

Equality Impact Assessment



Name of project/proposal

CC3.2 Sign Workshop New Delivery Model

Contact name

Mark Daniels

Department

Culture, Communities and Business Services

Date to be published on Hantsweb

11 Sep 2015

Purpose for project/proposal

An opportunity has arisen for the County Council to achieve efficiencies and savings through the transformation of the Sign Workshop service into a fully managed solution available through the Hampshire Printing Service (HPS). This will bring the Sign and Display service together with the HPS Customer Service Team. These functions will be co-located as part of the central HPS service at HCC Headquarters, Elizabeth II Court, Winchester.

Savings will be realised through reduced staff numbers and by contracting the production and installation elements of the service. This service development will be completed by late summer. The full range of service solutions will be available throughout this time and will continue after this business development has been completed. As a result of contracting the manufacturing and installation aspects, the team currently located at The Sign Workshop, Kings Worthy will either be co-located with the HPS Customer Service team in EII Court and continue to provide a managed service or they will take enhanced voluntary redundancy.

There will be no disruption to existing customers namely; HCC Departments, Schools, Hampshire Fire Authority and Hampshire Constabulary, as they will continue to contact the HPS Customer Service team in the same manner i.e. via the website, email or phone. The team will then arrange on site inspections and manage the design, procurement and installation processes accordingly. Production at The Sign Workshop, Kings Worthy will cease during July 2015. The facility will then be closed in a structured manner. Wherever possible, existing assets will be sold or removed at no cost to HCC. Once the facility has been emptied it will be handed over to HCC Estates.

Consultation

Has a consultation been carried out?

Yes

The County Council carried out a major consultation, between 26 May and 6 July, on a range of options for finding further budget savings, including setting Council Tax, using reserves and making changes to the way in which services are delivered. The feedback from this consultation has been taken into account in developing the final options and proposals for decision by Executive Members, Cabinet and County Council in autumn this year. When decisions are made to pursue the options, further, specific consultation will be carried out on the detailed options where required.

In relation to the proposals considered here, the staff affected have been fully consulted and the changes have been reported to the Council's Buildings Land and Procurement Panel (BLAPP).

Statutory considerations

Impact

Age	Medium
Disability	None
Sexual orientation	None
Race	None
Religion and belief	None
Gender reassignment	None
Sex	None
Marriage and civil partnership	None
Pregnancy and maternity	None

Other policy considerations

Poverty	Low
Rurality	None
Other factors	None
If other please describe	The staff working for the Sign Workshop

Geographical impact

Winchester

Have you identified any medium or high impact?*

Yes

No

Equality statement

Members of the public are unaffected by the new service delivery model since they do not use The Sign Workshop services which is an internal service. The Sign Workshop produce exhibition materials and signs and carry out installations of signage.

The current customers namely; HCC Departments and partner organisations will see no change to the way in which they procure the service. The changes are about how the service is managed and part of this is to ensure third parties deliver appropriately. Therefore, there should be no change in quality of service/product or speed of response. Improvements may be seen as the market place offers a large number of capable companies.

The Sign Workshop production employees will be impacted since there will no longer be a requirement for production and installation roles as these will be procured from private companies. Three of the five employees have opted for Voluntary Redundancy and will leave in September 2015. These individuals are involved in the production process and two others (administration and customer service roles) will continue within HCC.

The customer service role was co-located with HPS 12 months ago and the administration role will relocate to HPS in EII Court. This is approximately 4 miles away from the current work place. Onsite parking will not be available at the EII Court office. The overall impact has been assessed as being low as parking in local car parks and public transport is available in Winchester.

Date to review actions 31 Mar 2016

Final decision date

Final decision date due 21 Sep 2015
Decision to be made by Executive Member

Equality Impact Assessment



Name of project/proposal

CC5 Transformation to 2017 - Workstyle programme savings

Contact name

Howard Short

Department

Culture, Communities and Business Services

Date to be published on Hantsweb

11 Sep 2015

Purpose for project/proposal

The Hampshire County Council Workstyle programme was initiated six years ago. The programme through to 2017 aims to achieve savings of £677k for the Council and it is proposed to achieve this through the management of the Council's property asset portfolio. The activities will include achieving savings through;

- the purchase of buildings currently leased by the Council to achieve savings on the rental
- more efficient and effective use of vacant space within buildings that may also include moving out of some buildings. This work links to the Council's community hub work.
- achieving better use of the customer facing facilities, including sharing facilities with partners where appropriate. Discussions with partners are underway.

