

Appendix G- Equality Impact Assessments

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City College Peterborough

Initial assessment

What are the proposed outcomes of the policy?

As part of the council's budget consultation, an income target of £500,000 per annum has been set to be achieved by developing a new operating model for City College Peterborough, the council's adult skills service.

City College have operated at arms-length from the council since 2014, enabling them to diversify and expand their services. Alongside the core adult skills service, they have successfully secured commercial work, grant funded programmes, and other work which has grown the turnover of the service.

In return for this level of arms-length flexibility, the College currently returns £250,000 per annum to the council. As a council department the College do not pay any rent on their Brook Street site, but this funding back to the council supports the costs of running and maintaining that campus.

The rate of growth in the College's activities provides an opportunity for the council to review the annual amount it returns to the council. This value hasn't been reviewed since it was first introduced.

We propose to work with the College to explore even more opportunities to enable the service to operate more commercially, more flexibly and in a more agile way to grow its non-core service delivery, securing its long-term future as a major adult skills provider in the city and further supporting the council's financial strategy.

Which individuals or groups are most likely to be affected?

The core services the College provides for learners will be unaffected by these proposals. The College receives contractual funding to deliver these core services, which are accompanied by clear delivery targets, and these will remain the core focus of activity. The work the College does to support young people with additional needs, and the delivery of the separately commissioned Day Opportunities service for people with learning disabilities also remain unaffected.

It is anticipated that further diversification of the College's activity will enable new beneficiaries of College delivery to be identified.

Staff within the College may also benefit as a result of learning new skills that enable the new operating model to achieve its full potential.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	No disproportionate impact
Disabled people	No disproportionate impact

Married couples or those entered into a civil partnership	No disproportionate impact
Pregnant women or women on maternity leave	No disproportionate impact
Particular ethnic groups	No disproportionate impact
Those of a particular religion or who hold a particular belief	No disproportionate impact
Male/Female	No disproportionate impact
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	No disproportionate impact
Sexual orientation	No disproportionate impact

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

The development and agreement of a new operating model for the College will be subject to appropriate scrutiny and decision making, ensuring we protect the College's core business as described above.

The College operates a comprehensive performance management framework, which enables us to quickly identify any anomalies in performance.

Has the policy been explained to those it might affect directly or indirectly?

Our staff will be briefed on the budget proposals prior to their public launch.

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

Not at this stage.

Once implemented, how will you monitor the actual impact?

The savings programme overall will be monitored through the council's internal reporting mechanisms.

Any unintended impacts on staff or residents will be identified through the College's performance management arrangements and mitigated as swiftly as possible.

Policy review date	31/7/22
Assessment completed by	Adrian Chapman
Date Initial EqIA completed	18/1/22
Signed by Head of Service	Adrian Chapman

Community Services Proposed Savings

Initial assessment

What are the proposed outcomes of the policy?

Savings or income targets totalling £825,000 are proposed as part of tranche two of the council's budget process, specifically:

Regulatory Services £135,000
City Centre Management £69,000
Citizens' Advice Peterborough £20,000
Unauthorised Traveller Encampments £10,000
Communities Grant Income £250,000 (one-off)
CCTV £25,000
New Operating Model £316,000

If approved, the savings would be realised as follows:

Regulatory Services - £135,000

Achieved by bringing increased income into Regulatory Services by undertaking more commercial activity. The focus of this activity would be in the following areas: Primary Authority paid-for business advice to national businesses; environmental consultancy to developers; and business focused training services.

City Centre Management - £69,000

Achieved by (i) increasing income from street trading licences by £30,000, and (ii) removing the council's expenditure on events through seeking sponsorship funding for those events.

Citizens' Advice Peterborough - £20,000

Achieved by accommodating Citizens' Advice Peterborough within a council-owned building, thereby reducing the organisation's overheads.

Unauthorised Traveller Encampments - £10,000

Achieved by realigning the annual budget of £50,000 to the actual demand for this budget.

Communities Grant Income - £250,000

Achieved by identifying surpluses in grant funding received by the council that can legitimately contribute towards our savings.

CCTV - £25,000

Achieved by bringing increased income into the CCTV service through trading with commercial land and building owners.

New Operating Model - £316,000

Achieved by developing a new operating model for services currently delivered by the Communities and Place departments. Bringing services such as housing, community safety, community development, planning, trading standards, adult skills, and climate change closer together presents opportunities to consider the ways they are delivered to make sure we achieve the best value for money we can whilst ensuring the issues that matter the most to our residents, such as flytipping or anti-social behaviour, are dealt with. This is also an opportunity to ensure we maximise the benefits of growth and regeneration to support our overall financial position as well as benefit both existing and new residents.

