

## Update on Equality Impact Consideration on Budget Proposals

Priority	Item	Saving type	Next steps	Equality considerations/EqIA	Expected at Cabinet	Update on implementation
1.1	Adoption and special guardianship order payments	Implemented in 2017/18.	Implemented.	Equality considerations embedded in implementation.	Cabinet Member signing in October 2017.	Implemented. The service actively monitors the impact of the policy.
1.2	External commissioning of Independent Reviewing Officers	Carried over to 2018/19.	Proposal under review.	Proposal under review.	Proposal under review.	Proposal under review.
1.3	Care leavers: semi independent living cohort review	Carried over to 2018/19.	Proposal under review.	Proposal under review.	Proposal under review.	Proposal under review.
1.4	Reviewing family based placements	Implemented in 2017/18.	Implemented.	Equality considerations embedded in implementation.	Officer-determined as part of Business As Usual.	Officer-determined as part of Business As Usual.
1.5	Targeted response and early help interventions	Carried over to 2018/19.	Part of wider Early Help offer decided in March 2015.	Equality considerations embedded in original offer in March 2015.	Officer-determined as part of Business As Usual.	Officer-determined as part of Business As Usual.

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1.6	Increasing use of family group conferences	Implemented in 2017/18.	Implemented.	Equality considerations are actively embedded in implementation.	Officer-determined as part of Business As Usual.	Proposal implemented and being embedded.
1.7	Schools and learning: managing the loss of Education Support Grant and changes to DSG	Carried over to 2018/19.	Review service	EqIA on Early Years Funding decision <a href="#">can be found here.</a>	<p>Early Years funding decision came to February 2017 Cabinet.</p> <p>November 2017 Cabinet authorised set up of the Haringey Education Partnership.</p> <p>Other decisions on Education, Welfare and Schools &amp; Learning will go to subsequent Cabinet meetings.</p>	The loss of a grant will be covered in 2017/18. The Haringey Education Partnership model will mitigate future impacts. Equality considerations will be embedded in any future proposals.
1.8 + 2	Housing Support Transformation Framework	Implemented in 2017/18.	Implemented.	Final EqIA <a href="#">found here.</a>	Agreed at March 2017 Cabinet.	Equality considerations have

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						been embedded in implementation.
2.1	Osborne Grove – Prevention services Residential home	Carried over to 2018/19.	Closure decision in December 2017; Options appraisal in mid-2018	EqIA on the closure decision <a href="#">can be found here.</a>	Agreed at December 2017 Cabinet.	Options appraisal will be conducted at a subsequent Cabinet meeting. Equality considerations will be embedded in the development of the proposals.
2.2	Fees and Charges – DRE, transport for day opportunities and self funders administration fees	Implemented in 2017/18.	Implemented.	Final <a href="#">EqIA can be found here.</a>	Agreed at November 2017 Cabinet.	Implemented. The service continues to monitor impact on service users as part of the implementation.
2.3	Technology Improvement	Re-profiled in new savings proposals.	Re-profiled in new savings proposals.	Re-profiled in new savings proposals.	Re-profiled in new savings proposals.	Re-profiled in new savings proposals.
2.4	Market efficiencies	Re-profiled in new savings proposals.	Re-profiled in new savings proposals.	Re-profiled in new savings proposals.	Re-profiled in new savings proposals.	Re-profiled in new savings proposals.
2.5	New Models of Care	Carried over to 2018/19.	Proposal under review.	Proposal under review.	Proposal under review.	Proposal under review.

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2.6	<b>Learning Disabilities</b>	New saving proposal.	Scoping a new model and menu of Assistive Technology. Development of a strategy to identify opportunities for better value from providers.	Equality considerations to be embedded in scoping exercise and detailed proposals. This is ongoing and will focus on barriers to accessing services and any potential worsening of inequalities.	TBD.	Equality considerations will be embedded in implementation.
2.7	<b>Mental Health</b>	New saving proposal.	Scoping a new model and menu of Assistive Technology. Development of a strategy to identify opportunities for better value from providers.	Equality considerations to be embedded in scoping exercise and detailed proposals. This is ongoing and will focus on barriers to accessing services and any potential worsening of inequalities.	TBD.	Equality considerations will be embedded in implementation.
2.8	<b>Physical Disabilities</b>	New saving proposal.	Scoping a new model and menu of Assistive Technology. Development of a strategy to identify opportunities for better value from providers.	Equality considerations to be embedded in scoping exercise and detailed proposals. This is ongoing and will focus on barriers to accessing services and any potential worsening of inequalities.	TBD.	Equality considerations will be embedded in implementation.