The Workstyle programme and principles were assessed in 2010 for the equality impacts for both staff and service users. The principles and considerations adopted for the programme remain relevant and the processes for implementation and the responses that have been adopted to specific issues and needs identified have been improved in response to the experience of introducing workstyle across the Council. If customer services are directly affected by Workstyle a separate impact assessment is undertaken at that stage.

Workstyle reduces the number of Council occupied office buildings, improves occupancy levels, integrates back office services and improves flexible, smarter working.

Consultation

Has a consultation been carried out?

Planned

No Consultation has been carried out on these specific proposals, however, the County Council carried out a major consultation, between 26 May and 6 July, on a range of options for finding further budget savings, including setting Council Tax, using reserves and making changes to the way in which services are delivered. The feedback from this consultation has been taken into account in developing the final options and proposals for decision by Executive Members, Cabinet and County Council in autumn this year. When decisions are made to pursue the options, further, specific consultation will be carried out on the detailed options where required.

In relation to the Workstyle programme savings, the Council will be discussing with a range of partners including other Councils, Police, voluntary sector organisations etc, the opportunities for managing the property assets and introducing workstyle improvements to achieve the objectives set out.

Statutory considerations

Impact

Age	None
Disability	Low
Sexual orientation	Low
Race	Low
Religion and belief	Low
Gender reassignment	None
Sex	Low
Marriage and civil partnership	None
Pregnancy and maternity	None

Other policy considerations

Poverty	None
Rurality	Low
Other factors	None
If other please describe	

Geographical impact

All Hampshire

Have you identified any medium or high impact?*

Yes

No

Why do you consider that your project/proposal will have low or no impact?

The Workstyle approach has been established and rolled-out over a number of years during which there have been no challenges by staff or service users to this approach. Each implementation project has a series of 'gateways' which act as a point at which certain issues are assessed in terms of progress before the next stage of the project and these stages pick up the assessment of a variety of impact issues. The learning to date will be implemented to improve the facilities and smarter working options for staff which include consideration of specific needs, IT requirements, access and team requirements.

As the next phase will focus on asset management, this is likely to require further moves or relocation of staff teams or services. The flexible working options will offer greater flexibility for staff. Accessible buildings and technology offer improved facilities for disabled people e.g. adjustable tables, specialist IT, consistent and familiar building design aspects and guidance for Managers on DSE as part of supporting staff. Other aspects in remodelled premises that may benefit staff and service users include the provision of meeting rooms, informal meeting spaces, quiet spaces, clear desk policy and drop-in spaces. The increased options for flexible and informal working space is beneficial for staff, including the opportunity to make use of a wider range of locations to work reducing their travel costs.

Any specific property disposals or movement of services or staff to alternative premises will need to be fully assessed as they occur to understand the specific impacts for staff and service users.

Final decision date

Final decision date due
Decision to be made by

21 Sep 2015
Executive Member

Equality Impact Assessment



Name of project/proposal

CC3.5 Property Services: Strategy to increase income through the management of the County estate

Contact name

Louise Hague

Department

Culture, Communities and Business Services

Date to be published on Hantsweb

11 Sep 2015

Purpose for project/proposal

To develop an appropriate strategy to support the Council's Transformation to 2017 percentage savings on revenue expenditure in line with a 14% budget reduction by March 2017.

Within Property Services the Estates and Development Service manage 3 Net Income Budgets that support the management of the County Farms, the Corporate estate and Development Account portfolios. Funding for these budgets is derived from income (rent) generated by the letting and management of a range of land and property, held by the Council for investment and pending their disposal. A Net Income level target is fixed by the Council each year which must be achieved before any expenditure is possible. With year on year revenue reductions (12% in 2015/16 and 14% 2016/17) strategies are being developed across each of the 3 budgets to both maximise the income generated and also to manage expenditure to ensure the Net Income position is met.

