

Appendix 2

Initial Assessment of Budget Related Equality Impact Assessments

Directorate	Service	Function being assessed	RA/EIA **	Responsible Officer	Summary
Growth and Development	Investment Estate	Revise surveyors fee scales	RA	David Lord	Surveyor fees are charged based on time, complexity and skill, and are applied in all cases where fees are recoverable from third parties. No relevance to equality has been identified.
Growth and Development	Investment Estate	Maximise income generation from assets	RA	David Lord	The service identifies several characteristics (disability, faith, gender identity, race, sex, sexual orientation, marriage / civil partnership) as relevant to the proposal but not directly impacted by it. The service's policies and procurement processes safeguard against disadvantageous outcomes for resident groups.
Growth and Development	Investment Estate	Increase ground rent – long leasehold	RA	David Lord	The service has identified at this stage that an EIA will be required against this proposal, however this has not been commenced as it is too early in the process. The service has committed to do this at the appropriate point in the scheme.
Neighbourhoods	Compliance and Community Safety	Externally contract the Animal Welfare Service	RA	Fiona Sharkey	No equality relevance identified so not progressing to EIA. RA described how animal welfare and associated issues will continue through outsourcing arrangements.

Neighbourhoods	Compliance and Community Safety	Salary savings though increased part time working	RA	Alex Hill / Sarah Duckett	Service assesses this as a voluntary scheme with no mandate for employees to reduce hours. The scheme is open to all regardless of their characteristics. As such, the service identifies no adverse impact, but notes a potential positive impact for some who might find a reduction in hours helpful for personal reasons linked to their characteristics (i.e. people with caring responsibilities). Any uptake of the offer is predicted to be small and have minimal disruption for resident groups.
Neighbourhoods	Highways	Reduction in accident trip claims	RA	Steve Robinson	One RA completed to assess all Highways proposals, found no impact on equality groups or duties as these are all re/charges that do not relate specifically to one or more identity groups.
Neighbourhoods	Highways	Increased income from permits and other rechargeable works	RA	Steve Robinson	
Neighbourhoods	Highways	Increase charges to capital for eligible works	RA	Steve Robinson	
Core	HROD	Time Limited Efficiency Early Release Scheme (VER / VS)	EIA	Shawna Gleeson	The EIA finds that whilst the implementation of the scheme will vary the diversity of the Council's workforce, the scheme itself does not adversely impact on a given characteristic as it is open to all staff who are in scope (based on their service area, not their characteristics) and staff are neither brought into or exempt from the scheme on

					equality grounds. The outcomes of the scheme will be assessed upon its completion and the resulting composition of the workforce considered to inform future strategic action.
Core	Financial Management	Reduce staff resources – 20 FTEs including 7 vacancies	RA	Janice Gotts	RA indicates that reductions will be managed through the VER/VS scheme in the main which is separately impact assessed. It describes how as a Council support function, reductions to the service will not impact directly on identity groups in Manchester.
Core	Communications	Reduce staff resources – 4 FTEs	RA	Alun Ireland	The assessment shows that as a support function to the Council, the reductions, spread across several teams, will have minimal impact on residents. The reduction will be managed through vacancy removal and utilising the VER/VS scheme which is separately assessed.
Core	Communications	Reduce printing costs, increase recharges and postage	RA	Alun Ireland	The relevance assessment shows that the process of recovering charges and offsetting costs will not impact adversely on resident groups.
Core	City Policy	Reduce staff resources by 4 FTEs and reduce Special Projects budget	RA	David Houlliston	The RA notes that staff reductions will be managed through the VS/VER scheme which is separately impact assessed. It describes how staffing reductions will impact on the ability to support work such as the zero-carbon agenda and Corporate Plan, but does not find a direct impact on equality work or cuts to services delivered directly to identity groups.

Core	Performance, Research and Intelligence	Reduce staff resources by 13 FTEs	RA	Paul Holme	The RA describes how reductions in staffing, managed through VER/VS in the main, will impact on the data and intelligence support available to front line services, but will not directly result in a reduced service to residents. The reductions therefore do not highlight an impact on equality.
Core	Reform and Innovation	Reduce staff resources by 3 FTEs	RA	Sarah Broad	The staffing reductions assessed will be managed through the VER/VS scheme, separately impact assessed. As a support function to the Council, the staffing reductions here will have no direct impact on resident groups.
Core	Equality, Diversity and Inclusion	Reduce staff resources by 1 FTE and reduce Equality Initiatives budget	EIA	Keiran Barnes	The EIA describes how staff reductions will impact on the capacity of the service, but that it will retain its role to address equality for all characteristics and arms of the Duty. As a Council support function, this will not significantly impact directly on Manchester resident groups. Staff reduction are to be managed through the VS/VER scheme which is separately impact assessed. The reduction to the Equality Initiatives budget will be mitigated through a re-prioritisation of how the budget is used to align it more closely with the Council's current equality priorities, causing minimal disruption.
Children and Education	Children's Services	Early Years – core offer	EIA	Julie Heslop	The assessment found that children and young people, as the target cohort for this service offer, were the only characteristic likely to be disproportionately affected by it. Despite being disproportionately relevant, the

					assessment describes a range of measures and activities that not only prevent adverse impact, but which safeguard positive outcomes.
Children and Education	Education	Senior Schools Quality Assurance – charge to Schools Improvement Board	EIA	Amanda Corcoran	The assessment identifies particular relevance for children and young people, disability, race, and sex. In all cases, the assessment provides mitigation to avoid the risk of poorer educational outcomes for all relevant groups and poorer OFTSED findings for schools.
Children and Education	Children's Services	Leaving Care – 50 Registered Provider placements and improved transition to timely independence	EIA	Abu Siddique / Sean KcKendrick	The assessment identified impact for the characteristics of young people and homelessness. The proposal to reduce the number of over 18s in supported accommodation risks an increase in homelessness where support is withdrawn too soon. Measures are put forward as mitigation to minimise this risk (i.e. capability assessments).
Children and Education	Children's Services	Unaccompanied asylum seeking children	EIA	Abu Siddique / Sean McKendrick	The proposal extends the availability of good quality accommodation for unaccompanied asylum seeking children and the assessment recognise the positive impact on this characteristic.
Homelessness	Integrated Commissioning	Commissioned Services Budget	EIA	Nicola Rea	The EIA assesses that approval of the budget funding source will allow opportunity to review pathways to service, leading to a positive impacts on age (older people), disability, gender identity, race and sex due to the availability of more targeted services to meet the particular needs of people

					identifying with these characteristics. No adverse impacts identified.
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** Relevance Assessment / EIA