Which individuals or groups are most likely to be affected?

It is anticipated that there will be no direct impacts on residents as a result of these proposals. In the case of new income targets, we will be working with the commercial sector to trade our service and expertise. In the case of savings, we propose to reduce budgets in line with recent years' demand, in relation to management and support costs, and through switching council funding for sponsorship funding.

Residents will be impacted if we are unable to replace our events budget with sponsorship funding, as they will not benefit from the events we facilitate throughout the year.

Staff may be affected, either as a direct result of services changes or restructuring, or because their day-to-day work may need to adapt to align to new priorities. In all cases, we will ensure that staff are well supported.

There may be an impact on partner agencies in some cases if resources engaged in commercial activity are not available to undertake other work with partners. However, we will guard against this by ensuring our core functions take priority in all cases.

Commercial activity in Regulatory Services may also reduce the capacity to undertake some regulatory interventions, whether that be proactive or reactive, this potentially impacting consumers of goods and services.

Priorities will be regularly assessed, and legal contraventions in relation to statutory responsibilities that cause the greatest harm, put peoples safety at risk, cause the greatest financial detriment, or target vulnerable persons will continue to be resourced.

In the case of the savings linked to a new operating model, we will prepare further and more detailed proposals accompanied by appropriate impact assessments as the details of any changes emerges.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	No disproportionate impact
Disabled people	No disproportionate impact
Married couples or those entered into a civil partnership	No disproportionate impact
Pregnant women or women on maternity leave	No disproportionate impact
Particular ethnic groups	No disproportionate impact
Those of a particular religion or who hold a particular belief	No disproportionate impact
Male/Female	No disproportionate impact
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	No disproportionate impact
Sexual orientation	No disproportionate impact

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What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

Achieving these savings will directly support the council's financial sustainability strategy, thereby protecting council services for our whole population, including services for the most vulnerable.

Companies we trade with will benefit from good quality advice or service provision, helping them to protect their interests and, in some cases, also protect the public from harm.

Organisations that sponsor activity currently funded by the council will benefit from the public messaging associated with this, enhancing their reputation.

Our staff will benefit in some cases as a result of having the opportunity to learn about and be involved in new work, including the provision of commercial services, adding career development opportunities and variety to their work.

Has the policy been explained to those it might affect directly or indirectly?

Our staff will be briefed on the budget proposals prior to their public launch.

Staff and residents, where appropriate, will be consulted on any significant proposed changes that may affect them before they are confirmed and implemented.

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

Not at this stage.

Once implemented, how will you monitor the actual impact?

The savings programme overall will be monitored through the council's internal reporting mechanisms.

Any unintended impacts on staff or residents will be identified through the council's management arrangements and mitigated as swiftly as possible.

Policy review date	30/6/22
Assessment completed by	Adrian Chapman
Date Initial EqIA completed	18/1/22
Signed by Head of Service	Adrian Chapman

Culture and Leisure Services

Initial assessment

What are the proposed outcomes of the policy?

Savings totalling £1.431m are proposed as part of tranche two of the council's budget process across our culture and leisure services.

Leisure Services

These services comprise all council-owned gyms and leisure centres, Vivacity Premier Fitness, the Regional Pool, the Lido, and Bretton Splash Park. These are currently delivered on behalf of the council by Peterborough Ltd, trading as Vivacity. Vivacity forecast that leisure services will at least break even financially in the 2022/23 financial year without subsidy from the council.

Separately work is underway to explore converting this part of Peterborough Ltd's operations to charitable status which would be more in keeping with the nature of the services provided. Alongside the ability to attract new forms of grant funding, this change would also secure financial benefits relating to VAT and business rates.

Culture Services

These services comprise all libraries, the archives service, Peterborough Museum and Art Gallery, Flag Fen, and the Key Theatre. These services are currently delivered on behalf of the council by City Culture Peterborough, a private limited company.

The announcement about the closure of the Key Theatre was made on 16 December, although at time of writing efforts have continued to try to identify a new interim operator to avoid a lengthy closed period.

Peterborough has ten libraries and a mobile library service. The library service is a statutory function, meaning the council must provide a service, but it has leeway in how it does so. The proposal looks to remodel and modernise the library service and provide it differently, so that it costs less, therefore securing its long-term future. In addition, there will be investment in the mobile library service so that it offers a larger programme each week and can support more vulnerable groups such as those living in care homes to access reading and other resources. There will also be additional investment in digital resources, for example groups and sessions which can be accessed online. This process will be subject to separate statutory consultation, and a detailed equalities impact assessment will be produced as part of that process.