Consultation

Has a consultation been carried out?

Yes

No consultation has been carried out on these specific proposals. However, the County Council carried out a major consultation, between 26 May and 6 July, on a range of options for finding further budget savings, including setting Council Tax, using reserves and making changes to the way in which services are delivered. The feedback from this consultation has been taken into account in developing the final options and proposals for decision by Executive Members, Cabinet and County Council in autumn this year. When decisions are made to pursue the options, further, specific consultation will be carried out on the detailed options where required.

Statutory considerations

Impact

Age	None
Disability	None
Sexual orientation	None
Race	None
Religion and belief	None
Gender reassignment	None
Sex	None
Marriage and civil partnership	None
Pregnancy and maternity	None

Other policy considerations

Poverty	None
Rurality	Low
Other factors	None
If other please describe	

Geographical impact

All Hampshire

Have you identified any medium or high impact?*

Yes

No

Why do you consider that your project/proposal will have low or no impact?

The nature of the properties managed through expenditure of these budgets does not impact on any of the identified groups. No decisions are being taken in relation to reduced expenditure or different management strategies that would adversely affect the groups identified.

A low rurality impact has been identified in the context of the County Farms budget which is used to support and maintain the existing Farm Estates.

Final decision date

Final decision date due

21 Sep 2015

Decision to be made by

Executive Member

Equality Impact Assessment



Name of project/proposal

Restructures across Culture, Communities and Business Services to manage the impact of Voluntary Redundancy

Contact name

Sharon Marks

Department

Culture, Communities and Business Services

Date to be published on Hantsweb

04 Sep 2015

Purpose for project/proposal

A number of staff across the department Culture, Communities and Business Services (CCBS) have had their application for Voluntary Redundancy (VR) approved. Applications have been approved taking into consideration the future vision of the department and the resource and skills requirements for the various services. Reshaping the remaining workforce will now need to take place in order to support this vision and to ensure that services are resilient for the future. In total, CCBS will achieve net savings of £2.7m as a result of VR. In addition to the departmental financial savings that will be achieved, the reshaping of the remaining workforce will allow us to deliver more streamlined business processes.

Consultation

Has a consultation been carried out?

Yes

The County Council carried out a major consultation, between 26 May and 6 July, on a range of options for finding further budget savings, including setting Council Tax, using reserves and making changes to the way in which services are delivered. The feedback from this consultation has been taken into account in developing the final options and proposals for decision by Executive Members, Cabinet and County Council in autumn this year. When decisions are made to pursue the options, further, specific consultation will be carried out on the detailed options where required.

Staff will be consulted on the reshaping of the workforce where required as a result of the reduction in staff numbers through voluntary redundancy.

Statutory considerations

Impact

Age	Low
Disability	Low
Sexual orientation	None
Race	None
Religion and belief	None
Gender reassignment	None
Sex	None
Marriage and civil partnership	None
Pregnancy and maternity	None

Other policy considerations

Poverty	None
Rurality	None
Other factors	None
If other please describe	

Geographical impact

All Hampshire

Have you identified any medium or high impact?*

Yes

No

Why do you consider that your project/proposal will have low or no impact?

Proposals for approval by the Executive Member Culture Recreation and Countryside:

The Library Service – CC2

The Library Service has approved VR for 74 staff, with a total saving for 2017/18 of £947k with a profile of leavers split across various roles within the service, although the vast majority are front line (Library Assistant) staff. A smaller number of managers and staff with cross-cutting roles which provide direct/indirect support to the public will also be leaving the service. The new joint Library and Registration Service presents an opportunity to consider economies of scale at a managerial level and work is already being progressed to develop an interim structure which will mitigate any potential losses in terms of business/service continuity. VR savings within Registration total £75k. The impact on the public will be mitigated by taking advantage of efficiencies afforded by self-service, which has been considered previously in an impact assessment, and by doing things differently (i.e. adopting a more flexible approach across library branches and consolidating work patterns etc.)

