SAVINGS OPTIONS 2011/12 EQUALITIES IMPACT ASSESMENT



CUSBANY Paleograph granted classing speciations 150 Consultation 150 Consultatio		CUSTOMER														
CUSBANI/ Sequence Transport Sequence	CUS/SAV/1	Customer services management re-structure	424	Efficiency	1.089	39%	-	=	-	=	=	=	=	-	-	Majority of Customer Services savings relate to re-structures in the back office and therefore
Cuida Avid Entiremental Transport Intercolor Intercolor Intercolor (Cuida Avid Entiremental Transport Entirementa	CUS/SAV/2	Redesigning street cleansing operations		*			=	=	=	=	=	=	=	=	=	impact on front line services is minimalised.
CUBBAN/M	CUS/SAV/3	Passenger Transport - remodelling of services		Efficiency			+ ve	+ ve	=	=	=	=	=	=	=	Consultation to begin Jan / Feb, better procurement could result in improved service.
CUSSAW/W Street Scene - Parking 1030 CUSSAW/W Street Scene - Parking 1040 CUSSAW/W Street Scene - Parking 1050 CUSSAW/W Street Scene - Clock Street Scene - Clock Street Scene - Clock CUSSAW/W Street Scene - Clock	CUS/SAV/4	Environmental & Trading Standards		*			-	-	=	-	-	-	=	=	=	
Speel Source - Porting Speel Source - Cold Orb 1,000 Income 1,00	CUS/SAV/5	Parks & open spaces	370	Service Redesign	2,981	12%	=	=	=	=	=	=	=	=	=	
CUSSAAVI Street Scene - Cal Cubs 75	CUS/SAV/6	Street Scene - Parking	1.040	Income	2.615	42%	_	+ ve	_	_	_	- ve	=	_	_	CPZ zones being established could have impact on meeting places, however this will be mitigated by consultation. People with mobility issues will be positively impacted as they will have better access to parking closer to home. Consultation required.
CUISANIA Street Scenes - Floor 5 Service 5 Se	CUS/SAV/7	Street Scene - Call Outs					=		=	=	=		_	=	=	
Substack	CUS/SAV/8	Street Scene - Depot		,			=	_	_	=	_	_	=	=	_	
CUBSAN/19	CUS/SAV/9	Street Scene - Road Safety		,			=	_	_	=	_	_	=	=	_	
CUSSAM11 Housing Africe Re-slught Report PRA 150 Income 1,273 12% CUSSAM14 Revenues and benefits head of derivide post 55 Efficiency 2,158 5% CUSSAM178 Revenues and benefits head of derivide post 65 Efficiency 2,158 5% CUSSAM178 Revenues and benefits head of derivide post 65 Efficiency 2,158 5% CUSSAM178 Temporary Accompliation Revenues 40 Service Redesign 7% 7% 7% 7% 7% 7% 7% 7	CUS/SAV/10	Housing Advice Proforma Restructure					=	=	=	=	=	=	=	=	=	Could affect all groups but could have positive impact on customer experience
CUUSAAVI13	CUS/SAV/11	Housing Advice Re-align Recharges to HRA		Income			=	=	=	=	=	=	=	=	=	
CUSISANTA Revenues and benefits haved of service post 55 Efficiency 2,156 594	CUS/SAV/13	Environment reduction in staff post		Service Redesign			=	=	=	=	=	=	=	=	=	
CUUSIAN/ITS Housing Anice Reduce subsidy age 200 Efficiency 2.76 4/4					,		=	_	_	=	_	_	=	=	_	
Total							=	_	_	=	_	_	=	=	_	Could affect all groups but mitigated by detailed consultation
FINARESISAVI Human Resources - Staffing Review 2.949 10% Savings in Finance and Resources relate, in the main, to back office, manager FINARESISAVI Human Resources - Staffing Review 2.949 10% Savings in Finance and Resources relate, in the main, to back office, manager FINARESISAVI Asset & Capital Delivery Staffing Reductions inc Capital staff 5.25 Savice Redestign 6.477 22%					-,	0%	=	_	_	=	_	_	=	=	_	
FINARCES/SAV14 Human Recorders—Staffing Reductions in Capital staff FINARCES/SAV2 Asset & Capital Delivery Staffing Reductions in Capital staff FINARCES/SAV3 Asset & Capital Delivery Staffing Reductions in Capital staff FINARCES/SAV3 Asset & Capital Delivery Staffing Reductions in Capital staff FINARCES/SAV4 FINARCES/SAV4 Rationalisation of Legal practice FINARCES/SAV4 FINARCES		, ,														
FINARESISAN/I	Total		4,264		73,137	11%										
FINARESISAVI2 Asset & Capital Delivery Staffing Reductions inc Capital staff FiNARESISAVI4 Rationalisation of complaints & FO's 71 Service Redesign 1,601 50%																
FINARESISAVI3							=	=	=	=	=	=	=	=	=	Savings in Finance and Resources relate, in the main, to back office, management and support
FINARESISANI/4 Rationalisation of complaints & FOr's 71 Service Redesign 3,890 20% 1 1 1 1 1 1 1 1 1							=	=	=	=	=	=	=	=	=	services and therefore will have no impact on front line services.
FINABRESISAVIS Rationalisation of Legal practice 4.70 Service Redesign 3,860 20%		5		Service Redesign	1,601	50%	=	=	=	=	=	=	=	=	=	
FINARES/SAV/W Rationalisation of Democratic Services 197 Service Redesign 1,458 39%			71	Service Redesign			=	=	=	=	=	=	=	=	=	
FIN&RESISAVI7 PPP review 387 Service Redesign 1,458 39%					3,690	20%	=	=	=	=	=	=	=	=	=	
FINARES/SAVI9 Regeneration & Economic development re-structure 300 Service Redesign 3,788 20%			197	Service Redesign))		=	=	=	=	=	=	=	=	=	
FIN&RES/SAV/19 Corporate Finance review A97 Service Redesign A,039 19%			387	Service Redesign	1,458	39%	=	=	=	=	=	=	=	=	=	
