

* Name of proposal/policy	First for Wellbeing Establishment Rationalisation	* Budget number	16-008-17
* Service area responsible	First for Wellbeing	* Cabinet meeting date	14 th February 2017
* Name of completing officer	Alison Lyon	* Approved by Director / Assistant Director	Janet Doran
* Version	1.0	* Date	6 th February 2017

PART A

* Section 1a: Description of proposal under consideration/development	* Section 1b: Is this new or existing? Does it link to current provision?
Delete 3 posts. The current post holders have requested redundancy	A review of the staffing in 2 services within FfW has identified that 3 FT posts are surplus to requirements in delivering the business needs efficiently.

* Section 2: How does this align with the Council Plan/ corporate priorities/ partnership strategies and plans/ Next Generation Council?	
Delivers increased wellbeing and/or safeguarding by ensuring that...	✓
People of all ages are safe, protected from harm and able to live happy, healthy and independent lives in our communities	
People have the information and support they need to make healthy choices and achieve wellbeing	✓
People achieve economic prosperity, in a healthy, low carbon economy which gives access to jobs, training and skills development	
Communities thrive in a pleasant and resilient environment, with robust transport and communications infrastructure	
Resources are utilised effectively and efficiently, in coordination with partners and providers	✓

Does it align with any NCC/ partnership strategies and plans? (if so, please list below)

The services in which the posts sit deliver wellbeing services as part of NCC/STP prevention strategy

Does it support the transformation into a Next Generation Council? (if so, please explain below)

*** Section 3: If this relates to a statutory duty, please give details of the relevant legislation below:**

The proposal does not relate to a statutory duty

Section 4: Have other alternatives been considered?

The alternative of continuing with current staffing has been considered but has not been taken forward because it does not enable the business to be delivered as efficiently.

*** Section 5: Financial / resource implications**

a) Costs (e.g. invest to save)

None

b) Staffing implications

NCC has offered staff the opportunity to take VR. All 3 staff in the posts proposed for deletion have requested and been accepted for VR

c) Savings

The saving (£100k) will be delivered within the first year.

Section 6: Has a similar initiative/proposal been implemented elsewhere? What were the benefits or risks? Are there lessons that can be learned?

Not applicable

THIS SECTION HAS REPLACED THE EQUALITY IMPACT ASSESSMENT FORM AND MUST BE COMPLETED TO DEMONSTRATE COMPLIANCE WITH THE EQUALITY DUTY

*** Section 7: Who will be affected by this proposal? (this may be service user data, or be based on a particular geographical area or more general population data depending on the proposal) Include demographic information where this is available e.g. breakdown by gender, age, ethnicity, disability etc. BIPI can support with the provision of data. You may include staff, partner organisations and any other stakeholders who might be affected by the proposal.**

Data Source (include link where published) and summary of what it tells us for example "X number of people use this service, X are male, Y are female etc"	Why is this relevant to the proposal?
No customers or partners will be affected by this proposal	

*** Section 8: Based on the above information, will this proposal have an impact on the following? ✓ the relevant box for each line and then expand on the reasons why in Section 9**

	Positive	Negative	Neutral	Unsure
Age			✓	
Disability			✓	
Gender reassignment			✓	
Marriage and civil partnership			✓	
Pregnancy and Maternity			✓	
Race			✓	
Religion or Belief (or No Belief)			✓	

Sex			✓	
Sexual orientation			✓	

* Section 9: Initial impact	
* Section 9a: From your analysis in section 8 above, please explain the positive implications	
N/A	
* Section 9b: From your analysis in section 8 above, please explain why you have assessed the impact as neutral	
No customers or partners will be affected by this proposal	
* Section 9c: From your analysis above, please explain the negative implications	* Section 9d: What actions have you identified to mitigate any negative implications?
N/A	N/A
* Section 9e: From your analysis above, please explain the areas where you are unsure of the impact	* Section 9f: What actions have you identified to fill gaps in information?
N/A	N/A

* Section 10: Internal considerations: are there any implications for the following?		
	✓ or X	If there are any implications, please explain them here and identify any actions you may need to take as a result
Staff	✓	A small number of residual duties of the posts will be re-allocated within the respective teams or replaced by NGW processes
Financial (NCC)	x	
Legal	x	
NCC Policy	x	
Performance	x	
Data quality / information security	x	

IT	X	
Strategic assets	X	
LGSS / federated bodies	X	
Procurement	X	
Project support	X	
Other (if appropriate)	X	

*** Section 11: External considerations: are there any implications for the following?**

	✓ or X	If there are any implications, please explain them here and identify any actions you may need to take as a result
Community impact	X	
Impact on the consumer (e.g. communication needs, access, rurality, complaints)	X	
Reputation	X	
Political	X	
Partners	X	
Human Rights	X	
Health impact – individual	X	
Health impact – wider community	X	
Economic impact - individual	X	
Economic impact – wider community	X	

Community Safety impact	X	
Environmental impact	X	
Consultation	X	
Other (if appropriate)	X	

Based on the impacts and considerations above, please identify the RAG status

RAG Status	Overall RAG	Time	Proposal Delivery	Cash Saving	Risk	Issue	Dependency
	Green	Green	Green	Green	Green	Green	Green

* Section 12a: What are the risks associated with NOT implementing the proposal? (tick if applicable)		* Section 12b: What actions have you identified to mitigate the risks? Will anything in the current arrangements need to be changed to acknowledge this risk? Is implementing the proposal the only way to mitigate the risks?
Non-compliance with legislation or NCC policy	X	
Financial	✓	An opportunity to save £100K will be missed
Change in performance/ data quality/ information security	X	
Reputational/ Political	X	
Increase in complaints and/ or legal challenge	X	
Other	X	

* Section 13: Budget Delivery Programme Highlight Report information – total amount allocated to savings proposal 2017-18 through to 2020-2021; profiled budget; 2017-18 action plan extended savings narrative; cost code information	
Total amount allocated to savings proposal 2017-18	
2017-18 (£000)	100

Impact of saving within the budget profile			
Q1	Q2	Q3	Q4
100			

	Milestone	Owner	By when
1	Deliver saving of £100K following deletion of posts	Janet Doran	End of Q1

Cost code	
-----------	--

*** Section 14: Do you need to undertake further work (e.g. consultation, further proposal development, further equality analysis) based on the impact and actions identified above? If yes, set this out below and then carry out the work and complete Part B:**
 N/A

PART B

Section 15: Consultation, follow up data and information gathered from actions identified above	
	What does this information tell us?
Not applicable	

Section 16: Final impact analysis (taking the findings from Part B into account) – including review date if required
 The final impact has been assessed as neutral.