

Appendix 4 Synopsis of Efficiency Programme EqIA

Code: A2	Proposed Saving: Reduce Contingency for Balances/Impact of Recession
Change to service provided?	No
Potential Impacts	None – provision has not been committed
Conclusion/Recommendation	No Further Action

Code: A6	Proposed Saving: Workforce Cost Review
Change to service provided?	No
Potential Impacts	Removal of Essential Car User Allowance
Conclusion/Recommendation	HR have completed a detailed EqIA for this.

Code: A10	Proposed Saving: Modernising the Council
Change to service provided?	Possibly – these are targets and each proposal will need an EqIA as it develops.
Potential Impacts	
Conclusion/Recommendation	

Code: C6	Proposed Saving: Printer Rationalisation
Change to service provided?	No
Potential Impacts	Could impact more on those less able (older/disabled) to move around the office/between floors etc.
Conclusion/Recommendation	Council will commit to addressing any issues reported by staff as a result of the changes.

Code: DK1	Proposed Saving: Modernisation of Library Service Provision
Change to service provided?	No change proposed. The efficiency target has been achieved without changing current provision
Potential Impacts	The service is confident that this will not impact on the level of service provided. The efficiencies are not associated with any front-line provision. Does not impact directly on the workforce.
Conclusion/Recommendation	None - The service has adopted a policy commitment which ensures front line provision will not be affected, until a clear strategy and service model has been determined for Libraries in Denbighshire.

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Code: Db1	Proposed Saving: Increased Charges for bulky waste collection
Change to service provided?	Yes
Potential Impacts	Increased charges have a disproportionate impact on those groups who are more likely to be reliant on a service (in the case of bulky waste collection this would include pregnancy and maternity, disabled people and older people). Very significant price increases would have a disproportionate impact on those groups who are more likely to live in poverty (including people with disabilities and people from minority ethnic backgrounds).
Conclusion/Recommendation	The proposal is considered to be justified because the increases are not significant, and will not be out of step with charges of other authorities in North Wales. The service is committed to ensuring that charges for bulky waste collection remain reasonable and in line with the level of charging in other authorities in North Wales.
Code: Db2	Proposed Saving: Renegotiate Recyclate and disposal contracts
Change to service provided?	No
Potential Impacts	The saving will be achieved through the renegotiation of a contract. The service is confident that this will not impact on the level of service and that no-one with a protected characteristic would experience any negative impact.
Conclusion/Recommendation	No further action required
Code: Db5	Proposed Saving: Regional Waste project procurement budget
Change to service provided?	No
Potential Impacts	A budget set aside for procurement in the regional waste project is no longer required for this purpose and the project will proceed as planned. The service is confident that this will not impact on the level of service and that no-one with a protected characteristic would experience any negative impact.
Conclusion/Recommendation	No further action required
Code: Db10	Proposed Saving: Service Re-Design (Street Cleansing)
Change to service provided?	Yes
Potential Impacts	The service aims to improve efficiency of street cleansing by improvements in the timeliness of cleansing routes. Although there is no expectation that cleanliness standards will fall, the service has considered the potential impact on people with mobility issues if this were to be the case. Older and disabled people could experience a negative impact in

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	the extremely unlikely event that street cleanliness deteriorates to an extent that litter and detritus formed a physical barrier or obstacle. The service is also aware that changes affecting staff can have negative equality impacts.
Conclusion/Recommendation	The service is committed to maintaining national standards in order that the potential risk described above never arises. Any proposals involving changes to staff terms and conditions should always be equality impact assessed. It is recommended that relevant HR policies are Equality Impact Assessed.

Code: Db13	Proposed Saving: Cemeteries Charging
Change to service provided?	Yes
Potential Impacts	The service intends to achieve a saving via increasing the charges for cemetery provision. The service is aware that cemetery provision can have a significant impact on those with religious beliefs. There are currently policies in place to safeguard and respect religious wishes which are not affected by these savings proposals. It is the case, however, that increased charges for cemetery provision will impact on those groups who have a religious commitment to burial rather than other provisions. Very significant price increases would also have a disproportionate impact on those groups who are more likely to live in poverty (including people with disabilities and people from minority ethnic backgrounds).
Conclusion/Recommendation	The service has adopted a policy commitment which ensures that fees and charges remain broadly in line with other local authorities. The proposal is considered to be justified because the new charges will not be out of step with charges of other authorities in North Wales.

Code: Db18	Proposed Saving: Recycling Parks
Change to service provided?	No
Potential Impacts	Renegotiation of contract.
Conclusion/Recommendation	No further action required.

Code: EC21-29	Proposed Saving: Service Restructures
Change to service provided?	Savings targets.
Potential Impacts	
Conclusion/Recommendation	All restructuring proposals would be subject to an EqIA as they develop.

