

Full Equality Impact Assessment

Name of project, policy, function, service or proposal being assessed	Revenue Budget 2013/14 to 2016/17 – the updated Medium Term Financial Strategy
Date assessment completed	14 January 2013

At this stage you will need to re-visit your initial screening template to inform your discussions on consultation and refer to [guidance notes on completing a full EIA](#)

1. Consultation

		Action Points
Who do you need to consult with (which equality groups)?	The likely impact of the Medium Term Financial Strategy on citizens, customers and service users is unknown. The council's most effective consultation and engagement framework to be used is the Bridgend Equality Forum which comprises representatives from most of the protected characteristic groups.	Ensure that BEF is consulted regarding proposals.
How will you ensure your consultation is inclusive?	The Bridgend Equality Forum, comprising representatives from most of the protected characteristic groups, will be consulted on the proposals outlined in the MTFS. The council is mindful of the different accessibility needs of people and will therefore ensure that such consultation is carried out inclusively.	Ensure that BEF is consulted regarding proposals and be mindful of accessibility needs.
What consultation was carried out?	The Bridgend Equality Forum, meets on a	Ensure that BEF is consulted regarding

Consider any consultation activity already carried out, which may not have been specifically about equality but may have information you can use	bimonthly cycle, and various meetings have been held with representative groups such as Bridgend Visually Impaired Society, Bridgend Deaf Club and Bridgend Coalition of Disabled People to discuss the council's equality agenda.	being mindful of accessibility needs and meet with individuals and representative groups as necessary.
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Record of consultation with people from equality groups

Group or persons consulted	Date, venue and number of people	Feedback, areas of concern raised	Action Points
Bridgend Equality Forum	Bimonthly, 20 – 30 attendees from various representative groups. Science park	Some concerns raised generally but addressed and developed at BEF.	
Bridgend Deaf Club	Early 2012/13, 25 people at Bridgend Deaf Club	Some concerns raised generally but addressed	
Bridgend Visually Impaired Society	Monthly meetings held at Civic Offices, circa 12 people in attendance	Some concerns raised generally but addressed	
Bridgend Coalition of Disabled people	Bi Monthly Meetings at Nolton Church Hall circa 6 people in attendance	Some concerns raised generally but addressed	

2. Assessment of Impact

Based on the data you have analysed, and the results of consultation or research, consider what the potential impact will be upon people with protected characteristics (negative or positive). If you do identify any adverse impact you **must**:

a) Liaise with the Equalities Team who may seek legal advice as to whether, based on the evidence provided, an adverse impact is or is potentially discriminatory, and

b) Identify steps to mitigate any adverse impact – these actions will need to be included in your action plan.

Include any examples of how the policy helps to promote equality.

Actions to mitigate

This is a high level Equality Impact Assessment on the Council's budget proposals. Separate EIAs have been completed for individual proposals within the Council's budget proposals which may impact on certain groups of citizens within the County Borough.

In anticipation of the reductions in spending required of Bridgend County Borough Council (BCBC) in the financial years 2013/14, 2014/15, 2015/16 and 2016/17, and our obligations under the existing statutory equality duties and our responsibilities under the single Public Sector Equality Duty the Council has undertaken a range of activities.

Within the process of developing savings proposals, a high level equality analysis was undertaken to identify key areas where there may be implications for specific protected groups under the equality legislation. As a result of this initial analysis and identification of the equality implications, Members considered the options and sought to minimise the potential negative impact on protected equality groups by revising the options.

Examples of the proposals removed which would have otherwise had a potential negative impact on protected groups are listed below.

- CH41 – Rationalisation of low incidence SEN and related therapies.
- WB12 – Review of Day Services for people with Mental Health issues.
- WB6 – Implementation of Citizen Directed Support.

The proposals are accompanied by a summary analysis of those areas where the most significant equality impacts had been identified. Where possible, mitigating action has already been taken to ensure that negative impacts on protected equality groups have been minimised.

