

# NEW SAVING AND INCOME OPTIONS - Equality Considerations and Consultation Plans

## Directorate of Adult Care and Health Services

### NEW SAVINGS PROPOSALS

### SAVINGS

£'000's

Theme	Proposal for Change	DIR	Service (1)	SAVINGS AND INCOME PROPOSAL	TOTAL	SAVINGS			% Confidence	Equality Considerations	Consultation	
						2017/18	2018/19	2019/20				
DACHS5	Reductions in Services; Service Delivery Models	●	DACHS	Adult Social Care	Review of the Performance Function across the Council	40	0	40	0	50%	Equality impact assessment is required	Staff
DACHS2	Managing Demand; Service Delivery Models; Reductions in Services	✓	DACHS	Public Health & Commissioning	Undertake a commissioning exercise with the voluntary sector to secure Preventative and non-prescribed (non mandated) Public Health Services at a reduced rate	97	0	79	18	75%	Equality impact assessment is required	Public
DACHS3	Managing Demand; Service Delivery Models	✓	DACHS	Public Health & Commissioning	Continuation of review of current delivery models for Wellbeing Public Health (Mandated Services) contracts	135	35	100	0	75%	Equality impact assessment is required	Public
DACHS7	Service Delivery Models	✓	DACHS	Adult Social Care Operations	Further development of Maples Day Opportunities	158	25	133	0	50%	Equality impact assessment is required	Public and Staff
DACHS1	Reductions in Services; Service Delivery Models	●	DACHS	Commissioning	Delivery Models for Commissioning, Prevention & Quality Services	800	0	300	500	30%	Equality impact assessment is required	Public and Staff
DACHS4	Reductions in Services; Service Delivery Models	●	DACHS	Public Health	Review of alternative delivery models for Public Health	430	0	0	430	30%	Equality impact assessment is required	Public and Staff
<b>TOTAL</b>					<b>1,660</b>	<b>60</b>	<b>652</b>	<b>948</b>				

## Directorate of Children, Education and Early Help Services

### NEW SAVINGS PROPOSALS

### SAVINGS

£'000's

Theme	Proposal for Change	DIR	Service (1)	SAVINGS AND INCOME PROPOSAL	TOTAL	SAVINGS			% Confidence	Equality Considerations	Consultation	
						2017/18	2018/19	2019/20				
DCEEHS1	Service Delivery Models	●	DCEEHS		Deletion of post within Parent Partnership team.	30	0	30	0	100%	Equality impact assessment is required	Public
DCEEHS2	Reductions in Services	●	DCEEHS		Reduction in Reading Children's & Voluntary Youth Service Contract from November 17.	28	0	28	0	100%	Equality impact assessment is required	Public
DCEEHS3	Managing Demand; Service Delivery Models	●	DCEEHS		School Improvement Advisors & Running Costs.	161	0	161	0	100%	Equality impact assessment is required	Staff
DCEEHS4	Reductions in Services	●	DCEEHS		Deletion of Rapid English post within Youth Offending team.	24	0	0	24	100%	Equality impact assessment is required	Staff
DCEEHS5	Service Delivery Models	●	DCEEHS		Current level of additional investment will no longer be required following delivery of Improvement Plan	500	0	0	500	50%	Not at this time - but will be reviewed again nearer the time	Not at this time - but will be reviewed again nearer the time
<b>TOTAL</b>					<b>743</b>	<b>0</b>	<b>219</b>	<b>524</b>				