At Library Assistant level, the service is seeking to mitigate the impact on the public by taking advantage of efficiencies afforded by self service machines, and taking the opportunity to develop a new Customer Services Assistant role. The role has a clear customer focus and will require a new digital skill set and flexibility to work across library sites. Opportunities are being progressed to consolidate working hours to create improved continuity across the service whilst addressing issues of Library and Registration staff feeling isolated and out of touch with service development. Additionally a joint service Blog will shortly be launched by the Head of Service in order to ensure that messages are efficiently communicated in bite sized chunks. Clear governance arrangements will ensure that any customer facing issues are identified early and can be addressed in a proactive way.

The Library Service is reconfiguring its stock services with the implementation of new processes and procedures underpinned by a clear digital strategy which will e-enable processes where it is sensible to do so. There is no anticipated impact on the public as these are back office changes which will not affect the availability of library resources to the public. There will be a limited impact on staff as a result of changes to processes and a pilot has already been undertaken with lessons learned to be fed into the roll out across all branches. Staff engagement workshops have also been arranged to allow for further feedback and to inform improvements.

Countryside Service CC1

14.8 FTEs will be leaving Countryside Service saving a net total of £285k.

The profile of leavers across the Countryside Service is split across various roles within the service, some of which are managerial roles and some of which relate to front line operations. The work undertaken by these staff is either no longer required in the way that it is currently delivered, or can be delivered through alternate mechanisms. To minimise disruption to staff and to ensure service continuity to the public, VR departures are being managed through a phased approach, with staff leaving between April 2015 and March 2016. Re-provisioning of roles is being managed to coincide with staff departures and an interim structure has been developed.

Staff are being supported through regular VR communications (newsletters, all staff briefings and Head of Service updates) as well as targeted support on increased work planning, programming and prioritisation.

Disruption to the public and frontline operations is likely to be minimal, with new roles being developed to improve public participation, increased use of digital platforms to improve customer access to services and team restructures to ensure that there is no adverse impact on any specific geographical area.

Archives and Records - CC3.3

5.2 Fte's will be leaving the service on VR, creating a net saving of £103k

Most of those leaving are frontline staff providing services to our customers. The impact will be managed by reshaping the customer services team and continuing to implement new ways to deliver services, including increased online access. The integration of two existing separate customer teams will result in increased flexibility and the efficient use of resources to meet fluctuating public demands, as well as widened skillsets and experience for staff. It should also provide pre-training employment opportunities for heritage services trainees.

The service is also losing two managers (1.6 ftes) who deliver specialist services (archive education officer and conservator). This will result in a reduction in the level of specialist education service provision. Demand by schools had already shown a decrease due to the recent need to secure cost recovery for teaching sessions. Within the context of our access and learning programmes we will explore other ways to support young people's learning across the wider team or via externally funded projects. We will also continue to develop partnership plans with local universities and to provide adult skills development opportunities. Our conservation service will continue but the reduction in capacity will largely result in decreased income from external commissions.

No significant impact on the public is anticipated.

Community Support - CC3.7

2 Fte's will be leaving Community Support, creating net savings of £74k

Proposals for approval by the Executive Member Policy & Resources:

Facilities Management - CC3.1

13 Fte will be leaving The Facilities Management Service (FM) on VR, saving a net total of £253k

The impact of VR is being managed through the FM service change and transformation project programme which will introduce new ways of working and increased resilience and support, which is provided for HCC and the H3 partners through the Joint FM Service, leading to operating efficiencies across the service. Part of this will include reducing reception services in some Winchester workbases (non public facing sites), moving to speaker services managed by the main Reception in EII, which works well for other Winchester workbases. This will support the reduction of 1 FTE in this area.

All other FM posts in scope for VR are working in the FM site services areas. These services are being developed and changed as part of the wider Joint FM service transformation project. Services to the public will not be directly affected as these services are back office focussed and services will continue to be provided for these managed premises.