However, it is acknowledged that some negative impact will be experienced by residents and staff within the County Borough due to the ongoing need for budget reductions.

This has been recognised in the information that has been considered by Members and the Council will be seeking further ways to mitigate the negative impact on protected groups as the changes which are necessary are implemented. Some areas within the budget proposals clearly require further equality impact assessment work.

For the years 2014/15 and 2016/17 the Council will have the opportunity to undertake more in depth EIA work including consultation and involvement with relevant protected groups and their representatives. However, for the decisions impacting on 2013/14 there is a requirement on the Council to determine its Council Tax at its meeting on 27th February 2013 and this necessitates the budget for 2013/14 being agreed beforehand. The law requires the Council to have determined its budget within a prescribed timescale and for the agreed budget to be in place before 1st April this year.

Gender	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact on women and men.	Unknown	
Disability	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact on disabled people (ensure consideration of a range of impairments, e.g. physical, sensory impairments, learning disabilities, long-term illness).	High	
Race	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact of the service on Black and minority ethnic (BME) people.	Unknown	
Religion and belief	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact of the service on people of different religious and faith groups.	Unknown	

Sexual Orientation	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact of the service on gay, lesbian and bisexual people.	Unknown	
Age	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact of the service on older people and younger people.	High	
Pregnancy & Maternity	Impact or potential impact	Actions to mitigate
	Unknown	
Transgender	Impact or potential impact Unknown	Actions to mitigate

It is essential that you now complete the action plan. Once your action plan is complete, please ensure that the actions are mainstreamed into the relevant Thematic Service Development Plan.

3. Action Plan

Several of the proposals summarised in the Attachment identify the mitigating actions that will be taken. The key proposals within the budget that require a change in policy will be the subject of separate reports to Cabinet. Significant changes are subject to periodic post implementation monitoring and review by the Council's Cabinet and the relevant Overview & Scrutiny Committee; and in some instances, by the Regulatory bodies. The Business Plans of Directorates are aligned with the Council's Budget and performance against these and the wider performance of the Council's services is monitored in quarterly Comprehensive Performance Assessment meetings. Budget monitoring is subject to quarterly reports to Cabinet and Performance reports are now also being produced for Overview and Scrutiny Committees on a half yearly basis.

ATTACHMENT

Ref.	Budget reduction proposal	Impact	Reduction 2013/14 £'000	EIA Completed
CH6	Reduction in sickness absence and the use of cover/overtime throughout the directorate with tighter control and application of the absence policy.	A reduction of 10% in sickness levels , in line with the corporate initiative to reduce sickness levels, would mean less reliance on agency cover, and therefore reduced costs.	10	X
CH7	Increase price of school meals by 10p per meal.	This is the final year of an agreed increase of 10p per meal in school meal prices. It may meet some opposition but experience suggests that any fall-off in take-up would be minimal and that school meals still offer good value for money. Families with children entitled to free school meals are protected.	100	X
CH10	Reduce travel and general administrative expenses across the directorate.	Further savings to be made by rationalising journeys made and better management of expenses throughout the directorate.	20	X
CH11	Reduce the budget held centrally to cover maternity costs in schools.	This budget has been underspent in the last 3 years, and hence there is capacity to make a reduction.	40	X
CH18	Review of Youth Service provision and reorganisation of management structure.	Review of youth service provision with a particular focus on management costs. The service is currently in discussions with the Vale of Glamorgan Council about providing a joint youth service, which will generate management savings.	20	X

CH20	Revenue savings resulting from the amalgamation of schools	The savings identified relate to schemes where proposals have already been agreed. This amalgamation has taken place and the savings are being generated.	90	Initial Screening
CH31	Review of the Education Psychology Service	Whilst the proposed reduction may initially reduce capacity to support schools, it should be possible to mitigate this in the medium term through collaborative working with other Local Authorities.	20	X
CH50 (a,b,c)	Reduction in general office costs and cessation of the Family Fun Day linked to the Family Information Service.	There is opportunity to cut the print and stationery budgets across the directorate by implementing smarter ways of working. There are other opportunities available to market the Family Information Service.	20	Initial screening
CH51	Building repairs and maintenance budgets	This may delay the planned programme for addressing the maintenance backlog of works but essential repairs will continue to be prioritised.	70	Initial screening
CH52	Savings on funding available for breakfast clubs	Funding for breakfast clubs has been grant funded in recent years. The grant is now due to transfer into the settlement, so there will be capacity to make efficiency savings.	50	X