FIN&RES/SAV/10 Audit & Risk FIN&RES/SAV/11 Corporate Director of Resources Post FIN&RES/SAV/12 Packuton in corporate projects FIN&RES/SAV/12 Packuton in corporate projects FIN&RES/SAV/13 Deletion of total commissioning service FIN&RES/SAV/13 Deletion of total commissioning service FIN&RES/SAV/14 Packuton in Building Schools for Future budgets FIN&RES/SAV/15 Misc MVOW & One B&D Savings FIN&RES/SAV/16 Misc Support Services non-recurring savings FIN&RES/SAV/16 Misc Support Service Non-recurring Savings FIN&RES/SAV/16 Misc Support Service Non-recurring Savings FIN&RES/SAV/16 Misc Support Services non-recurring Savings FIN&RES/SAV/16 Misc Support Service Non-recurring Saving Saving Non-recurring Saving Saving Saving Non-recurring Saving Saving Saving Saving Sa				Service Redesign			=	=	=	=	=	=	=	=	=	
FIN&RES/SAV/11 Corporate Director of Resources Post 80 Service Redesign 170 100% 175% 150 Service Redesign 200 100% 150 15			497	Service Redesign	4,039	19%	=	=	=	=	=	=	=	=	=	
FINARES/SAV/12 Reduction in corporate projects 150 Service Redesign 200 175%			23	Service Redesign			=	=	=	=	=	=	=	=	=	
FIN&RES/SAV/13 Deletion of total commissioning service 200 Service Redesign 200 100%	FIN&RES/SAV/11	Corporate Director of Resources Post	80	Service Redesign	170	100%	=	=	=	=	=	=	=	=	=	
FIN&RES/SAV/14 Reduction in Building Schools for Future budgets 650 Service Redesign 1,700 41%		Reduction in corporate projects		Service Redesign		175%	=	=	=	=	=	=	=	=	=	
FIN&RES/SAV/15 Misc MWOW & One B&D Savings 186 Service Redesign - 0% = = = = = = = = = = = = = = = = = =			200	Service Redesign		100%	=	=	=	=	=	=	=	=	=	
FIN&RES/SAV/16 Misc Support Services non-recurring savings - 1,936 Service Redesign - 0%			650	Service Redesign	1,700	41%	=	=	=	=	=	=	=	=	=	
Total 2,960 27,018 26%			186	Service Redesign	-	0%	=	=	=	=	=	=	=	=	=	
LBBD SUB TOTAL LBBD Total Prior to JV Savings 16,344 239,512 15% JOINT VENTURE JVISAV/1 Initial Savings from the Joint Venture 3,000 JOINT VENTURE - - CORP/SAV/01 Terms & Conditions Review 1,000 Service Redesign - -	FIN&RES/SAV/16	Misc Support Services non-recurring savings	- 1,936	Service Redesign	-	0%	=	=	=	=	=	=	=	=	=	
LBBD SUB TOTAL LBBD Total Prior to JV Savings 16,344 239,512 15% JOINT VENTURE JVISAV/1 Initial Savings from the Joint Venture 3,000 JOINT VENTURE - - CORP/SAV/01 Terms & Conditions Review 1,000 Service Redesign - -	Total		2.960		27.018	26%										
LBBD Total Prior to JV Savings 16,344 239,512 15% JOINT VENTURE JV/SAV/1 Initial Savings from the Joint Venture 3,000 JOINT VENTURE CORP/SAV/01 Terms & Conditions Review 1,000 Service Redesign		I BBD SUB TOTAL	2,500		2.,0.0	_0,0										
JOINT VENTURE JV/SAV/1 Initial Savings from the Joint Venture 3,000 JOINT VENTURE CORP/SAV/01 Terms & Conditions Review 1,000 Service Redesign	LBBD Total Prior to J		16.344		239.512	15%				The state of the s	The state of the s			The second second		
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CORP/SAV/01 Terms & Conditions Review 1,000 Service Redesign	IV/SAV/1		3,000	IOINT VENTURE												
	SS. TORVIVI	Tormo & Conditiona Noview	1,000	Get vice inedesign												
Total 4,000 - 0%	Total		4,000			0%										
LBBD TOTAL		LBBD TOTAL														
LBBD Total 20,344 239,512 20%	LBBD Total		20,344		239,512	20%										

Cumulatively for the authority the following groups are more adversely affected:
- Older people and disabled are more likely to have restricted income, therefore savings implemented by additional charging to users eg meals on wheels, equipment etc will hit these groups harder.

- 14-19 age group have a large number of reductions in funding / services that directly affect them.
- Reductions in youth funding also means a lot of preventative work could stop, which may have impacts in other areas in the future.

Savings may have an impact on our ability to support the "Big Society" as this needs investment from LBBD to encourage volunteering. We have retained some capacity building support but will be a risk for the future.

A large number of the savings related to back office, management and support services, as it was important to protect front line services as much as possible. However future years savings will not be able to hit these areas further without having an impact, as front line staff will need to absorb work previously carried out by support staff.

- Consultation continues to be key, where services are changing, they could be for the better but proper feedback will better manage perceptions.
 Extensive consultation with schools is needed. A number of duties that LBBD previously carried out which were grant funded have had the grant now paid directly to schools. As this grant is not ringfenced the schools can choose what this money is used for, we therefore need to stress the importance of continuing with the work.
- Some savings also relate to charging schools for services that they were not previously charged for again consultation is vital.