

Department	Division	Ref. No.	Cabinet Member	Description	2022-23 £000	Equalities Analysis Information
Chief Executive's	Regen	101	Cllr. Helen Dennis	Staff savings in the management structure from the reorganisation of the regeneration sections.	(200)	EQIA to be conducted as part of wider re-organisation of the service
Children's and Adults' Services	Adults' Social Care	105	Cllr. Evelyn Akoto	Carry forward of actual cost of on-going care and support packages, post-reviews and assurance in line with the Care Act.	(1,200)	Equalities Impact Assessment undertaken. No adverse impact on Service users. Any reduction in provision will have followed a Care Act Assessment or review
Children's and Adults' Services	Adults' Social Care	106	Cllr. Evelyn Akoto	Reduction in placement costs due to reduced need for residential care placements, and reablement beds being open.	(448)	Equalities Impact Assessment undertaken. No adverse impact on Service users.
Children's and Adults' Services	Adults' Social Care	107	Cllr. Evelyn Akoto	Retention & Recruitment Scheme, (temporary to permanent)	(300)	Equalities Impact Assessment undertaken. Impact will be positive for staff and workforce as a whole.
Children's and Adults' Services	Adults' Social Care	109	Cllr. Evelyn Akoto	Remodelling of support provision with a focus on shared hours and outcomes, as part of a new supported living model.	(1,100)	Equalities Impact Assessment undertaken. No adverse impact on any service users. Long term benefits for service users
Children's and Adults' Services	Adults' Social Care	110	Cllr. Evelyn Akoto	Renegotiation of spot contracts for LD supported living placements	(220)	Equalities impact Assessment Undertaken. No adverse impact on Service users.
Children's and Adults' Services	Adults' Social Care	111	Cllr. Evelyn Akoto	Day care provision review	(60)	Equalities Impact Assessment undertaken. No adverse impact on any service users. Long term benefits for service users
Children's and Adults' Services	Adults' Social Care	112	Cllr. Evelyn Akoto	Efficiencies in All Age Disabilities (AAD) Looked after Children's (LAC) placements through renegotiation	(250)	Equalities Impact Assessment undertaken. No adverse impact on any service users. Long term benefits for service users
Children's and Adults' Services	Adults' Social Care	113	Cllr. Evelyn Akoto	Direct Payments review for under 25 provision	(75)	Equalities Impact Assessment undertaken. No adverse impact on Service users. Any reduction in provision will have followed a Care Act Assessment or review
Children's and Adults' Services	Adults' Social Care	114	Cllr. Evelyn Akoto	Overnight short breaks review	(80)	Equalities Impact Assessment undertaken. No adverse impact on any service users. Long term benefits for service users
Children's and Adults' Services	Adults' Social Care	115	Cllr. Evelyn Akoto	Homecare savings in All Age Disability service	(60)	Equalities Impact Assessment undertaken. No adverse impact on any service users. Long term benefits for service users

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Children's and Adults' Services	Adults' Social Care	116	Cllr. Evelyn Akoto	Efficiency in Best Interest Assessor contracts	(73)	No adverse impact on Service users, regardless of the Socio-Economic situation of the person subject to a DoLS assessment. The proposed saving will not have a wider Socio-Economic impact than on those subject to the deprivation of their liberty.
Children's and Adults' Services	Adults' Social Care	117	Cllr. Evelyn Akoto	Reduction in training budget as now a greater variety of digital training options which can be utilised and provide Value for money	(32)	Equalities Impact Assessment undertaken. Impact will be positive for staff and workforce as a whole.
Children's and Adults' Services	Adults' Social Care	118	Cllr. Evelyn Akoto	Reduction of residential care block contract as there is greater availability of in borough Flexi Care provision	(400)	Equalities Impact Assessment undertaken, no adverse impact on service users.
Children's and Adults' Services	Adults' Social Care	119	Cllr. Evelyn Akoto	Efficiencies through better utilisation of step down to reduce long term packages of care and need for residential care.	(55)	Equalities Impact Assessment undertaken. No adverse impact on any service users. Long term benefits for service users
Children's and Adults' Services	Commissioning	120	Cllr. Evelyn Akoto	Restructuring of contracts team	(41)	EQIA completed. No adverse impact on equalities
Children's and Adults' Services	Children and Families	122	Cllr. Jasmine Ali	Restructure of Access to Resources Team (ART) (a specialist team that finds placements for children in care and care leavers)	(85)	EQIA completed. Some likelihood this will impact some people with protected characteristics.
Children's and Adults' Services	Children and Families	123	Cllr. Jasmine Ali	Restructure of Business Support for Social Work Teams	(174)	EQIA completed. Some likelihood this will impact some people with protected characteristics.
Children's and Adults' Services	Children and Families	124	Cllr. Jasmine Ali	More efficient use of placement resources (Independent Fostering Agencies, Residential and semi-independent accommodation (under 18 yr. olds) through Commissioning Alliance	(50)	EQIA completed. No adverse impact on equalities.