Trading Standards – CC4

9 Fte's within Trading Standards have been accepted for VR, saving a net total of £301k.

The VR process is being managed with a phased departure of staff from the department that started in March 2015 and goes through to September 2016. Part of the VR business case involved recruitment of new staff, so these new posts have been timed to coincide with staff departures. In order to minimise disruption to service delivery, there will be some internal staff moves between the teams to ensure staff with the right skills are working in an area of the service where they can make the most difference. The internal staff moves have been managed by offering the remaining staff the opportunity to apply for moves within the service, and with consultation with both staff and the unions. A senior Manager is on secondment until September 2016 hence the departure of one senior post has been timed to fit in with the return of the post holder. Impact for the public has been minimised as the approach to staff leaving, recruitment, and the internal moves has been kept flexible so any disruption to service delivery is minimised and the key focus on the highest risk areas will continue to be the priority for the service.

Property Services – CC3.5

9.5 Fte's will be leaving Property Services on VR, saving a total of £388k.

The work undertaken by staff leaving under VR from Property Services is either no longer required in the way it is currently delivered or can be distributed among other team members, whose capacity can be increased by managing the demand from departments, and taking a more targeted approach.

Property Services will be able to continue to provide quality professional services to its client departments, police, fire and schools but is working with these clients to ensure that revenue funded services are jointly prioritised so that the reduced available staff time is spent on those issues that are essential and in line with the client's priorities. In some cases, the service may also start recovering reasonable costs where it is facilitating an income stream for the building occupier (e.g. where we are helping to negotiate a third party lease in a school).

Property Services is not providing services directly to the public, and the prioritisation of revenue funded services jointly with our clients will not impact on any of the groups protected under equalities legislation, but would review any impact assessments undertaken by our clients in relation to the work they commission us to undertake or stop.

Business Support – CC3.7

14.4 Fte's have been accepted for VR, saving a net total of £180k.

In Business Support, the majority of posts that have been accepted for VR are management posts which will not have an impact on the public, and the impact will be managed on the remaining managers by taking opportunities to streamline management processes. Where VR requests have been accepted for operational staff, in most cases, the posts have been replaced with Apprentice posts, providing opportunities for young people. The Apprentices are starting before the experienced staff leave so there will be no impact on service provision. A small number of operational posts have been released where the activity is no longer required within the business.

Health & Safety – CC3.6

1.8 Fte's will be leaving the Health & Safety Team, creating a net saving of £27k

The vacancy created will be back-filled with Health and Safety professional staff who will be able to support the risk and safety function across CCBS. With a refocus on corporate resource the department will still be compliant with health and safety legislation and the necessary resources will be allocated through an alternative model of delivery. In terms of disability, equalities policy and procedures will not change; and where special evacuation procedures are required these will still be delivered at a local level and therefore will not be negatively impacted.

Overall the impact of VR across the department is being managed to ensure that for most services, there is no impact on the general public. The Library Service is looking for solutions to ensure that any impact is limited, and staff will still be available to support the public who are unable to use any new 'self-service' technology.

The rationale behind VR, is that it is voluntary and therefore all staff leaving the department will have considered their options and consulted with management prior to taking the decision to apply for VR. The impact on the remaining staff will be minimised by creating capacity within the workforce, by streamlining business processes, demand management and by the prioritisation of service delivery.

Final decision date

Final decision date due

14 Sep 2015

Decision to be made by

Executive Member

Equality Impact Assessment



Name of project/proposal

P&R1 - Transformation to 2017 - Funding for Corporate Procurement Team

Contact name

Stephanie Randall

Department

Corporate Services

Date to be published on Hantsweb

11 Sep 2015

Purpose for project/proposal

The running costs of the Corporate Procurement Team are currently funded through a combination of revenue budget from the County Council and income generated from Traded Services.

The proposal is to fund a higher proportion of these costs from externally generated income from Traded Services, enabling revenue budget savings to be achieved against the Policy & Resources non-departmental budgets.

Consultation

Has a consultation been carried out?

No

No consultation has been conducted on these specific proposals. However, The County Council carried out a major consultation, between 26 May and 6 July, on a range of options for finding further budget savings, including setting Council Tax, using reserves and making changes to the way in which services are delivered.

The feedback from this consultation has been taken into account in developing the final options and proposals for decision by Executive Members, Cabinet and County Council in autumn this year.

When decisions are made to pursue the options, further, specific consultation will be carried out on the detailed options where required.