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3.1	Charging for green waste collections	Implemented in 2017/18.	Implemented.	EqIA <a href="#">can be found here.</a>	Agreed at February 2017 Cabinet.	Implemented. The service continues to monitor impact on service users as part of the implementation.
3.2	Charging for bulky waste collections	Implemented in 2017/18.	Implemented.	EqIA <a href="#">can be found here.</a>	Agreed at February 2017 Cabinet.	Implemented. The service continues to monitor impact on service users as part of the implementation.
3.3	Charges for replacement wheeled bins	Implemented in 2017/18.	Implemented.	EqIA <a href="#">can be found here.</a>	Agreed at February 2017 Cabinet.	Implemented. The service continues to monitor impact on service users as part of the implementation.
3.4	Charges for RSL recycling bins	Implemented in 2017/18.	Implemented.	EqIA screening tool <a href="#">can be found here.</a>	Agreed at February 2017 Cabinet.	Implemented. The service continues to monitor impact on service users as part of the implementation.
3.5	Charges for residual waste collection for flats above shops	Implemented in 2017/18.	Implemented.	EqIA <a href="#">can be found here.</a>	Agreed at February 2017 Cabinet.	Implemented. The service continues to monitor impact on service users as part of the implementation.

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3.6	Reduce Veolia's Education & Outreach team	Implemented in 2017/18.	Implemented.	Equality considerations are embedded as part of Veolia's restructure process. No EqIA will be published.	Non-executive function.	This is an internal change in the size/structure of Veolia's Education and Outreach team. The change is not believed to have had any disproportionate impact on groups with protected characteristics.
3.7	Close Park View Road R&R	Implemented in 2017/18.	Implemented.	Equality considerations made in original decision.	Officer-determined as part of Business As Usual.	Implemented. Alternative services are available, including alternative reuse and recycling centres in Haringey and the wider north London area. The change is not believed to have had any disproportionate impact on groups with protected characteristics. We have provided details of alternative sites on our website <a href="#">here</a> .

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3.8	<b>Veolia Operations Efficiencies</b>	Carried over to 2018/19.	Review service	Equality considerations will be made in any efficiency savings.	To be determined.	Changes to universal services implemented to date, including to the leaf fall collection and weed spraying services, have had no disproportionate impact on groups with protected characteristics. Equality considerations will be embedded in any detailed proposals.
3.9	<b>Parking charges and permits:</b> -new parking charges for diesel cars -move application for parking permits online -increase cost of visitor permits -cashless parking	Carried over to 2018/19.	Consultation	To be developed in line with final decision.	Decisions on remaining proposals will go to subsequent Cabinet meetings.	Online applications for permits and visitor vouchers have been implemented. Online permits will be delivered with the new IT platform. The Service communicated the change and continues to monitor impact on service users.

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						<p>Proposals to introduce new parking charges for diesel cars and to increase the cost of visitor permits are currently subject to statutory consultation.</p> <p>Increases in hourly permit charges are expected to be implemented in March 2018. The service will continue to monitor impact on service users.</p>
3.10	Parking new operating model & back office relocation	Carried over to 2018/19.	Commissioning review to consider options.	To be developed in line with final decision.	TBD.	Options are still being considered. Equality considerations to be included in the development of proposals.
4.1	Tottenham Regeneration savings –	New saving proposal	Review service	No EqIA required. Equality considerations	Officer-determined as part of	Officer-determined as part of Business As Usual.