We need to reduce the cost of providing the Museum and Art Gallery, and the Flag Fen Archaeological Park by around half, to a new annual budget of c.£310,000. Alongside identifying commercial opportunities to bring more income in to these services, it is likely that we will also need to review opening hours and the breadth of services available.

Which individuals or groups are most likely to be affected?

Impacts on residents and communities are most likely in relation to any reduction in cultural services, particularly libraries. Work to develop options around a new and modernised library service is underway, and any proposals will be subject to statutory consultation. This will help to both confirm any impacts we foresee as well as identify additional ones.

Both the Museum and Flag Fen facilitate group visits from schools, and, unless planned carefully, any reduction in opening hours may impact on this. The general public too will have reduced access to these facilities should the proposals lead to reduced opening hours.

City Culture staff across all services may be affected as a result of budget reductions, including being at risk of redundancy or changing roles.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	Older people and students make up a significant proportion of library users. Any reduction in services will impact them negatively.
Disabled people	Disabled people with limited mobility may be negatively impacted if their local library service reduces its operations.
Married couples or those entered into a civil partnership	No disproportionate impact
Pregnant women or women on maternity leave	No disproportionate impact
Particular ethnic groups	No disproportionate impact
Those of a particular religion or who hold a particular belief	No disproportionate impact
Male/Female	No disproportionate impact
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	No disproportionate impact
Sexual orientation	No disproportionate impact

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

Achieving these savings will directly support the council's financial sustainability strategy, thereby protecting council services for our whole population, including services for the most vulnerable.

Has the policy been explained to those it might affect directly or indirectly?

Our staff as well as those employed by City Culture Peterborough will be briefed on the budget proposals prior to their public launch. Staff and residents, where appropriate, will be consulted on any significant proposed changes that may affect them before they are confirmed and implemented.

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

Not at this stage.

Once implemented, how will you monitor the actual impact?

The savings programme overall will be monitored through the council's internal reporting mechanisms.

Any unintended impacts on staff or residents will be identified through the council's management arrangements and mitigated as swiftly as possible.

Policy review date	30/6/22
Assessment completed by	Adrian Chapman
Date Initial EqIA completed	18/1/22
Signed by Head of Service	Adrian Chapman

Housing Needs Service Initial assessment

What are the proposed outcomes of the policy?

The proposed redesign of the Housing Needs Service is required in order to meet the changing demands of the service following changes in legislation and encompassing the changes in service delivery that have come about as a result of the pandemic and how those changes can be embedded as business as usual.

Which individuals or groups are most likely to be affected?

All groups are likely to be affected.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	No group will be disproportionately affected
Disabled people	No group will be disproportionately affected
Married couples or those entered into a civil partnership	No group will be disproportionately affected
Pregnant women or women on maternity leave	No group will be disproportionately affected
Particular ethnic groups	No group will be disproportionately affected
Those of a particular religion or who hold a particular belief	No group will be disproportionately affected
Male/Female	No group will be disproportionately affected
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	No group will be disproportionately affected
Sexual orientation	No group will be disproportionately affected

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

The Housing Needs service will be redesigned to ensure the service is in the best place to deal with the emerging demands on the horizon as well as adopting the positive changes in service delivery that have been in place during the pandemic. This will involve changes such as no front facing general housing advice at the council's customer service centre. Interviews being undertaken over the phone or via video conferencing facilities.

Has the policy been explained to those it might affect directly or indirectly?

A comms plan will be developed as part of the service.

Can any differences be justified as appropriate or necessary?

Changes are required to ensure best possible service delivery while ensuring statutory duties are met.

Are any remedial actions required?

not presently

Once implemented, how will you monitor the actual impact?

Ongoing review while redesign project is underway.

Policy review date	
Assessment completed by	Sean Evans
Date Initial EqIA completed	14/01/2022
Signed by Head of Service	

Housing Services Provision

Initial assessment

What are the proposed outcomes of the policy?

The outcome of the proposal to increase the income generated by the Housing and Strategic Planning Team by £30,000 for the year 2022/23 is to further reduce the gap between the salary's costs associated with this team and the income that the team generates therefore assisting with the Council's overall budget demands

Which individuals or groups are most likely to be affected?

