

Budget Saving - Initial Equality Impact Considerations

Directorate: Resources & Transformation

1.	Title of option	Resource and Transformation – Service Reduction
	Aims/outcomes of Service/Function	This directorate provides support to the Council for its Digital & ICT, Finance and Human Resources needs.
	Option being proposed	Further work needs to be carried out to identify the savings but prioritisation of the support provided to Council services will be a key aspect of the review along with management and supervisory structures, commercial opportunities, further efficiencies and the better use of technology will also be explored (especially around transactional processing and automation).
	EIA findings	<u>Service delivery impact</u> There is likely to be a service impact by ceasing some aspects of the work of the directorate. <u>Employment impact</u> There could be a staffing impact.
	Justification (where no impact) and action(s) to manage/mitigate Impact	A full service and employment EIA will be undertaken and where impact is identified actions to manage/ mitigate impact will be considered and implemented wherever possible/ appropriate. Where posts are affected, efforts will be made to offer additional support and alternatives such as redeployment and training opportunities as appropriate.

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2.	Title of option	Schools Insurance Premium
	Aims/outcomes of Service/Function	This directorate provides support to the Council for its Digital & ICT, Finance and Human Resources needs.
	Option being proposed	Calderdale schools are members of the Council's insurance scheme but the level of premium charged to schools (currently linked to the DfE's Risk Protection Arrangement (RPA) Scheme charges) is lower than the cost to the Council. By transferring schools to the DfEs scheme a saving of £150k p.a. is anticipated.
	EIA findings	<u>Service delivery impact</u> No service delivery impact has been identified as an alternative insurance for schools is available. <u>Employment impact</u> There is not expected to be a staffing impact for this saving.
	Justification (where no impact) and action(s) to manage/mitigate Impact	N/A

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Directorate: Cross-council

1.	Title of option	Commissioned Services and Contracts Reduced Budget
	Aims/outcomes of Service/Function	The Council commissions a range of high-quality services to meet the needs of those with eligible care and support needs.
	Option being proposed	To identify efficiencies and savings when services are re-commissioning and tender specifications reviewed.
	EIA findings	Full assessments will be undertaken as part of individual commissioning and procurement exercises.
	Justification (where no impact) and action(s) to manage/mitigate Impact	

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Directorate: Cross-council

2.	Title of option	Council Tax - Second Homes
	Aims/outcomes of Service/Function	To bill, administer and recover unpaid Council Tax on eligible domestic properties in line with the Council Tax levels approved by Members at Budget Council to maximise the Council's income.
	Option being proposed	This savings proposal would be from increased Council Tax income from introduction of a 100% premium for Second Homes from financial year 2025/26. This proposal will be considered and confirmed as part of next year's agreement of the Council Taxbase.
	EIA findings	<u>Service delivery impact</u> To be reviewed <u>Employment impact</u> N/A
	Justification (where no impact) and action(s) to manage/mitigate Impact	

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3.	Title of option	Council Tax Reduction Scheme
Aims/outcomes of Service/Function		<p>Council Tax Benefit was localised in 2013/14. Government set out three principles that they expected local Council Tax Reduction schemes to follow: -</p> <ul style="list-style-type: none"> • Pensioners should be fully protected • Vulnerable groups should be protected as far as possible, as determined locally • Work incentives should be enhanced
Option being proposed		<p>A full review and formal consultation process to be undertaken during 2024/25 to consider all options</p>
EIA findings		<p><u>Service delivery impact</u> EIA to be completed as part of review and consultation</p> <p><u>Employment impact</u> EIA to be completed as part of review and consultation</p>
Justification (where no impact) and action(s) to manage/mitigate Impact		