# Corporate Support Services (including corporate and cross cutting options)

## NEW SAVINGS PROPOSALS

## SAVINGS

Theme	Proposal for Change	DIR	Service (1)	SAVINGS AND INCOME PROPOSAL	TOTAL	£'000's			% Confidence	Equality Considerations	Consultation	
						2017/18	2018/19	2019/20				
CSS4			CSS	Customer Services	Revenue & Benefits IT Contracts - Reduce budget to match expenditure	120	40	40	40	50%	Equality duty not relevant	No consultation required
CSS9			CSS	Customer Services	Increase in year collection of Council Tax	150	0	150	0	90%	Equality duty not relevant	No consultation required
CSS10			CSS	Customer Services	Reduction in hours	76	53	23	0	90%	Equality duty not relevant	No consultation required
CSS13			CSS	Customer Services	Stretch income target	60	60	0	0	65%	Equality duty not relevant	No consultation required
CSS14			CSS	Customer Services	EU Settlement card service - started January 2017 so should get FYE in 2017/18	81	27	27	27	50%	Equality impact assessment is required	No consultation required
CSS16			CSS	Customer Services	Fund change post through capital	36	36	0	0	100%	Equality duty not relevant	No consultation required
CSS17			CSS	Communications	Reappoint Marketing & Communications Manager at lower grade/Spinal Column Point	22	0	12	10	100%	Equality duty not relevant	No consultation required
CSS21			CSS	Finance	Additional resource to increase recovery of Council assets / monies	40	40	0	0	100%	Equality duty not relevant	No consultation required
CSS1	Service Delivery Models		CSS	Customer Services	Engagement of transformation partner to drive process efficiency and cost reduction in parallel with market testing of service.	654	0	287	367	75%	Equality impact assessment is required	Staff
CSS2	Reductions in Services		CSS	Customer Services	Housing Benefit overpayment recovery	345	100	120	125	50%	Equality duty not relevant	No consultation required
CSS3	Service Delivery Models		CSS	Customer Services	Civil penalties for non-disclosure of change of circumstances	15	5	10	0	70%	Equality duty not relevant	No consultation required
CSS11	Service Delivery Models / Reduction in Service / Increasing Productivity		CSS	Customer Services	Realignment of commissioned Tackling Poverty, Thriving Communities and Community Buildings services	100	0	83	17	95%	Equality impact assessment is required	Public
CSS15	Service Delivery Model		CSS	Customer Services	Direct cremations	8	8	0	0	75%	Equality duty not relevant	No consultation required
CSS22	Increasing Productivity		ALL	ALL	A range of proposals relating to changes to staff terms and conditions	2,000	0	1,040	960	70%	Equality impact assessment is required	Staff
CSS5			CSS	Customer Services	Review and improve council tax collection, discounts, etc.	335	0	0	335	90%	Equality impact assessment is required	Public
<b>TOTAL</b>					<b>4,042</b>	<b>369</b>	<b>1,792</b>	<b>1,881</b>				