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	consultancy and communication spend			to be embedded in final decision.	Business As Usual.	
4.2	Planning Income – increase pre-application fees	Implemented in 2017/18.	Implemented.	Equality considerations factored in Cabinet member signing report. Equality comments <a href="#">can be found here.</a>	Cabinet Member signing in November 2017.	Implemented. The service continues to monitor impact on service users.
4.3	Corporate Projects – potential transfer of functions to Haringey Development Vehicle (HDV)	Carried over to 2018/19.	Review service. Dependent on final outcome of the HDV.	<a href="#">Final EqIA can be found here.</a>	TBD.	TBD.
X.1	Reduction in Legal staff and expenditure	Carried over to 2018/19.	Restructure	Equality considerations are included as part of the restructure process. For data protection purposes, it is not published publically.	Non-executive function.	Restructure will begin in June 2018.
X.2	Audit and Risk Management savings	Implemented in 2017/18.	Implemented.	Equality considerations are included as part of the restructure process. For data protection purposes, it is not published publically.	Non-executive function.	Implemented.

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X.3	<b>Democratic Services restructure</b>	Implemented in 2017/18.	Implemented.	Equality considerations are included as part of the restructure process. For data protection purposes, it is not published publically.	Non-executive function.	Implemented. Restructure EqIA completed as part of the process.
X.4	<b>Shared Service Sector – Business support – Restructure in staffing</b>	Implemented in 2017/18.	Implemented.	Equality considerations are included as part of the restructure process. For data protection purposes, it is not published publically.	Non-executive function.	Implemented. Restructure EqIA completed as part of the process.
X.5	<b>Shared Service Centre</b>	Carried over to 2018/19.	High-level service review has completed. Detailed action plan will take place from now until March 2018.	To be developed in line with final decision. Action plan will be unavailable for review until February 2018.	By 2019	High-level service review has been completed. Detailed action plan is currently being developed – expected in March 2018. Equality considerations will be embedded as the detailed proposals are developed.
X.6	<b>Shared Services for Customer Services</b>	Carried over to 2018/19.	High-level service review has completed.	To be developed in line with final decision. Action plan will be	By 2019	High-level service review has been completed. Detailed

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			Detailed action plan will take place from now until February 2018.	unavailable for review until February 2018.		action plan is currently being developed – expected in March 2018.
X.7	<b>Senior management saving</b>	Carried over to 2018/19.	Restructure	Equality considerations are included as part of the restructure process. For data protection purposes, it is not published publically.	Non-executive function.	Restructure to commence in February 2018. A restructure EqIA will be completed as part of this process.
X.8	<b>Alexandra House - Decant</b>	Carried over to 2018/19.	Vacate 3 floors by March 2018.	Part of previous decision which considered equality considerations	Officer-determined as part of Business As Usual.	Commercial & Operations have moved. 3 floors will transfer to RPH by March 2018. The relocations have taken into consideration and accommodated the interests of staff with disabilities.
X.9	<b>Translation and Interpreting service</b>	Implemented in 2017/18.	Implemented.	Equality considerations factored in decision.	Officer-determined as part of Business As Usual.	Implemented.

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X.10	Closure of internal print room	Carried over to 2018/19.	Part of Shared Digital Service programme	To be developed in line with final decision.	Officer-determined as part of Business As Usual.	Closure will take place in April 2018. The service will deliver a new solution for Committee papers.
X.11	Communications post deletion	Implemented in 2017/18.	Implemented.	Equality considerations are included as part of the restructure process. For data protection purposes, it is not published publically.	Non-executive function.	Implemented.
X.12	Communications income generator	Implemented in 2017/18.	Implemented.	No EqIA required.	Non-executive function. Officer-determined as part of Business As Usual'.	Implemented and income generated.
X.13	Professional Development Centre running costs	Carried over to 2018/19.	Vacate the building.	No EqIA is anticipated.	Equality comments in the original decision <a href="#">can be found here.</a>	The service is experiencing delays in vacating the building. The service is investigating reduced occupancy as a means of achieving some savings. Equality

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X.14	Insurance – reprocure as part of London Consortium	Implemented in 2017/18.	Implemented.	No EqIA was required.	Agreed at January 2017 Cabinet.	Implemented.
X.15	Voluntary severance savings	Carried over to 2018/19.	Restructure	Equality considerations are included as part of the restructure process. For data protection purposes, it is not published publically.	Non-executive function.	Discussions with ADs and HoS are ongoing.