CH53	Reduction in costs of Volunteer Drivers by entering into an arrangement with BAVO to coordinate the service more efficiently.	BCBC currently has 23 active volunteer drivers. BAVO has a similar scheme in place. By combining the 2 schemes there will be administrative savings. Mileage rates will not change, nor will it impact on service delivery.	20	Initial screening
CH54	Reduction in the budgets for Direct Payments and Short breaks	The Direct Payments budget has been underspent, so this funding can be released without impact on the service. In terms of Short Breaks, the previous reduction in the length of Easter and Summer holiday play schemes for children with complex needs and disabilities from 4 to 3 days/week has reduced costs. It is uncertain at this time whether or not a charge could be made for this service.	45	Full EIA
CH55	There is an underspend on the budget for the Integrated Family Support Services, following the receipt of grant funding to offset some of the staffing costs.	There will be no impact on service delivery, and this funding will transfer to the settlement in 2014/15.	30	Initial screening
CH56	Reduction in the costs of the Local Safeguarding Children's Board (LSCB)	The budget reduction assumes savings can be achieved through regionalisation of LSCBs. Overall costs are likely to fall by one third across the three LAs (NPT, Swansea & Bridgend). However, the basis of future apportionment of costs are not yet decided.	10	X
CH57	The proposal is to increase the charge for those pupils who aren't eligible for free transport, but pay for a place on a school bus.	This would affect approximately 98 pupils, and would increase the charge they pay by approx £3.49 per week.	10	Initial screening

CH58	Reduction in Extending Entitlement programme	This will impact on those voluntary organisations funded through the Programme. In 2012/13 the total allocation was £45k and this supported 12 organisations.	45	X
CH59	Reduction in WJEC SLA	The cost of the SLA has reduced over the last two years, so this reduction will have no impact on the level of service provided as it will be met within existing budget.	8	X
CH60	Review of management arrangements within the school development service.	Reconfiguration of management arrangements with the aim of minimising the impact on the front line service	23	X
CH61	Directorate unallocated reduction. Options are currently being considered to meet this reduction.	Should not impact on front-line service delivery.	24	X
WB1	Review of Residential & Home Care services	Service users would still receive the service to meet their needs. Changes to staffing requirements may be required and these would be subject to appropriate consultation	60	X
WB5	Management, Administration and Training	The proposals will reduce administrative capacity in the Directorate and may result in a less responsive service in relation to assessment and care management functions.	125	X
WB12	Day Services - Learning Disabilities Service	Reduction/change in some services including transport to/from day services. Reductions in access to services may increase pressure on carers. This is the continuation of the three year programme put in place in 2011/12	150	Full EIA

WB12	Day Services - Older People Services	Reduction/change in some services including transport to/from day services. Reductions in access to services may increase pressure on carers. This is the continuation of the three year programme put in place in 2011/12	35	Full EIA
WB12	Day Services - Physical Disability Services	Reduction/change in some services including transport to/from day services. Reductions in access to services may increase pressure on carers. This is the continuation of the three year programme put in place in 2011/12	20	Full EIA
WB13	Supported Living Services	Reduction in social activities as hours focus on core support. Potential reduction in staff hours in schemes currently commissioned from DRIVE, Cartrefi Cymru and OHT.	110	Full EIA
WB18	Implement less generous Fairer Charging Policy	Increase in income received from charges for services subject to consultation on proposals.	185	Full EIA
WB2	Reduced cost of service provision following transfer of the management of leisure centres and swimming pools to HALO. (already negotiated).	The proposal presented an opportunity to reshape current provision and provide better outcomes for customers.	125	Full EIA
WB4	Bryngarw House and Park - implement an in-house option to reduce the current level of subsidy for the House and achieve efficiency savings on the costs of running Bryngarw Park.	The public will continue to enjoy access to the facilities but the option potentially allows Bryngarw to operate more "commercially" and as a holistic operation in the management and promotion of the House and Park.	25	X
WBN2 - amended	Reduction in staffing budget - removal of historical VER costs which are no longer required	No impact on services or current staff	60	X