# Directorate of Environment and Neighbourhood Services

## NEW SAVINGS PROPOSALS

## SAVINGS

£'000's

Equality Considerations

Theme	Proposal for Change	DIR	Service (1)	SAVINGS AND INCOME PROPOSAL	TOTAL	SAVINGS			% Confidence	Equality Considerations	Consultation	
						2017/18	2018/19	2019/20				
DENS1	Reduction in Services	●	DENS	Directorate Management Team	Reduce Personal Assistant support to Directorate of Environment and Neighbourhood Services (DENS) Management Team.	25	0	25	0	90%	Equality duty not relevant	Staff
DENS3	Reduction in Services	●	DENS	Planning, Development and Regulatory Services	Merger of Regulatory Service Manager and Planning Manager posts.	0	0	0	0	100%	Equality duty not relevant	Staff
DENS4	Reduction in Services	●	DENS	Planning, Development and Regulatory Services	Property Investment and continued rationalisation of property assets	500	0	500	0	70%	Equality duty not relevant	No consultation required
DENS6	Increasing Productivity	●	DENS	Planning, Development and Regulatory Services	Increased income from Section 106 negotiations	12	0	12	0	100%	Equality duty not relevant	No consultation required
DENS8	Reduction in Services	●	DENS	Planning, Development and Regulatory Services	Deletion of part time post within Sustainability team.	10	0	10	0	100%	Equality duty not relevant	Staff
DENS9	Reduction in Services	●	DENS	Economic and Cultural Development	Deletion of Programme Development Officer post.	25	15	10	0	100%	Equality duty not relevant	No consultation required
DENS10	Reduction in Services	●	DENS	Economic and Cultural Development	Further efficiencies in Cultural Services	40	0	0	40	60%	Equality duty not relevant	No consultation required
DENS12	Service Delivery Models	●	DENS	Economic and Cultural Development	Introduce 'Live Screening' of high profile performances.	20	0	10	10	80%	Equality duty not relevant	No consultation required
DENS13	Service Delivery Models	●	DENS	Economic and Cultural Development	Develop room hire option at the Hexagon	10	0	10	0	90%	Equality duty not relevant	No consultation required
DENS14	Service Delivery Models	●	DENS	Economic and Cultural Development	Reduce New Directions subsidy.	50	50	0	0	100%	Equality duty not relevant	Consultation has already been carried out
DENS15	Reduction in Services	●	DENS	Transport and Streetcare	Review hosting of travel information data.	7	0	7	0	100%	Equality duty not relevant	No consultation required
DENS23	Reduction in Services	●	DENS	Transport and Streetcare	Highway Asset Management efficiency savings and additional income	60	0	60	0	90%	Equality duty not relevant	No consultation required
DENS25	Reduction in Services	●	DENS	Transport and Streetcare	Reduce bridge assessments to fall in line with Statutory Duty	50	0	50	0	80%	Equality duty not relevant	No consultation required
DENS30	Reduction in Services	●	DENS	Transport and Streetcare	Stop the contribution to Reading UK Community Interest Company for hanging baskets and seek alternative sponsorship.	5	0	5	0	100%	Equality duty not relevant	No consultation required
DENS32	Reduction in Services	●	DENS	Transport and Streetcare	Reduce frequency of public parks grass cutting	32	0	0	32	90%	Equality duty not relevant	Staff
DENS34	Increasing Productivity	●	DENS	Transport and Streetcare	Implement an invest to save for a new tree gang.	23	0	10	13	80%	Equality duty not relevant	No consultation required
DENS36	Increasing Productivity	●	DENS	Housing and Neighbourhood Services	Office Budgets- miscellaneous	4	4	0	0	100%	Equality duty not relevant	No consultation required
DENS41	Reduction in Services	●	DENS	Housing and Neighbourhood Services	Deletion of one Full Time Equivalent post in Housing Needs	41	0	0	41	100%	Equality duty not relevant	Staff
DENS42	Reduction in Services	●	DENS	Housing and Neighbourhood Services	Delete temporary post in Rent Guarantee Scheme.	0	15	-15	0	100%	Equality duty not relevant	No consultation required
DENS46		●	DENS	Housing and Neighbourhood Services	Transfer of Supporting People budget to Housing Services	50	50	0	0	100%	Equality duty not relevant	No consultation required
DENS49	Increase Productivity	●	DENS	Library Service	Increased rental income from Family History Society.	18	14	4	0	100%	Equality duty not relevant	No consultation required
DENS50	Increase Productivity	●	DENS	Library Service	Additional savings achieved through new library service offer.	60	35	25	0	90%	An Equality impact assessment has already been carried out	Consultation has already been carried out