None

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	Neutral. There is no evidence to show that particular age groups will be disproportionately affected.
Disabled people	Neutral. There is no evidence to show that disabled people will be disproportionately affected.
Married couples or those entered into a civil partnership	Neutral. There is no evidence to show that married couples or those entered into a civil partnership will be disproportionately affected.
Pregnant women or women on maternity leave	Neutral. There is no evidence to show that pregnant women or women on maternity leave will be disproportionately affected.
Particular ethnic groups	Neutral. There is no evidence to show that particular ethnic groups will be disproportionately affected.
Those of a particular religion or who hold a particular belief	Neutral. There is no evidence to show that those of a particular religion or who hold a particular belief will be disproportionately affected.
Male/Female	Neutral. There is no evidence to show that either males or females will be disproportionately affected.
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	Neutral. There is no evidence to show that individuals proposing to undergo, currently undergoing or who have undergone gender reassignment will be disproportionately affected.
Sexual orientation	Neutral. There is no evidence to show that individuals will be disproportionately affected due to their sexual orientation.

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

Nil. This is an internal income matter.

Has the policy been explained to those it might affect directly or indirectly?

N/A - no impact identified

Can any differences be justified as appropriate or necessary?

N/A - no impact identified

Are any remedial actions required?

none

Once implemented, how will you monitor the actual impact?

N/A - no impact identified

Policy review date	13/01
Assessment completed by	Anne Keogh
Date Initial EqIA completed	13/01/22
Signed by Head of Service	Richard Kay

Peterborough Highway Services

Initial assessment

What are the proposed outcomes of the policy?

The savings proposed include: generating (1) additional income in Highway Development Control by changing the method via which we calculate fees applicable to adoptable roads, providing an additional pre-application service and Planning Performance Agreements; (2) increasing income targets in Street works based on recent historical performance; (3) consolidating existing budgets; (4) alongside this an independent review is being undertaken in relation to a Notice of Change for the Milestone contract which will enable the Council to manage the impact of increasing or decreasing the volume of major highway schemes undertaken through the contract.

Which individuals or groups are most likely to be affected?

1. This will only affect organisations bringing forward new development in Peterborough.
2. Companies wishing to undertake work on the highway
3. N/A
4. N/A

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	No disproportionate effects expected.
Disabled people	No disproportionate effects expected.
Married couples or those entered into a civil partnership	No disproportionate effects expected.
Pregnant women or women on maternity leave	No disproportionate effects expected.
Particular ethnic groups	No disproportionate effects expected.
Those of a particular religion or who hold a particular belief	No disproportionate effects expected.
Male/Female	No disproportionate effects expected.
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	No disproportionate effects expected.
Sexual orientation	No disproportionate effects expected.

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

There will be no specific beneficiaries.

Has the policy been explained to those it might affect directly or indirectly?

N/A

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

There are no remedial actions required

Once implemented, how will you monitor the actual impact?

N/A

Policy review date	N/A
Assessment completed by	Amy Petrie
Date Initial EqIA completed	14th January 2022
Signed by Head of Service	

Disband Visitor Information Centre

Initial assessment

What are the proposed outcomes of the policy?

To disband the Tourist Information Centre function and move to an online, self-serve model to streamline access to information and reduce cost of service.

Due to the pandemic the VIC moved from a physical presence which was no longer affordable due to its income generating potential being eroded by internet based, self-service transactions, to a service which responded to queries through visitpeterborough.co.uk solely via email. This has been the situation for the last 2 years. The next step is to move to a fully self-service model where users can find their own answers to enquiries or be signposted to particular venues or businesses who will have their own customer services.

Bus passes will continue to be provided with the Bus Pass Officer moving to another service area.

Which individuals or groups are most likely to be affected?

The proposal could impact elderly people or those who are less able to self-serve through the internet, apps or social media.

Those groups that do not have access to any device or connection type at any location to access the internet could potentially be disadvantaged by a decision to move online only. However, a 2020 internet penetration survey by Statista.com showed that internet penetration was at 100% among those surveyed across all age groups. A year prior, in 2019, only 7% of those aged 55 and above said they went online. This change can be attributed to the onset for the coronavirus pandemic and resulting lockdowns which accelerated trends in online transactions and usage.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	Elderly people may not have access to the internet. Evidence shows that while 10% of 16-24 year olds are offline this rose to 50% for 65-74 year olds. Elderly people may prefer in person interaction but this has not been available for 2 years and we have not registered any dissatisfaction.
Disabled people	While some disabled groups may find it more challenging to access online information such as blind people, there are assistive technologies which can analyse the layout and content of the website and provide a speech translation. We would ensure that the Visit Peterborough website is fully compatible with this kind of technology. Physically disabled people may find it easier to access a more comprehensive online library of information than access a physical location.
Married couples or those entered into a civil partnership	May find a more comprehensive online resource as being developed by opportunity Peterborough helpful and convenient.
Pregnant women or women on maternity leave	May find a more comprehensive online resource as being developed by opportunity Peterborough helpful and convenient.