WBN3	A reduction in the budget for community arts venues as a result of a review of costs and operating models following the closure of the Berwyn Centre.	Reduction due to managing the closure of the centre	65	X
WBN4	Relocation of Library BookStore to Pyle Life Centre, funded via an Invest to Save, will achieve on-going building support costs savings	Aligns with the Corporate Property strategy to reduce occupation of leased buildings.	40	X
COM2	Extend recycling of highways waste and sell recycled materials	Improvement in recycling targets.	10	X
COM3	Introduce charges for pre-application planning advice	Anticipated income of £15k per year. Saving phased to reflect expected annual increase in income. Report approved by Cabinet and Development Control Cttee.	5	X
COM11	Reduce budget available for Local Development Plan	Reduction reflects the fact that a new LDP should be in place by 2012 and the requirement for expenditure will reduce accordingly	5	X
COM13	Reduce mileage and equipment costs within Development section	Savings to be achieved as a result of efficiency review.	5	X
COM16	Review current structure to identify opportunities for savings in admin and management as a result of vacant posts and natural wastage where possible.	Will reduce capacity within the Directorate .	200	X
COM31	Savings from new waste management contract	Savings have already been achieved, however they could be at risk due to increased cost pressures being faced by the contractor	50	X

COMN1	Savings anticipated from revised operating arrangements at Kenfig NNR	Likely to result in reduced opening hours of reserve centre, and associated operations, but still maintaining commitment to maintain the reserve in line with CCW requirements	30	X
COMN3	Negotiate with NPTCBC for further reductions in waste disposal costs at the MREC as our use of the facility reduces	No impact, but is dependent on outcome of on-going negotiations	130	X
COMN4	Savings anticipated from review of Street Scene Structure	This will impact on operational posts within the service. There are some vacant posts within the service and it is anticipated that any additional posts will be reduced by natural wastage.	110	X
COMN5	Carry out review of administration within the Directorate following the move of services to Civic Offices	Will reduce capacity within the Directorate but should be able to identify efficiencies associated with centralisation of administrative functions.	96	X
COMN6	Negotiate with NPTCBC to reflect reduced tonnages of Civic Amenity waste disposal	None if negotiations are successful as reduced tonnages are already being achieved, just not reflected in the contract	200	X
COMN7	Reduce budget provision for Bed & Breakfast accommodation	Reflects current savings on temporary accommodation as a result of improved management of this service. Risk that demand for B&B accommodation will increase once the full impact of the Welfare Reform Bill is felt, but some account has been taken of this in the reduction proposed.	50	X
COMN8	Remove budget held for 'night time economy' from street cleaning budget	The savings will be absorbed through the wider Cleaning Services budget to limit any impact on night time cleaning.	50	X
COMN9	Reduce structural maintenance of highways	A proposed revenue budget cut in highway maintenance in 2013/14 will be counteracted by a proposal for prudential borrowing for street lighting and street furniture improvements to supplement the LGBI.	250	X