Code: EC17/18	Proposed Saving: Review of Traffic/Road Safety and Maintenance DLO
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Change to service provided?	Savings targets
Potential Impacts	
Conclusion/Recommendation	All restructuring proposals would be subject to an EqIA as they develop.

Code: Df1	Proposed Saving: Cefndy Heath Care
Change to service provided?	Yes
Potential Impacts	The Saving will be achieved via a reduction of council subsidy based on a revised business plan for the enterprise. This new plan sets more ambitious targets than had previously been the case, particularly in relation to increased volume of sales. The service believes there will be no negative impact on service users or staff with any protected characteristics.
Conclusion/Recommendation	No further action required

Code: Df5	Proposed Saving: Externalise Elements of Homecare
Change to service provided?	Potential
Potential Impacts	The savings will be achieved through a reduction in staffing costs achieved by commissioning independent providers rather than employing staff to provide the service directly. This represents the shifting focus in the council's direct provision and commissioned services. The council's direct provision will focus on short term re-ablement activities, and longer-term provision will be commissioned from the independent sector. The service believes there will be no negative impact on service users with any of the protected characteristics. However, the service is aware that changes affecting staff can have negative equality impacts.
Conclusion/Recommendation	<ol style="list-style-type: none"> 1. Commissioning Strategy and Contracts are equality impact assessed to ensure that safeguards against potential negative impacts on service users are in place. 2. HR policies in relation to early voluntary retirement, redundancy, and redeployment are Equality Impact Assessed.

Code: Df8	Proposed Saving: Re-ablement (older people)
Change to service provided?	Yes
Potential Impacts	The savings will be achieved by reducing the need for longer-term care packages by instead providing re-ablement which allows the older person to attain independence and therefore cease to require care support or elements of care support. The service believes that the impact on service users will be positive.
Conclusion/Recommendation	No further action required

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Code: Df9	Proposed Saving: Residential Care - Impact of Extra-Care
Change to service provided?	Yes
Potential Impacts	The saving will be achieved through the development of Extra Care provision which is expected to result in a reduction in demand for other services. This will reduce the financial burden which these other services would otherwise place on the council. The service believes that the impact on service users will be positive because Extra-Care provision provides greater independence for the service user.
Conclusion/Recommendation	No further action required

Code: Df12	Proposed Saving: Partnership efficiency
Change to service provided?	No
Potential Impacts	The saving will be achieved through a reduction in the council's financial contribution to Partnership activities. The service is confident that this will not have an impact on service provision.
Conclusion/Recommendation	No further action required

Code: Df14	Proposed Saving: Re-ablement (Physical Impairment)
Change to service provided?	Yes
Potential Impacts	The savings will be achieved by reducing the need for longer-term care packages by instead providing re-ablement which allows the physically impaired person to attain independence and therefore cease to require care support or elements of care support. The service believes that the impact on service users will be positive.
Conclusion/Recommendation	No further action required

Code: Df15	Proposed Saving: Telecare
Change to service provided?	No
Potential Impacts	The Savings will be achieved through the development of a wider partnership (involving 5 rather than 2 local authorities), which is expected to deliver savings without any reduction in provision. However, the service is aware that changes affecting staff can have negative equality impacts.
Conclusion/Recommendation	HR policies in relation to early voluntary retirement, redundancy, and redeployment are Equality Impact Assessed.

Code: Df17	Proposed Saving: Systems Thinking and Vacancy Control
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Change to service provided?	Potential
Potential Impacts	The savings will be achieved via a reduction in staffing costs across the service as identified by systems thinking exercises and vacancy control. The service believes there will be no reduction in service provision and that no service user with any of the protected characteristics will experience a negative impact. However, the service is aware that changes affecting staff can have negative equality impacts.
Conclusion/Recommendation	HR policies in relation to early voluntary retirement, redundancy, and redeployment are Equality Impact Assessed.

Code: DJ7	Proposed Saving: Review of Bryn Y Wal Residential Provision
Change to service provided?	Yes
Potential Impacts	The level of our need for this resource is insufficient to justify buying the complete resource, attempts have been made to seek agreements with other LAs without success. We feel that young people who would have accessed this resource can have their needs better met in the main by more family oriented provision and the released resources will help us reduce the need to permanently accommodate children in the first place when this better meets their needs.
Conclusion/Recommendation	Review as proposals develop.

Code: DJ8	Proposed Saving: Reduction in Independent Placement Provision
Change to service provided?	Yes
Potential Impacts	We will still be seeking to provide the most appropriate accommodation to meet needs however changes to provision such as that detailed above and the impact of the hub provide an opportunity to achieve this with a smaller resource commitment without detriment to end users.
Conclusion/Recommendation	Review on case by case basis.