Particular ethnic groups	If there are concerns around access to information in languages other than English, websites and devices offer a translate function which is capable of communicating information in most if not all languages.
Those of a particular religion or who hold a particular belief	May find a more comprehensive online resource that is designed to be inclusive, providing the same opportunities to engage with different cultures via promotion and advertising.
Male/Female	May find a more comprehensive online resource as being developed by opportunity Peterborough helpful and convenient.
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	May find a more comprehensive online resource as being developed by opportunity Peterborough helpful and convenient.
Sexual orientation	May find a more comprehensive online resource as being developed by opportunity Peterborough helpful and convenient.

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

All groups will benefit from a new and improved online offer which will be curated to appeal to all demographic and cultural and ethnic groups, allow equal access across advertising and promotion.

Has the policy been explained to those it might affect directly or indirectly?

No express consultation has occurred to ask users about the change because the service is already online. GDPR prevents us from contacting those who have interacted with the email enquiry option if they would be impacted by its removal and the implementation of a self serve model.

Can any differences be justified as appropriate or necessary?

None

Are any remedial actions required?

The website Visit Peterborough will need to ensure it has complete functionality across translate, font size and assistive technology functionality to ensure access is equitable across user groups.

Once implemented, how will you monitor the actual impact?

We can monitor internet traffic, conversions to other sites and complaints via customer services if people are unable to access the information they require.

Policy review date	
Assessment completed by	Emma Gee
Date Initial EqIA completed	17/01/22
Signed by Head of Service	Emma Gee

Tree Budget Reduction

Initial assessment

What are the proposed outcomes of the policy?

Reduction In Tree Management Budget, meaning only health and safety works will be undertaken on council owned tree stock during 2022/23 (i.e. no (or very limited) proactive works, either pruning, felling or planting)

Which individuals or groups are most likely to be affected?

The proposals are considered to impact all groups & individuals within the community equally, but no group is affected greater or lesser than another.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	No
Disabled people	No
Married couples or those entered into a civil partnership	No
Pregnant women or women on maternity leave	No
Particular ethnic groups	No
Those of a particular religion or who hold a particular belief	No
Male/Female	No
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	No
Sexual orientation	No

What information is available to help you understand the effect this will have on the groups identified above?

The impacts of reduced tree management will be monitored through public enquiries received by the council via Fix My Street. The data does not however allow unique equality group monitoring.

Who will be the beneficiaries of the policy?

No specific groups

Has the policy been explained to those it might affect directly or indirectly?

N/A

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

No

Once implemented, how will you monitor the actual impact?

Via enquires and complaints received.

Policy review date	13.01.22
Assessment completed by	Darren Sharpe
Date Initial EqIA completed	13.01.22
Signed by Head of Service	Richard Kay

EQIA Citrix - AWS

Initial assessment

What are the proposed outcomes of the policy?

The proposed solution is to further investigate the possibility of decreasing the need to use Citrix and therefore reducing the usage of the AWS (cloud hosting). This would be dependent on retaining capital funding to replace Chromebook with Laptops.

Which individuals or groups are most likely to be affected?

Staff Members

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	N/A
Disabled people	N/A
Married couples or those entered into a civil partnership	N/A
Pregnant women or women on maternity leave	N/A
Particular ethnic groups	N/A
Those of a particular religion or who hold a particular belief	N/A
Male/Female	N/A
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	N/A
Sexual orientation	N/A

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

N/A this proposal is to change the technical route that how staff access corporate IT Services

Has the policy been explained to those it might affect directly or indirectly?

N/A

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

N/A

Once implemented, how will you monitor the actual impact?

N/A

Policy review date	January 2023
Assessment completed by	Sam Smith
Date Initial EqIA completed	13/1/22
Signed by Head of Service	S Smith

EQIA Contract Rationalisation AQL & Box

Initial assessment

What are the proposed outcomes of the policy?

The proposed solution is to further investigate the possibility of changing staff behaviour to:

1. Cease the use of Box and move documents to SharePoint
2. Changing the way staff access the two -factor authentication by exploring the possibility of moving away from using the AQL SMS to using the App

On approval to progress the proposal, further detailed work will be undertaken to fully analyse the strength, weaknesses, opportunities and threats of changing staff behaviour to adopt the new ways of working

Which individuals or groups are most likely to be affected?

Staff and Members

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	N/A
Disabled people	N/A
Married couples or those entered into a civil partnership	N/A
Pregnant women or women on maternity leave	N/A
Particular ethnic groups	N/A
Those of a particular religion or who hold a particular belief	N/A
Male/Female	N/A
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	N/A
Sexual orientation	N/A

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

N/A this proposal is to change the technical route that how staff access corporate IT Services

Has the policy been explained to those it might affect directly or indirectly?