Statutory considerations

Impact

Age	None
Disability	None
Sexual orientation	None
Race	None
Religion and belief	None
Gender reassignment	None
Sex	None
Marriage and civil partnership	None
Pregnancy and maternity	None

Other policy considerations

Poverty	None
Rurality	None
Other factors	None
If other please describe	

Geographical impact

All Hampshire

Have you identified any medium or high impact?*

Yes

No

Why do you consider that your project/proposal will have low or no impact?

This proposal only impacts the funding sources for the Corporate Procurement Team. As such it is considered that there will be no impact to external service users or the wider residents of Hampshire, or staff.

Final decision date

Final decision date due

21 Sep 2015

Decision to be made by

Executive Member

Equality Impact Assessment



Name of project/proposal

Tt2017 P&R2 Annual grant funding to voluntary infrastructure organisations

Contact name

Gail Tong

Department

Corporate Services

Date to be published on Hantsweb

11 Sep 2015

Purpose for project/proposal

The proposal is a reduction in the annual grants allocated to Voluntary and Community Sector infrastructure organisations, including those bodies which support the wider voluntary and community sector through training, advice, funding advice, networking and providing a voice for the sector in discussions with statutory partners.

Consultation

Has a consultation been carried out?

Yes

Over recent years there has been an ongoing dialogue with the Voluntary and Community Sector (VCS) about the need to make efficiencies while still delivering an effective service to communities. This conversation will continue in future years as the County Council transforms the way services are delivered. An extensive survey with the wider Voluntary and Community was carried out in 2012 and this informed the more recent discussions.

The Voluntary organisations have been involved in the funding review from the outset along with district colleagues who are co-funders.

Consultation and involvement have taken the form of joint sessions, 1:1's and correspondence.

There were sessions in July 2014 and late September where the organisations were able to raise concerns and present their own proposals. It was jointly discussed how they could make efficiencies and still continue to meet County Council priorities of supporting vulnerable older people to remain independent and support vulnerable children and families.

In addition, although not specific to this particular proposal, the County Council carried out a major consultation, between 26 May and 6 July, on a range of options for finding further budget savings, including setting Council Tax, using reserves and making changes to the way in which services are delivered.

The feedback from this consultation has been taken into account in developing the final options and proposals for decision by Executive Members, Cabinet and County Council in autumn this year.

When decisions are made to pursue the options, further, specific consultation will be carried out on the detailed options where required.

Statutory considerations

Impact

Age	Low
Disability	Low
Sexual orientation	Low
Race	Medium
Religion and belief	Medium
Gender reassignment	Low
Sex	Low
Marriage and civil partnership	Low
Pregnancy and maternity	Low

Other policy considerations

Poverty	Low
Rurality	Medium
Other factors	None
If other please describe	

Geographical impact All Hampshire

Have you identified any medium or high impact?*

Yes

No

Equality statement

In line with the budget reductions across the County Council there were comparable reductions in 2015/16 to the Policy and Resources Annual Grants to Voluntary and Community Organisations and further reductions are to be anticipated in 2017 /18 and in subsequent years. It is therefore not possible to retain funding to organisations at the current level.

It is recognised that the VCS work with marginalised communities and individuals this is reflected in the current grant agreement which states that they must "demonstrate proactive support for equality and diversity groups and individuals". One objective of the completed review has been to lessen any impact on vulnerable groups by ensuring that the funding was awarded in the most effective way, this would also be ensured in any future reviews . It is anticipated that by improving the way the Councils of Voluntary Services work through sharing resources, making efficiencies and working in consortium they should be able to continue to deliver a high level of service and in many cases improve their delivery by targeting those groups and individuals who most require support. The review ensured that, rather than adopting a blanket approach to funding reductions, the grants were allocated to those infrastructure organisations that demonstrated they were best placed to build capacity in the voluntary sector at a local level. The proposal was to enable voluntary organisations to help deliver the County Council's priorities of supporting vulnerable people (older people and children and families). This should ensure that there are positive outcomes for the protected characteristic categories Age and Disability.

