

Equality and Rights Impact Assessment

2015-2018 Budget Summary Report

What budget option does this ERIA information relate to?

There is an opportunity to delete some vacancies and optimise use of apprentices to make budget savings. The proposal is broken down as follows:

Savings within the Environment Service:

- Fleet Services (£40,000)
- Waste Services (£150,000)
- Parks and Greenspace (£70,000)
- East Neighbourhood (£70,000)

East

The savings within the East Neighbourhood will be made through permanent changes to the local management team structure, i.e. splitting the Community Safety Manager post with the Local Environment Manager taking responsibility for the Environmental Wardens and the Local Housing & Regeneration Manager taking responsibility for the Community Safety team. The savings from the Community Safety Manager post will deliver the proposed savings.

P&G

It has not been identified from which specific area or areas within Parks and Greenspace the above savings will be taken.

Waste & Fleet Services

Posts have not been identified within Waste and Fleet Services to make the above savings.

What are the main impacts of this option on rights?

East

This proposed change has been piloted over the past 6 months with no evidence of any infringement of the rights of service users.

It is envisaged that the combining of the responsibilities as described above will have an enhancement of the rights of customers due to a more streamlined service delivery.

P&G

Any reduction to budgets within Parks and Greenspace will have an impact on service delivery, and may have an impact on rights in regard to life, health, standard of living and productive and valued activities e.g. through reduced maintenance or closure of play areas, reduced maintenance of sports pitches, maintenance of trees, reduction in grounds maintenance services provided to Health and Social Care (care homes, sheltered housing) and Children & Families (schools, community centres etc).

Waste & Fleet Services

As the budget proposal is to delete vacancies and optimise the use of apprentices there would be no reduction in staffing levels therefore we do not foresee any impacts on rights for members of the public.

As this will increase the opportunities for people who would normally not have access to these positions we foresee this will have a positive impact on the rights to Education and Learning.

What are the main impacts of this option on equality?

East

For the same reason as stated above this proposal will not have a negative impact on our Ability to demonstrate our due regard to the equality duty. It is envisaged that the new proposed Structure will positively impact on our ability to eliminate discrimination and foster good relations Due to the new streamlined service delivery.

P&G

Any reduction to budgets within Parks and Greenspace will have an impact on service delivery, and may negatively impact on fostering good relations in relation to partners such as Friends of Parks groups and community groups with interest in Parks and Open Spaces in the city

Waste/Fleet

As the budget proposal is to delete vacancies and optimise the use of apprentices there would be no reduction in staffing levels therefore we do not foresee any changes to our services, and therefore no impact on any of the equality duties.

What are the main recommendations to address either the positive or negative impacts?

East

We do not envisage any impact on service users therefore we have no recommendations at this time.

P&G

Continue to work with partners and stakeholders to develop relationships and make best use of available resources.

Waste/Fleet

We do not envisage any impact on service users therefore we have no recommendations at this time.

Sign Off (print name and position and contact details)

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Carbon Impact Assessment Template

BUDGET OPTION

SfC29 Reduced Headcount and Deletion of Vacancies

LEAD OFFICER

Jim Hunter

To record your assessment put an **X** in the appropriate columns below.

COUNCIL CARBON EMISSIONS	IMPACTS			NOTES
	↓	↑	↔	
WASTE to landfill			X	
BUILDINGS energy usage			X	
INFRASTRUCTURE energy usage			X	
TRANSPORT fuel consumption			X	

↓ = *anticipated decrease in emissions*

↑ = *anticipated increase in emissions*

↔ = *no change anticipated*