N/A

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

N/A

Once implemented, how will you monitor the actual impact?

N/A

Policy review date	January 2023
Assessment completed by	Sam Smith
Date Initial EqIA completed	13/1/22
Signed by Head of Service	S Smith

EQIA Contract Rationalisation Capita One & QTC

Initial assessment

What are the proposed outcomes of the policy?

The proposed solution is to further investigate the possibility of ending the following 2 ITDS third party supplier contracts that provide insource support:

1. Capita One data base support
2. Quick Think Cloud additional support for Unit 4

On approval to progress the proposal, further detailed work will be undertaken to fully analyse the opportunities and threats of ending the above contracts.

Which individuals or groups are most likely to be affected?

IT support staff only

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	N/A
Disabled people	N/A
Married couples or those entered into a civil partnership	N/A
Pregnant women or women on maternity leave	N/A
Particular ethnic groups	N/A
Those of a particular religion or who hold a particular belief	N/A
Male/Female	N/A
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	N/A
Sexual orientation	N/A

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

N/A This policy involves contract rationalisation and changes to technical support procedures only.

Has the policy been explained to those it might affect directly or indirectly?

N/A

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

N/A

Once implemented, how will you monitor the actual impact?

N/A

Policy review date	January 2023
Assessment completed by	Sam Smith
Date Initial EqIA completed	13/1/22
Signed by Head of Service	S Smith

EQIA SLA Income

Initial assessment

What are the proposed outcomes of the policy?

The proposed solution is to charge the actual cost of ITDS delivered/provided services through the agreed SLAs to the following areas

- ALMOS
 - Peterborough Ltd
- External Organisations
 - Cambridgeshire & Peterborough Combined Authority (CPCA)

Which individuals or groups are most likely to be affected?

N/A this proposal is to update the levels of SLA income received for IT Services and does not affect individuals and groups.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	N/A
Disabled people	N/A
Married couples or those entered into a civil partnership	N/A
Pregnant women or women on maternity leave	N/A
Particular ethnic groups	N/A
Those of a particular religion or who hold a particular belief	N/A
Male/Female	N/A
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	N/A
Sexual orientation	N/A

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

N/A this proposal is to update the levels of SLA income received for IT Services and does not affect individuals and groups

Has the policy been explained to those it might affect directly or indirectly?

N/A

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

N/A

Once implemented, how will you monitor the actual impact?

N/A

Policy review date	January 2023
Assessment completed by	Sam Smith
Date Initial EqIA completed	13/1/22
Signed by Head of Service	S Smith

EQIA Telephony Stage 1 & 2

Initial assessment

What are the proposed outcomes of the policy?

An in depth analysis is required in how a change in the way telephony, both landline and mobile, are financially structured, infrastructure set up and devices used, to identify cost savings.

This will include budget management, changes to technology and changes in how users use the most cost effective technology based on needs.

This first stage will focus on the following two aspects and the centralisation of landline and mobile budgets must happen first to realise savings.

Stage 2 of the savings initiative is detailed in a separate OBC, Telephony Savings - Stage 2 – Desk phone and mobile phone removal. This OBC is also dependant on a centralised telephony budget.

Which individuals or groups are most likely to be affected?

Staff members

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	N/A
Disabled people	N/A
Married couples or those entered into a civil partnership	N/A
Pregnant women or women on maternity leave	N/A
Particular ethnic groups	N/A
Those of a particular religion or who hold a particular belief	N/A
Male/Female	N/A
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	N/A
Sexual orientation	N/A

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

N/A

Has the policy been explained to those it might affect directly or indirectly?

N/A

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

N/A

Once implemented, how will you monitor the actual impact?

N/A

Policy review date	January 2023
Assessment completed by	Sam Smith
Date Initial EqIA completed	13/1/22
Signed by Head of Service	S Smith

Adult Social Care Interim Bed Review

Initial assessment

What are the proposed outcomes of the policy?

To ensure that the residents of Peterborough have sufficient provision of social care interim beds whilst securing best value for the council and its taxpayers. There should be better outcomes for people placed in interim provision, so that they can return home with or without a package of domiciliary care to support them to live independently.

There has been a redesign of interim, respite and reablement (IRR) beds which provide short term accommodation-based support for people who need it, e.g. a respite break or short-term bridging care until a longer-term placement is found.

Levels of use have been reviewed and the service provision has been reconfigured. This has enabled a reduction of four interim beds and two reablement flats. The remaining six flats have been redesigned to offer a step up/down provision which will be used to facilitate hospital discharge, support people who are at risk of hospital admission or be used for other temporary purposes to avoid someone entering a care home.