The accepted recommendation to create development plans with input from colleagues in District and Borough Councils and in consultation with the infrastructure organisations will mitigate against any negative impact. These ongoing development plans provide us with greater evidence of the level of support being received by all community groups and organisations supporting protected characteristics, and will therefore help to ensure better future outcomes. The value of volunteers that work with community groups, in particular marginalised groups, is also recognised. It has been identified that in future years there will be an even greater need to encourage people to participate in volunteering to support these groups and the local CVS have demonstrated, through their proposals, that they are best placed to provide this service. This, together with the fact that they will in future be working together in more efficient consortium, resulted in an approved recommendation that the local CVS receive less of a funding reduction than the Countywide CVS. Work will continue to identify future funding reductions. The greatest impact could therefore be on those communities currently supported by the Countywide CVS , Action Hampshire (AH). AH currently deliver a number of initiatives which are funded through other County Council sources. They provide support to the Hampshire Interfaith Network and the Independent Equality Forum. If reductions in funding means that AH no longer have the capacity to provide this support there is no reason why another voluntary infrastructure body could not take on the role of supporting these groups. There could be a negative impact in that marginalised groups often take time to build trust with an organisation and a new relationship would need to be established. This however is low risk and it is more likely that the impact will be low or none as many of the local CVS' are already working with these communities particularly in those districts with an identified ethnic community. (While Hampshire's population remains predominantly white British (91.8 %) ethnic diversity in the county is gradually increasing. Asian ethnic groups make up the largest nonwhite categories in Hampshire at 2.7% encompassing Indian and Nepalese ethnicities. Rushmoor has the largest nonwhite population at 15.3% mainly due to a growing Nepalese population (6.5% of Rushmoor's population identified themselves as Nepalese in the 2011 census). Across the rest of the county we see a variation of a nonwhite population ranging from 7.1% in Basingstoke and Deane to 2.9% in Havant).

Action Hampshire are also the Rural Community Council (RCC) for Hampshire , although the core funding is not awarded to support the work in these areas, the reduction in the organisation's capacity could have an indirect impact on rural communities. This can be mitigated against by the local organisations delivering services in rural areas

Date to review actions

01 Sep 2016

Final decision date

Final decision date due
Decision to be made by

21 Sep 2015
Executive Member

Equality Impact Assessment



Name of project/proposal

Tt2017 P&R3 Corporate Expenses

Contact name

Stephanie Randall

Department

Corporate Services

Date to be published on Hantsweb

11 Sep 2015

Purpose for project/proposal

The Policy and Resources non-departmental budget for Corporate Expenses will be reduced by £30,000 to reflect average level of expenditure incurred in previous years.

Consultation

Has a consultation been carried out?

No

No consultation has been conducted on these specific proposals. However, The County Council carried out a major consultation, between 26 May and 6 July, on a range of options for finding further budget savings, including setting Council Tax, using reserves and making changes to the way in which services are delivered.

The feedback from this consultation has been taken into account in developing the final options and proposals for decision by Executive Members, Cabinet and County Council in autumn this year.

When decisions are made to pursue the options, further, specific consultation will be carried out on the detailed options where required.

Statutory considerations

Impact

Age	None
Disability	None
Sexual orientation	None
Race	None
Religion and belief	None
Gender reassignment	None
Sex	None
Marriage and civil partnership	None
Pregnancy and maternity	None

Other policy considerations

Poverty	None
Rurality	None
Other factors	None
If other please describe	

Geographical impact

All Hampshire

Have you identified any medium or high impact?*

Yes

No

Why do you consider that your project/proposal will have low or no impact?

It is considered that there will be no impact to the residents of Hampshire or staff as this proposal is to secure savings through reducing the available budget for Corporate Expenses in line with the average level of expenditure incurred in previous years.

Final decision date

Final decision date due

21 Sep 2015

Decision to be made by

Executive Member

Equality Impact Assessment



Name of project/proposal

Tt2017 P&R4 Councillor Grants

Contact name

Kate Fryatt

Department

Corporate Services

Date to be published on Hantsweb

11 Sep 2015

Purpose for project/proposal

Each Member receives an annual budget, to be allocated to local projects, initiatives or organisations in their Division. Legitimate groups and organisations, but not individuals, are able to apply to their local Member for a grant.

