

## Appendix 2 Summary of Efficiency Programme Phase 1 2014-15 EqIA

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

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

<b>Corporate</b>	<b>Proposed Saving: Modernising the Council</b>
<b>Change to service provided?</b>	Possibly – these are targets and each project will need an EqIA as it develops.
<b>Potential Impacts</b>	Would be assessed on a project by project basis
<b>Conclusion/Recommendation</b>	

<b>CML</b>	<b>Proposed Saving: Modernisation of Library Service Provision</b>
<b>Change to service provided?</b>	No change proposed. The efficiency target has been achieved without changing current provision
<b>Potential Impacts</b>	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.
<b>Conclusion/Recommendation</b>	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.

<b>Environment</b>	<b>Proposed Saving: Renegotiate Recyclate and disposal contracts</b>
<b>Change to service provided?</b>	No

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<b>Potential Impacts</b>	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.
<b>Conclusion/Recommendation</b>	No further action required

<b>Environment</b>	<b>Proposed Saving:</b> Regional Waste project procurement budget
<b>Change to service provided?</b>	No
<b>Potential Impacts</b>	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.
<b>Conclusion/Recommendation</b>	No further action required

<b>Planning &amp; Regulatory</b>	<b>Proposed Saving: Service Restructures</b>
<b>Change to service provided?</b>	Savings targets.
<b>Potential Impacts</b>	
<b>Conclusion/Recommendation</b>	All restructuring proposals would be subject to an EqIA as they develop.

<b>Adult Social Care</b>	<b>Proposed Saving:</b> Cefndy Heath Care
<b>Change to service provided?</b>	Yes
<b>Potential Impacts</b>	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.
<b>Conclusion/Recommendation</b>	No further action required

<b>Adult Social Care</b>	<b>Proposed Saving:</b> Re-ablement (older people)
<b>Change to service provided?</b>	Yes
<b>Potential Impacts</b>	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.

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	The service believes that the impact on service users will be positive.
<b>Conclusion/Recommendation</b>	No further action required

<b>Adult Social Care</b>	<b>Proposed Saving:</b> Residential Care - Impact of Extra-Care
<b>Change to service provided?</b>	Yes
<b>Potential Impacts</b>	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.
<b>Conclusion/Recommendation</b>	No further action required

<b>Adult Social Care</b>	<b>Proposed Saving:</b> Re-ablement (Physical Impairment)
<b>Change to service provided?</b>	Yes
<b>Potential Impacts</b>	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.
<b>Conclusion/Recommendation</b>	No further action required

<b>Adult Social Care</b>	<b>Proposed Saving:</b> Telecare
<b>Change to service provided?</b>	No
<b>Potential Impacts</b>	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.
<b>Conclusion/Recommendation</b>	HR policies in relation to early voluntary retirement, redundancy, and redeployment are Equality Impact Assessed.

<b>Adult Social Care</b>	<b>Proposed Saving:</b> Systems Thinking and Vacancy Control
<b>Change to service provided?</b>	Potential
<b>Potential Impacts</b>	The savings will be achieved via a reduction in staffing costs across the service as identified by systems thinking

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	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.
<b>Conclusion/Recommendation</b>	HR policies in relation to early voluntary retirement, redundancy, and redeployment are Equality Impact Assessed.

<b>Children &amp; Families</b>	<b>Proposed Saving: Reduction in Independent Placement Provision</b>
<b>Change to service provided?</b>	Yes
<b>Potential Impacts</b>	<b>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.</b>
<b>Conclusion/Recommendation</b>	Review on case by case basis.