DENS2	Reduction in Services	✓	DENS	Planning, Development and Regulatory Services	Changes to the Animal Warden service.	15	0	15	0	100%	Equality duty not relevant	Staff
DENS11	Reduction in Services	✓	DENS	Economic and Cultural Development	Cease the classical programme season at the Hexagon.	50	0	25	25	100%	Equality impact assessment is required	User engagement exercise to be explored. Consultation with the Royal Philharmonic orchestra to explore options.
DENS19	Increasing Productivity	✓	DENS	Transport and Streetcare	Introduce weekend charging for Hospital & University Pay & Display (P&D)	50	0	50	0	80%	An Equality impact assessment has already been carried out	Public
DENS20	Service Delivery Models	✓	DENS	Transport and Streetcare	Seek alternative funding for Real Time Passenger Information	50	0	30	20	70%	Equality duty not relevant	No consultation required
DENS22	Increasing Productivity	✓	DENS	Transport and Streetcare	Review of off-street parking contract and budget to identify additional income .	100	0	100	0	80%	Equality duty not relevant	No consultation required
DENS29	Increase Productivity	✓	DENS	Transport and Streetcare	Explore utilisation of Re3 facilities to introduce trade use of the public recycling centre to generate income	50	0	50	0	80%	Equality impact assessment is required	Public and Staff
DENS31	Reduction in Services	✓	DENS	Transport and Streetcare	Reduce children's playgrounds maintenance regime	20	0	20	0	90%	Equality duty not relevant	Staff
DENS33	Increase Productivity	✓	DENS	Transport and Streetcare	Review and increase all allotment rental charges and review plot sizes.	35	0	9	26	60%	Equality duty not relevant	Public
DENS39	Managing Demand	✓	DENS	Housing and Neighbourhood Services	Reduce expenditure on homelessness, Bed and Breakfast and temporary accommodation	1,490	890	350	250	70%	Equality duty not relevant	Staff
DENS40	Reduction in Services	✓	DENS	Housing and Neighbourhood Services	Staffing reduction in Housing Needs Service	32	0	32	0	100%	Equality duty not relevant	Staff
DENS43	Increase Productivity	✓	DENS	Housing and Neighbourhood Services	Transfer of shops and garages from Housing Revenue Account to General Fund	300	0	300	0	70%	Equality duty not relevant	No consultation required
DENS44	Increase Productivity	✓	DENS	Housing and Neighbourhood Services	Increased income through further increase in rents for Reading Borough Council owned/managed temporary accommodation.	129	49	70	10	80%	Equality impact assessment is required	No consultation required
DENS47	Reduction in Services	✓	DENS	Housing and Neighbourhood Services	Reduce budget for Winterwatch (Public Health Funding)	15	15	0	0	100%	Equality duty not relevant	No consultation required
DENS5	Reduction in Services	●	DENS	Planning, Development and Regulatory Services	Planning Fees	75	0	75	0	70%	Equality duty not relevant	No consultation required
DENS16	Reduction in Services	●	DENS	Transport and Streetcare	Review of the discretionary elements of the Concessionary Fares Scheme	140	0	80	60	80%	Equality impact assessment is required	Public
DENS18	Managing Demand	●	DENS	Transport and Streetcare	Develop and implement a new borough-wide Car Parking Strategy and associated action plan.	0	0	0	0	80%	Equality impact assessment is required	Public
DENS28&35	Alternative Delivery Model	●	DENS	Transport and Streetcare	Review of waste collection delivery models.	1,000	0	0	1,000	60%	Equality duty not relevant	Public and Staff

DENS37	Reduction in Services	●	DENS	Housing and Neighbourhood Services	Review and recommission young people's supported housing services	45	11	34	0	80%	Equality impact assessment is required	Public
DENS45	Reduction in Services	●	DENS	Housing and Neighbourhood Services	Review historic Supporting People funding arrangements	53	19	34	0	70%	Equality impact assessment is required	Public
DENS53	Reduction in Services	●	DENS	Library Service	Reduce costs further in library services	115	0	115	0	75%	Equality impact assessment is required	Public and Staff
DENS54	Service Delivery Models	●	DENS	Economic and Cultural Development	Review option of trust model for Arts						Equality impacts will be considered as part of review of option.	Consultation requirements will be considered as part of review of option.
DENS55		●	ALL		Review of Fees and Charges						Equality impacts will be considered as part of review	Consultation requirements will be considered as part of the review
<b>TOTAL</b>						<b>4,806</b>	<b>1,167</b>	<b>2,112</b>	<b>1,527</b>			