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Children's and Adults' Services	Children and Families	125	Cllr. Jasmine Ali	Increased use of better value commissioned services for children in care	(254)	EQIA completed. Positive impact on equalities.
Children's and Adults' Services	Children and Families	126	Cllr. Jasmine Ali	Increased use of better value commissioned services for care leavers	(281)	EQIA completed. Positive impact on equalities.
Children's and Adults' Services	Children and Families	127	Cllr. Jasmine Ali	Restructuring of Youth Offending Service	(90)	EQIA completed. Indications that there is some likelihood this will impact some people with protected characteristics.
Children's and Adults' Services	Children and Families	128	Cllr. Jasmine Ali	Restructuring of Care Leaver Services	(125)	EQIA being completed. Indications that there is some likelihood this will impact some people with protected characteristics.
Children's and Adults' Services	Children and Families	129	Cllr. Jasmine Ali	Reinvestment of funding currently spent on health services to protect Family Early Help, mitigated by NHS growth monies.	(186)	EQIA completed. No anticipated impact on equalities.
Children's and Adults' Services	Children and Families	130	Cllr. Jasmine Ali	Retention & Recruitment Scheme, (temporary to permanent and international recruitment)	(250)	EQIA completed. No impact on equalities.
Environment and Leisure	P&L	133	Cllr. Catherine Rose	Savings on grounds Maintenance contract	(135)	EQIA to be completed. No anticipated impact on equalities.
Finance and Governance	Exchequer Services	134	Cllr. Rebecca Lury	Removal of posts as a result of extra capacity in the team due to introduction of digital processes	(100)	Potential impacts on staff. As specific proposals come forward and at each stage of implementation thereafter the different impacts on different categories of staff will be assessed in accordance with the council's reorganisation, redeployment and redundancy procedures.
Finance and Governance	Exchequer Services	135	Cllr. Rebecca Lury	Further automation of Financial Control and Processing processes leading to efficiencies	(180)	Potential impacts on staff. As specific proposals come forward and at each stage of implementation thereafter the different impacts on different categories of staff will be assessed in accordance with the council's reorganisation, redeployment and redundancy procedures.

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Finance and Governance	Professional Finance Services	136	Cllr. Rebecca Lury	Increased savings through a review and alignment of support costs across Finance & Governance.	(83)	No Impact.
Finance and Governance	Professional Finance Services	137	Cllr. Rebecca Lury	Efficiencies created through business partner relationships within Professional Finance Services	(50)	Potential impacts on staff, however likely to be managed through natural turnover or removal of vacant positions.
Housing and Modernisation	Central Services	140	Cllr. Rebecca Lury	Removal of pension expenses contingencies budget	(75)	No impact on service users
Corporate	Corporate	142	Cllr. Rebecca Lury	Subject to review, budget reduction in operating costs through rationalisation of office accommodation and ancillary building estate	(250)	EQIA to be undertaken as part of any site-specific proposals brought forward.
Total					(6,962)	