

Equality and Rights Impact Assessment

2015-2018 Budget Summary Report

What budget option does this ERIA information relate to?

Reduced staffing ratios in day services for people with disabilities	
Option number	H&SC22
Savings proposal	Reduced staffing ratios in day services for people with disabilities
Division	Older People's & Disability Services
Service area	Disability Services
Description of savings proposal	
Reduce staff ratios in day services for people with disabilities by reducing the number of 1:1 staffing ration for service users with multiple disabilities or challenging behaviour and increase the use of 1:2 and 1:3 ratios for these service users. This is therefore partly an efficiency measure and partly a service reduction in that there would be less support for some individual service users.	

What are the main impacts of this option on rights?

Reduced staff support to some adults with learning disabilities using day services may reduce their participation in community activities and social opportunities.

What are the main impacts of this option on equality?

See above

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

Staff will work to mitigate the risks as far as possible by ensuring targeted staff time and reviewing the day activities and community-based options for people affected by reduced staffing ratios.

Sign Off (print name and position and contact details)

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Carbon Impact Assessment Template

BUDGET OPTION (number/title/details)				
LEAD OFFICER (name and contact details)				
To record your assessment put an X in the appropriate columns below.				
COUNCIL CARBON EMISSIONS	IMPACTS			NOTES
	↓	↑	↔	
WASTE to landfill	X			Minor positive impacts on Council's carbon emissions due to staffing reductions
BUILDINGS energy usage	X			
INFRASTRUCTURE energy usage	X			
TRANSPORT fuel consumption	X			

↓ = *anticipated decrease in emissions*

↑ = *anticipated increase in emissions*

↔ = *no change anticipated*