LRS12	Reduce funding of Joint Childcare Service	Dependent upon success of service review and stabilisation of workload but will be assisted due to new location of team.	100	X
LRS14	Restructure of Housing & Pollution Team	Will require further review of services	22	X
LRS15	Restructure legal services	Greater flexibility in service provision will need to be applied	28	X
CDP2	Job Evaluation Team reduction	Posts in the JE team are directly linked with the implementation of Job Evaluation; the implementation date has not yet been agreed but the team will need to be downsized following implementation and this reduction is a continuation of the planned reduction to the base budget; in the interim posts will be funded on a temporary basis from the Job Evaluation reserve.	30	X
CDP4	Reduction in staffing budget following the transfer of staff to HALO Leisure	HALO Leisure is charged for the payroll service it receives from BCBC. The staffing costs are covered by the income received.	40	X
PF9	Housing Benefit Subsidy -maximise recovery of housing benefit overpayments through minimising local authority error rate in assessing claims.	There is a risk that if LA error exceeds thresholds stipulated that there will be a loss in subsidy. Also the Government is yet to determine the impact on housing benefit subsidy as a result of the planned welfare benefit reforms, but this still considered a feasible proposal for 2013/14 .	55	X
PF11	Mgmt/ Admin Savings, including general employee costs relating to tighter management of staff absences and reductions in travel and subsistence budgets.	The proposal will reduce capacity to service new initiatives and process financial assessments for social care, council tax and benefit payments.	199	X

PF6	Review non operational property assets	Savings on revenue costs by disposing of assets which are a liability.	15	X
PF7	Review running costs of Bridgend Market and charging structure	Impact dependant on the outcome of the review.	25	X
PFN131	Review contribution to Trade Unions agreed in the Trade Unions Facility Agreement	Current budget held is £61k but the TU Facilities Agreement states that the allocated budget should be £52k. Annual contribution is around £50k.	9	X
PFN134	Review management structure	Review of Organisational Development function in Human Resources	37	X
CS1	Reduction in Contingency Fund	Dependent on unforeseen pressures/events.	100	X
CSN4	Pump Priming	This will be mitigated by setting up a finite Change Management Reserve to support budget proposals being considered as part of the Medium Term Financial Strategy 2014/15 to 2016/17.	200	X

Ref.	Budget Pressure	Impact assessment on outcome of additional funding.	Pressure 2013/14 £,000
CHP1	<p>There are currently 43 pupils from other local authorities attending BCBC special schools for which a charge is made. These placements to other authorities have fallen in recent years by, on average, 5 placements per year at an average charge to other authorities of £40k - £45k per place. The places in the school have been filled by pupils from within the Bridgend catchment area. Hence the amount of that can be charged to other authorities is reducing.</p>	<p>Funding will be used to meet the additional demand for special schools places for Bridgend children, without impacting upon funding levels for special schools.</p>	250
CHP2	<p>Behaviour Ancillary Support - additional funding is required to meet the demand within mainstream schools for pupils with behavioural problems. Provision has increased in recent years from 1177 pupil hours in Sept 2009 to 1363 pupil hours in Sept 2011. Schools have concerns over the behaviour of some young children, and currently the provision does not meet this demand.</p>	<p>The growth will help to meet the budget shortfall in the first instance, but will also enable the directorate to roll out new and piloted initiatives, including specialist outreach support to work with clusters of schools, along with more specialist support for certain pupils to enable their needs to be met in mainstream schools.</p>	200

CHP3	<p>Looked After Children (LAC) - Placement Costs - the total number of LAC has increased in recent years, from 290 at the end of 2009/10 to 346 at the end of 2011/12. This has since increased to 367 at the end of September 2012. The current budget projection is an overspend of £1.192m in this area. Safeguarding staff are reviewing all placements and placement costs, but this will not be sufficient to meet the base budget shortfall.</p>	<p>The growth will help to meet the budget shortfall and enable staff to work towards achieving a balanced budget in the longer term.</p>	1,100
CHP4	<p>With the increase in the rising number of LAC, and particularly, out of county placements, there is a corresponding increase in the demand for education provision at these establishments, with additional education funding requirements of approximately an additional 3 placements per year.</p>	<p>The growth will help to address the budget shortfall and enable staff to work towards achieving a balanced budget in the longer term.</p>	100
CHP5	<p>There is a need to address the educational needs of an emerging cohort of Autistic Spectrum Disorder pupils who are providing challenges for the Authority because of the complexity of their needs. The Authority is having to respond to the developing concerns through a series of ad hoc solutions. Interim funding for one year will be provided while the service develops a longer term solution.</p>	<p>Without this support there may be increased expenditure on out of county placements, or special school provision, and more children becoming LAC, with subsequent issues for families and adult services. There is also the risk of legal challenge from parents.</p>	102