This model will enable the beds to be used in a more targeted manner to support independence, producing better long-term outcomes for people and better value for money. This will not reduce our total capacity to ensure timely discharge from hospital.

Which individuals or groups are most likely to be affected?

Older People

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	Should impact positively on older people as there is a different offer for them which will hopefully support them to maintain their independence.
Disabled people	
Married couples or those entered into a civil partnership	
Pregnant women or women on maternity leave	
Particular ethnic groups	
Those of a particular religion or who hold a particular belief	

Male/Female	
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	
Sexual orientation	

What information is available to help you understand the effect this will have on the groups identified above?

The Interim, Respite and Reablement project group considered this proposal. The group consist of operational staff, commissioners, procurement, brokerage and contracts officers. Utilisation information coupled with an analysis of final outcomes of the historical beds was used to assess who would be affected.

Who will be the beneficiaries of the policy?

Older people

Has the policy been explained to those it might affect directly or indirectly?

The proposals have been shared with the Older People's Partnership Board and with the Carers Board.

Can any differences be justified as appropriate or necessary?

n/a

Are any remedial actions required?

n/a

Once implemented, how will you monitor the actual impact?

The amount of spend and the number of bed days of spot purchase interim care will be monitored to ensure that it is still cost effective to continue with spot purchasing. Outcomes of people using spot purchase interim beds will also be monitored.

At the same time, usage and outcomes of the new step-down flats will also be monitored. A tracker has been set up for the latter which is checked on a weekly basis

Policy review date	01/06/2022
Assessment completed by	Alison Bourne
Date Initial EqIA completed	12/01/2022
Signed by Head of Service	Caroline Townsend

Adult Social Care

Initial assessment

What are the proposed outcomes of the policy?

The enhanced cost avoidance and savings relating to adult social care practice are not new policy changes but further enhancements to and targeting of the work already introduced within the Council's Adult Positive Challenge programme.

The cost avoidance and savings will be delivered through focusing on areas of practice where strengths-based conversations and practice can further enhance outcomes and productivity. These areas include.

- **Adult Social Care Front Door:** Early use of strengths-based conversations for contacts to Adult Early Help (the front door service for adult social care). Currently the assessment workers within the team have been more engaged in changing the conversation aspect of the Adult Positive Challenge programme than the Care Advisors who take initial calls. Expanding the practice to the first point of contact is anticipated to facilitate better targeting of prevention and early intervention and mitigate the risk of a need for assessment and longer-term services.
- **Adult Social Care Hospital Discharges & Increased Income:** When people are discharged from hospital and require support with their social care needs, there is an opportunity to ensure we consider a range of options which support a better recovery. Through the targeted use of interventions such as technology enabled care and reablement we can support speedier recovery and greater independence in the longer term, thus preventing, reducing or delaying the need for more costly long-term care being required. This includes ensuring that we are assessing opportunities for eligibility of alternative funding of care costs from partner organisations.
- **Adult Social Care Reablement:** Reablement delivers short term, goal oriented support for up to six weeks to help people regain their independence when they have been in hospital. By increasing reablement capacity we can increase the number of people who are offered this important service. We will do this by investing in more frontline works to deliver the service alongside looking at opportunities for us to be more efficient, e.g. better planning of rounds to reduce travel time etc. This capacity will enable us to expand the service to support more people in their own homes, preventing the escalation of need for long-term care which is more costly.
- **Adult Social Care Increased Technology enabled care:** Technology enabled care (TEC) involves using equipment to support people with their care and support needs. This could be things such as Lifeline alarms, medication reminders and fall sensors. TEC can be put in place either alongside other care and support provision, or as an alternative depending on individual circumstances. By increasing the use of TEC, through both increasing the range of TEC available and ensuring practitioners are skilled in identifying where TEC would be of benefit, we can increase people's confidence to live independently and delay the need for more costly long-term provision of care.
- **Adult Social Care Direct Payments:** Direct Payments enable people to plan and pay for their care and support directly, with a financial contribution from the council. Reviewing processes and enhancing the range of options available for people to access with Direct Payments will enable them to benefit from greater choice at more affordable costs.

Which individuals or groups are most likely to be affected?