The beneficiaries of these grants tend to be "not for profit", grass root, charitable or voluntary groups working within our communities.

The current budget for County Councillors grant is £8,000 per Councillor per annum, totalling £624,000. The proposal is to reduce this to £5,000 per Councillor per annum from 2017/18. This reduction would aim to realise £234,000 in savings per annum.

The County Council has a number of different grant streams of which the Councillor Grant budget, for 2015/16 represents circa 8% of the overall grants budget.

Consultation

Has a consultation been carried out?

No

However, the County Council carried out a major consultation, between 26 May and 6 July, on a range of options for finding further budget savings, including setting Council Tax, using reserves and making changes to the way in which services are delivered.

The feedback from this consultation has been taken into account in developing the final options for decision by Executive Members, Cabinet and County Council in autumn this year.

When decisions are made to pursue the options, further, specific consultation will be carried out on the detailed options where required.

Statutory considerations

Impact

Age	Medium
Disability	Low
Sexual orientation	Low
Race	Low
Religion and belief	Low
Gender reassignment	Low
Sex	Low
Marriage and civil partnership	None
Pregnancy and maternity	None

Other policy considerations

Poverty	Low
Rurality	Low
Other factors	None
If other please describe	None

Geographical impact

All Hampshire

Have you identified any medium or high impact?*

Yes

No

Equality statement

The vast majority of applications to County Councillors are for projects which are not targetted specifically at people with protected characteristics although there are a significant number of applications which target projects benefitting young people and children under 25 years of age. The impact of this proposal on projects benefitting young people and children is mitigated by the fact that all those submitting a grant application agree to the declaration which includes they "understand that the grant applied for is for this year only, with no expectation of funding in future years." Furthermore the grant criteria states:

"Grant payments will be one-off, and there should be no expectation of future funding. The grants are expected to support projects and not to contribute to an organisation's general revenue costs, other than revenue costs supporting projects and in the circumstance referred to above. Annually recurring costs should generally not be supported."

The grant funding is distributed geographically across the County Council area on the same basis as the electoral Divisions / County Councillors areas and therefore all areas will be impacted equally.

Date to review actions

21 Sep 2016

Final decision date

Final decision date due
Decision to be made by

21 Sep 2015
Executive Member

Equality Impact Assessment



Name of project/proposal

Tt2017 P&R5 Policy & Resources non-departmental budget housekeeping savings

Contact name

Stephanie Randall

Department

Corporate Services

Date to be published on Hantsweb

11 Sep 2015

Purpose for project/proposal

An assessment of the future budget requirement for a number of Policy & Resources non-departmental budgets has identified savings of £155,000 by April 2017 (for example, budgets held for former Direct Service Organisations (DSO) pension costs, salary sacrifice scheme and external audit fees), that can be released toward meeting the Transformation to 2017 savings target.

Consultation

Has a consultation been carried out?

No

No consultation has been conducted on these specific proposals. However, The County Council carried out a major consultation, between 26 May and 6 July, on a range of options for finding further budget savings, including setting Council Tax, using reserves and making changes to the way in which services are delivered.

The feedback from this consultation has been taken into account in developing the final options and proposals for decision by Executive Members, Cabinet and County Council in autumn this year.

When decisions are made to pursue the options, further, specific consultation will be carried out on the detailed options where required.

Statutory considerations

Impact

Age	None
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Sexual orientation	None
Race	None
Religion and belief	None
Gender reassignment	None
Sex	None
Marriage and civil partnership	None
Pregnancy and maternity	None

Other policy considerations

Poverty	None
Rurality	None
Other factors	None
If other please describe	

Geographical impact

All Hampshire

Have you identified any medium or high impact?*

Yes

No

Why do you consider that your project/proposal will have low or no impact?

It is considered that there will be no impact to residents of Hampshire or staff as this proposal is to secure savings through reducing the available budget for a range of Policy and Resources non-departmental budgets, to reflect an assessment of the future funding requirement.

Final decision date

Final decision date due

21 Sep 2015

Decision to be made by

Executive Member