Increased anxiety for parents and carers of disabled children ○ Some positive comments were received about increase to access of information 	Age Disabled People Carers
59	Adult Social Care Assessment Process	<ul style="list-style-type: none"> ○ No identified impact 	n/a
60	Adult Social Care Efficiencies	<ul style="list-style-type: none"> ○ Impact of reassessment of people on these high level packages ○ Individual assessments will be undertaken to ensure assessed need is 	Age Disability Carers

		<p>met</p> <ul style="list-style-type: none"> ○ Impacts if result in loss of services will cause stress and risk of depression, suicide ○ Impact on those with fluctuating needs particularly relating to mental health 	
61	PAT Testing	○ No identified impact	n/a
62	Lease car budget	○ No identified impact	n/a
63	Emergency Planning	○ No identified impact	n/a
64	Building Control	○ No identified Impact	
65	Civic Theatre – VAT	○ No identified impact	n/a
66	Head of Steam - VAT	○ No identified Impact	n/a
67	Civil Parking enforcement	○ No identified impact	n/a
68	Capital Project Fees	○ No identified impact	n/a
69	Senior Management	○ No identified impact	n/a
70	Overtime allocation	○ No identified impact	n/a
71	Strategy and Development ICT post	○ No identified impact	n/a
72	Directorate Support Restructure	○ No identified impact	n/a
73	Business Administration Restructure	○ No identified impact	n/a
74	Estates Management	○ No identified impact	n/a
75	Additional income from Council Land	○ No identified impact	n/a
76	Income and Payments restructure	○ No identified impact	n/a
77	Reduce all risks cover	○ No identified impact	n/a
78	Engineering Insurance	○ No identified impact	n/a
79	Personal Accident Insurance	○ 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