CHP7	<p>The old Ogmores Comprehensive site will be vacant from July 2013 as the pupils move into the newly built Coleg Cymunedol y Dderwen. There will be revenue costs associated with the empty building from 1st September 2013 until the property is occupied by the proposed move of pupils from Ysgol Bryn Castell. One-off funding requirement.</p>	<p>Funding will be used to ensure that the parts of the building that will need to be kept open to cater for the community use will be available, unless we have agreement to cease its use. This brings in a source of revenue to the Healthy Living service. Some form of security at the site will also be needed together with the securing/boarding of the building. This is likely to be imposed on us by our insurance company.</p>	120
CHP8	<p>Potential revenue costs relating to the demolition of the former Blaenllynfi Infants school following the opening of Caerau Primary School and the hiring of the old school for community purposes by the Community Trust. One-off funding requirement.</p>	<p>There will be demolition costs associated with the old school building once the Community Trust vacate the building.</p>	130
CHP10	<p>Following the establishment of the Central South Consortium Joint Education Service (JES) for School Improvement and the agreement on funding allocations in the Business Plan, the overall cost to BCBC for the service is £60k per annum more than is currently spent on school improvement.</p>	<p>The funding will enable the service to meet the full contracted cost of provision, without risk of overspend.</p>	60

CHP13	Due to increase LAC numbers there is a corresponding increase in demand on the Adoption Service to provide more assessed and approved adopters, and more adoptive placements for more children.	The provision of a range of support services to enable Adoption and Special Guardianship Orders (SGO) is a statutory responsibility of the local authority. Pressures placed on the service have put at risk the ability of the adoption service to fully carry out their responsibilities. The funding will therefore allow for increased capacity in the Adoption Service.	42
CHP15	There is continued pressure on Safeguarding teams to continually improve performance, under the pressure of continued scrutiny from CSSIW. This is currently proving extremely challenging for managers, and caseloads of social workers are continuing to remain high at an average of 19 per social worker team.	The proposed solution is to restructure the safeguarding teams which should provide improvements to the service in terms of response times, caseloads and capacity overall.	128
SCH1	Additional Budget Allocation to meet Welsh Government Protection requirement for schools.	Funding will provide schools with a level of growth (2.08%) on the previous year's budget.	1678

WB1	<p>Demographic Growth Rising numbers of older people - resulting in increased referrals to adult social care and additional service provision. The WAG mid year population projections between 2012 and 2013 show a 3% increase for people aged 65+. In the last two years the biggest impact is people aged 85 and over, of whom more than 1 in 3 currently need some element of adult social care support. The figure is 1 in 8 for those aged between 75 to 84 and 1 in 20 between 65 to 74. In addition to these population growth projections, there is an increasing prevalence of dementia and an underlying trend of increased needs being met in the community as more people with complex needs are being supported at home.</p>	<p>Statutory obligations met in relation to the increased volume of referrals - assessment of need and provision of support for those eligible for ASC services. This will include provision of:</p> <ul style="list-style-type: none"> ● Residential Care ● Non Residential Care ● Assessment and Care Management ● Provision of information and advice <p>It is expected that The primary area of demand will be increases in Domiciliary Care.</p>	415
WB4	<p>Direct Payments Since 2008/09 the take up of Direct Payments has tripled. This upward trend is continuing. It was previously assumed that 50% of additional costs could be found from reallocation of current budgets. However, because of the other savings proposals linked with the remodelling of adult social care and the increase in service referrals and increase in demand across all services, the scope for budget reallocation is limited. The projected committed costs from these cases already takes spend beyond the 2012/13 budget by an estimated £430k. The number of DPs will increase further in 2013/14 and beyond.</p>	<p>Statutory obligations met in relation to assessment of need and provision of Direct Payments instead of traditional services where that is the service user's choice (Health and Social Care Act 2001 sections 57&58) and, based on service eligibility and availability, they would have received a traditional service. Plans for disinvestment from traditional services are incorporated within the Adult Social Care remodelling programme.</p>	550

