

**Equalities Impact Assessment**

The Council has a Public sector equality duty under s.149 of the Equality Act 2010, in carrying out its functions, to have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The Equality Duty covers the following protected characteristics: age; disability; gender reassignment; pregnancy and maternity; race – including ethnic or national origins, colour or nationality; religion or belief – including lack of belief; sex and sexual orientation. It also applies to marriage and civil partnership, in respect of the requirement to have due regard to the need to eliminate discrimination.

Set out below is the high level equality impact analysis relating to proposed service change, increased income or savings as part of the projects included within the Medium Term Financial Strategy (MTFS). Many of the proposals will be subject to further consultation in due course as they are further developed. At this stage where necessary more detailed equalities impact assessments will be undertaken and the outcome of those exercises will inform any final decisions, so as to consider how they will relate to persons with protected characteristics, for example those with special educational needs in relation to home to school transport.

A number of the proposals will involve digitisation, greater use of IT software and enable residents to access services directly through apps and the website. The consultation undertaken on the budget process generally supported the move to IT enabled services. The Council will need to be mindful of the information governance implications as well as the accessibility of people with protected characteristics, in particular the elderly and those with disabilities. Other options to use Council services through customer contact centres and telephone helplines will remain for those who do not wish to or are unable to use IT.

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Service changes will also take into account the needs of service users for whom English is not their first language and translation services will be provided in the usual way.

Where staff are affected the Council’s managing change policies and procedures will be followed and any specific protected characteristics of individuals will be assessed and taken into consideration at the time.

Individual Directorates will be responsible for ensuring that equalities impacts are taken into account during implementation.

Set out below is the equality analysis relating to service change, increased income or savings as part of the Medium Term Financial Strategy (MTFS)

**Service Changes and Saving Proposals**

<b>Committee and Service Area</b>	<b>Ref No</b>	<b>Equality Analysis</b>
Housing and Safer Communities		
Environmental Health – Residential & Commercial	H&SC-01	This proposal has no impact to service provision to residents and so there will be no impact on protected groups. Any staff reorganisation will be subject to an equalities screening at the point of consultation, in accordance with the RBG managing change policy.
Housing Inclusion Service Efficiencies and Digitisation Opportunities	H&SC-03	These proposals will result in an increase in channels by which residents can receive these statutory services. As the proposals are designed, a full Equalities Impact Assessment will be undertaken to review the protected characteristics of the residents receiving the service, and how their access to this statutory advice service can be protected and increased – both digitally and through more traditional channels.  Any staff reorganisation will be subject to an equalities screening at the point of consultation, in accordance with the RBG managing change policy.
Communities and Environment		
Design & Commercial – Removal of Post	DCE-01	There is no equalities impact in relation to this proposal
Eltham Centre – Security Guard Post Cost Reduction	DCE-02	There is no equalities impact in relation to this proposal

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New Resident Experience	DCE-I4	There is no equalities impact in relation to this proposal
Finance & Legal Services		
Re-organisation of Payroll Function	FLS-01	There is no equalities impact for service users in relation to this proposal. Any staff reorganisation will be subject to an equalities screening at the point of consultation, in accordance with the RBG managing change policy.
Increase in Charging for Property Transactions	FLS-02	It is not anticipated that the proposals will have a significant impact on protected groups under the Equality Act 2010.
Digitalisation Opportunity in Housing Litigation	FLS-03	The proposals have a remote or low relevance to the substance of the Equality Act 2010. There is no apparent equality impact on end users.
Children's Services		
Home to School Travel Assistance	CS-01	There might be some impact on groups with protected characteristics. It is important to note that the main driver of this initiative is for greater independence in adulthood. The service will consult widely and will monitor and review the impact by groups with protected characteristics and by IMD (Indices of deprivation). Due regard will be given to any equalities considerations.
Application of Dedicated Schools Grant (DSG)	CS-02	There is no anticipated reduction to the service delivery on this saving and therefore no anticipated impact to service users or to employees. This proposal is expected to have a remote or low relevance to the substance of the Equality Act.
Adolescent Spend to Save Opportunity – Pilot / Proof of concept	CS-03	There is no reduction in service in this cost reduction proposal. The proposal aims to reduce the reliance on the private market for adolescent placements and increase the ability to a local authority delivered children's home. The council has a good history of providing residential care with its Ofsted judged outstanding provision at Boardwalk. We will use the experience of delivering that provision to inform the development of the adolescent home. It is envisaged that this will have a positive impact on young people from disadvantaged and diverse populations.
Review of vacant posts	CS-04	<p>There is no anticipated reduction to the service delivery on this saving and therefore no anticipated impact to service users. There is minimal impact to current employees as this is focused on vacant posts. However, any reduction of posts may have a long term impact and this will be considered for each post that is currently vacant. Any staff reorganisation will be subject to an equalities screening at the point of consultation, in accordance with the RBG managing change policy.</p> <p>This proposal is expected to have a remote or low relevance to the substance of the Equality Act.</p>