Older people with physical support needs/ dementia / comorbidities and their carers.
Younger adults with disabilities or long-term conditions and their carers.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	<p>Predominantly those over the age of 65 will be disproportionately affected, as they form the largest user groups from care and support services. However there would also be an impact on adults of working age who are carers or who have disabilities / long term conditions. However the existing Adults Positive Challenge Programme has evidence that these ways of working generally deliver better outcomes for individuals, and therefore the impact is not anticipated to be negative.</p> <p>A positive impact is intended and very likely</p>
Disabled people	<p>Yes, as this is the key user group for the service area. However the existing Adults Positive Challenge Programme has evidence that these ways of working generally deliver better outcomes for individuals, and therefore the impact is not anticipated to be negative</p> <p>A positive impact is intended and very likely</p>
Married couples or those entered into a civil partnership	<p>An adverse impact is unlikely. On the contrary the Adult Positive Challenge approach on which we are building has the potential reduce barriers and inequalities that currently exist'. There is insufficient evidence, however, for this assessment to be made with as much confidence as is desirable.</p>
Pregnant women or women on maternity leave	<p>An adverse impact is unlikely. On the contrary the Adult Positive Challenge approach on which we are building has the potential reduce barriers and inequalities that currently exist'. There is insufficient evidence, however, for this assessment to be made with as much confidence as is desirable.</p>
Particular ethnic groups	<p>An adverse impact is unlikely. On the contrary the Adult Positive Challenge approach on which we are building has the potential reduce barriers and inequalities that currently exist'. There is insufficient evidence, however, for this assessment to be made with as much confidence as is desirable.</p>
Those of a particular religion or who hold a particular belief	<p>An adverse impact is unlikely. On the contrary the Adult Positive Challenge approach on which we are building has the potential reduce barriers and inequalities that currently exist'. There is insufficient evidence, however, for this assessment to be made with as much confidence as is desirable.</p>
Male/Female	<p>An adverse impact is unlikely. On the contrary the Adult Positive Challenge approach on which we are building has the potential reduce barriers and inequalities that currently exist'. There is insufficient evidence, however, for this assessment to be made with as much confidence as is desirable.</p>
Those proposing to undergo,	<p>An adverse impact is unlikely. On the contrary the</p>

currently undergoing or who have undergone gender reassignment	Adult Positive Challenge approach on which we are building has the potential reduce barriers and inequalities that currently exist'. There is insufficient evidence, however, for this assessment to be made with as much confidence as is desirable.
Sexual orientation	An adverse impact is unlikely. On the contrary the Adult Positive Challenge approach on which we are building has the potential reduce barriers and inequalities that currently exist'. There is insufficient evidence, however, for this assessment to be made with as much confidence as is desirable.

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

These changes build upon the successful outcomes already delivered by our existing Adult Positive Challenge programme and can be seen within the reporting metrics, impact logs and case studies we have collected during the period of the programme.

Working in this way has been evidenced to benefit those with emerging care and support needs, or likely future care support needs, long term service users and the Council's adult social care workforce.

Has the policy been explained to those it might affect directly or indirectly?

The Adult Positive Challenge programme has been embedded with staff and widely reported on within public meetings, with health partners and with our Partnership Boards.

Can any differences be justified as appropriate or necessary?


There are no significant differences to policy but rather an expansion of existing practices to maximise the positive impacts.

Are any remedial actions required?

No – although work to finalise the actions to be taken will be finalised in the remainder of this financial year.

Once implemented, how will you monitor the actual impact?

The outcomes and financial delivery will continue to be tracked in the ways already proven to be successful previously within the Adult Positive Challenge programme, in a mix of data trajectory tracking and gather user experience and case studies, in addition to practice audits.

Policy review date	13 January 2023
Assessment completed by	Tina Hornsby
Date Initial EqIA completed	13 January 2022
Signed by Head of Service	

Aragon Direct Services – Service Reduction

Initial assessment

What are the proposed outcomes of the policy?

The proposal is to see further reductions in maintenance of grass cutting on the high-speed road network, wildflowers and park infrastructure. Within the cleansing service there will also be reductions in street cleansing both in High, Medium and Low intensity areas.

Which individuals or groups are most likely to be affected?

No group should be disproportionately be affected by this policy.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	Neutral
Disabled people	Neutral
Married couples or those entered into a civil partnership	Neutral
Pregnant women or women on maternity leave	Neutral
Particular ethnic groups	Neutral
Those of a particular religion or who hold a particular belief	Neutral
Male/Female	Neutral
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	Neutral
Sexual orientation	Neutral

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

The policy will be adopted across the city

Has the policy been explained to those it might affect directly or indirectly?

These potential changes will be communicated through the budget consultation.

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

No

Once implemented, how will you monitor the actual impact?

We will monitor the changes these service reductions have on the City through service requests

Policy review date	Annually
Assessment completed by	James Collingridge
Date Initial EqIA completed	19/01/2022
Signed by Head of Service	