NEW WB6	<p>Legislative - Fairer Charging CapAs a result of legislation introduced by the Welsh Government of a cap on charges for non-residential services of £50 for ALL services received, the impact in terms of loss of income is estimated at £250,000. Whilst the Welsh Government compensated local authorities for loss of income, it did not compensate for additional demand from people seeking LA support where they may have made their own arrangements previously. Information supplied to the Welsh Government identified that loss of income to the authority has been £678k against a transfer to RSG of £425k to compensate, a shortfall of £253k.</p>	Statutory obligations fulfilled and base budget shortfall addressed.	253
NEW WB7	<p>Increase in National Non Domestic Rate (NNDR) As a result of the transfer of the Learning Disabilities Core Day Centre to a new building and the co-location of therapeutic support in terms of Hydrotherapy and Physiotherapy, the Valuation Office has deemed the centre to be subject to NNDR, whereas previously no NNDR was chargeable. There is currently an appeal lodged with the Valuation Office but this may take up to 12 months to resolve.</p>	If funding is not provided it will mean seeking a reduction in service delivery which would be extremely difficult given the increase in demographic trends identified in preceding budget pressure proposals.	75
COM3	Programme of improvements in relation to Street Scene, including traffic signs and replacement of street lighting columns using LED lights. The funding will be used for prudential borrowing repayments to allow the continuation of an investment programme which will complement the Welsh Government local authority borrowing initiative for highways infrastructure.	Reduction in energy consumption to help meet carbon commitment targets and address health and safety issues.	100
COM6	Transitional funding (1 year) to meet the increased cost of operating Porthcawl Harbour pending the generation of income from berths to enable the harbour to be self-financing in the longer term.	Improved harbour facility for Porthcawl as first stage of Regeneration proposals	25

LRS1	The Council is experiencing further significant horse straying issues which have been reported in the media. The move to rehome or slaughter is the only practical response.	Costs cannot be accurately estimated given that there may be a need to transport long distance; unless existing legislation is changed this problem could escalate.	60
ICTP 3	V2C will vacate Bryncethin Depot in December 2012 resulting in loss of rental of £83,000 pa and business rates liability of £30,000 pa. An alternative use for the site is being discussed which has not been finalised. In the interim transitional funding for up to 1 year is required.	The additional funding will be for one year only, pending review of the occupation of the depot. This is also indirectly linked to "Improving Your Space" initiatives relating to office accommodation.	113
CS13/1	Legislative requirement regarding auto enrolment of employees in the pension fund.	Fulfil statutory obligation.	400

Please outline the name of the independent person (someone other than the person undertaking the EIA) countersigning this EIA below:

Paul Williams, Equalities and Engagement Officer

Please outline how and when this EIA will be monitored in future and when a review will take place:

The key proposals within the budget that require a change in policy will be the subject of separate reports to Cabinet. Significant changes are subject to periodic post implementation monitoring and review by the Council's Cabinet and the relevant Overview & Scrutiny Committee; and in some instances, by the Regulatory bodies.

The Business Plans of Directorates are aligned with the Council's Medium Term Financial Strategy and performance against these and the wider performance of the Council's services is monitored in Corporate Performance Assessment meetings.

Budget monitoring is subject to quarterly reports to Cabinet and Performance reports are now also being produced for Overview and Scrutiny Committees on a half yearly basis.

Signed: Janet Smith

Date: 23 January 2013

4. Publication of your results and feedback to consultation groups

It is important that the results of this impact assessment are published in a user friendly accessible format.

It is also important that you feedback to your consultation groups with the actions that you are taking to address their concerns and to mitigate against any potential adverse impact.

Please send completed EIA form to the [Equalities Team](#)