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Apprenticeship Levy Opportunities	CS-05	There is an anticipated increase of opportunities in this proposal and therefore a positive impact particularly to vulnerable young people. This proposal is expected to have positive relevance to the substance of the Equality Act.
Use of Car Clubs	CS-06	There is no anticipated reduction to the service delivery on this saving and therefore no anticipated impact to service users or to employees. This proposal is expected to have a remote or low relevance to the substance of the Equality Act.
Building Brilliant Outcomes Together	CS-07	Any service redesign could potentially have an impact on residents and on the workforce. Consultation would be required and a full equality impact assessment will be undertaken. Any staff reorganisation will be subject to an equalities screening at the point of consultation, in accordance with the RBG managing change policy.
Health and Adult Services		
Mobility Team integrating with the customer service team.	HAS-01	The proposal is assessed as having a beneficial effect on residents who have disabilities with more timely processing of applications for mobility passes.
Home Care Recommissioning	HAS-02	This proposal is designed to deliver more independent outcomes to residents and it should have a beneficial impact for people with protected characteristics.  The specification for the service will be designed with providers and residents and further EIA as the service is designed
AFC Adjustment Public Health Grant	HAS-03	This will continue to mean that those residents in need of support can access it
Forward Thinking	HAS-04	The forward-thinking programme is focused on improving consistency of social care practice and ensuring that people achieve the most independent outcomes possible. This will have a beneficial impact on residents particularly those with disabilities and other protected characteristics as the approach is strength based and person centred.
Regeneration, Enterprise & Skills		
Additional Controlled Parking Zones	DRES-01	The implementation of a CPZ area requires statutory consultation and the equalities impact will be considered as part of the proposal.  No members of staff are adversely affected by the proposals.
Increased charges for parking permits	DRES-02	The implementation of an increase in parking permit charges requires statutory consultation and the equalities impact will be considered as part of the proposal.

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		No members of staff are adversely affected by the proposals.
Pay & Display Charges	DRES-03	<p>The implementation of an increase in Pay and Display charges requires statutory consultation and the equalities impact will be considered as part of the proposal.</p> <p>No members of staff are adversely affected by the proposals.</p>
Moving Traffic Contravention Enforcement	DRES-04	<p>There are no significant equalities impact of this proposal. This proposal is enforcing traffic offences that are illegal.</p> <p>One of the key objectives of the Council's Parking strategy, and those of the Mayors Transport Strategy, is the introduction of parking controls.</p> <p>Fair and consistent enforcement ensures that only those who contravene the regulations are penalised and motorists who are compliant have the benefit of a properly managed and operational network.</p> <p>The Traffic Management Act 2004 sets out a robust statutory procedure that must be followed at each stage of the Penalty Charge Notice (PCN) and includes the right of appeal to an independent adjudicator at London Tribunals' Environment and Traffic Adjudicators (ETA).</p>

Any staff reorganisation, arising from any of the proposals outlined above, will be subject to an equalities screening at the point of consultation, in accordance with the RBG managing change policy.