

As part of our extended impact assessment process, most savings proposals have had integrated impact assessments (IIAs) completed, and these are available to view at

<http://www.northamptonshire.gov.uk/en/councilservices/council/equalities/pages/budgetproposalsegias201718.aspx>

As well as analysing the equality implications of proposals, they look at any other potential implications beyond the protected characteristics covered by the Equality Act. They also set out early delivery plans for the proposals.

IIAs have not been completed for the following proposals, and the reasons for this are set out in the table below:

Proposal Number	Title - Savings Proposals	Description	2016-17 £000
13-002-06	Cessation of direct delivery of the school meals service and the meals at home service to older people	Full year effect of decision taken in 2016/17 budget	(742)
15-004-19d	Fees and Charges (Place Directorate)	<p>All directorates are increasing discretionary fees and charges. In Place, this is applicable to the following budget areas:</p> <ul style="list-style-type: none"> • Archive and Heritage (Research, reproduction services); • Trading Standards (weights and measures, calibration services); • Highways Assets, Traffic Management and Regulations (Utilities Permit Scheme, licences etc..); • Highways Customer and Communities (developer charges); • Fire & Rescue (lift releases, non-emergency gaining entry, call-centre recharges); • Property and Asset Management (internal re-charges) 	(159)

		These charges relate to work / activities mostly paid for by developers, businesses and individuals out of choice.	
16-004-10	Next Generation Council	Review of Directorate and Management Team structure. This will have no service user impact. The implications and potential risks of the restructure will be reviewed as the proposals are developed.	(195)
16-004-11	Chief Executive Services	Review and redesign of group functions. This will have no service user impact. The implications and potential risks of the redesign will be reviewed as the proposals are developed.	(215)
16-008-68	Chester Farm	Capitalisation of 2017-18 delivery cost. This is a technical financial adjustment.	(250)
16-006-69	Income Generation	Annual revenue stream from investment in commercial real estate. This is a financial process designed to generate income with no service user impact.	(600)
16-009-01	Efficiencies generated through the introduction of the Apprenticeship Levy	This will have no service user impact. The Government is introducing the Apprenticeship Levy from 6 th April 2017, the levy requires all employers in the UK with a total payroll exceeding £3.0m to invest in Apprenticeship Scheme by way of paying a levy which equates to 0.5% of the total salary bill. This proposal focusses on the potential benefits gained from developing the current Apprenticeship Scheme taking into consideration the recent changes introduced.	(666)