

* Name of proposal/policy	Next Generation Working	* Budget number	16-004-01
* Service area responsible	Chief Executive Services	* Cabinet meeting date	14 <sup>th</sup> February 2017
* Name of completing officer	Emma Gadsby	* Approved by Director / Assistant Director	Paul Blanter
* Version	1.0	* Date	01/02/2017

**PART A**

* Section 1a: Description of proposal under consideration/development	* Section 1b: Is this new or existing? Does it link to current provision?
Evidence from our visits to other organisations that have moved into single buildings and consequently centralised functions across one building (such as No.1 Angel Square), has clearly demonstrated we can deliver additional savings through economies of scale, in terms of duplication of administrative functions or analysis posts, reception and facilities running resources etc.	No.1 Angel Square will consolidate the staff and services from 12 buildings into 1. This will reduce travel between buildings, thus improving efficiency, and increase collaboration. It will also allow for better management of resources (MFDs, stationary etc).

* Section 2: How does this align with the Council Plan/ corporate priorities/ partnership strategies and plans/ Next Generation Council?	
<b>Delivers increased wellbeing and/or safeguarding by ensuring that...</b>	✓
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	✓	
<b>Does it align with any NCC/ partnership strategies and plans? (if so, please list below)</b>		
NCC Council Plan		
<b>Does it support the transformation into a Next Generation Council? (if so, please explain below)</b>		
Transformation into a Next Generation Council is the driving force behind this proposal and the desire to save money by removing duplication and being able to streamline resources that are currently spread across the county.		

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

**Section 4: Have other alternatives been considered?**

<b>* Section 5: Financial / resource implications</b>	
<b>a) Costs (e.g. invest to save)</b>	None identified
<b>b) Staffing implications</b>	None identified
<b>c) Savings</b>	£500k in 2017/18

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

**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.**

<b>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”</b>	<b>Why is this relevant to the proposal?</b>
Staff from 12 buildings will be co-located at No.1 Angel Square	This shows the scope of the co-location and the opportunities for efficiencies in the new building

**\* 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**

	<b>Positive</b>	<b>Negative</b>	<b>Neutral</b>	<b>Unsure</b>
<a href="#">Age</a>			✓	
<a href="#">Disability</a>			✓	
<a href="#">Gender reassignment</a>			✓	
<a href="#">Marriage and civil partnership</a>			✓	
<a href="#">Pregnancy and Maternity</a>			✓	
<a href="#">Race</a>			✓	
<a href="#">Religion or Belief (or No Belief)</a>			✓	
<a href="#">Sex</a>			✓	

<a href="#">Sexual orientation</a>			✓	
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<b>* Section 9: Initial impact</b>	
<b>* Section 9a: From your analysis in section 8 above, please explain the positive implications</b>	
N/A	
<b>* Section 9b: From your analysis in section 8 above, please explain why you have assessed any impact as neutral</b>	
We do not anticipate that the move to Angel Square and the subsequent savings we believe can be achieved will have anything other than a neutral impact. There is not expected to be any impact upon service users.	
<b>* Section 9c: From your analysis above, please explain the negative implications</b>	<b>* Section 9d: What actions have you identified to mitigate any negative implications?</b>
N/A	N/A
<b>* Section 9e: From your analysis above, please explain the areas where you are unsure of the impact</b>	<b>* Section 9f: What actions have you identified to fill gaps in information?</b>
N/A	N/A

<b>* Section 10: Internal considerations: are there any implications for the following?</b>		
	<b>✓ or X</b>	<b>If there are any implications, please explain them here and identify any actions you may need to take as a result</b>
<a href="#">Staff</a>	✓	Staff will relocated to Angel Square
<a href="#">Financial (NCC)</a>	✓	This proposal is expected to generate savings as set out earlier in this form
<a href="#">Legal</a>		
<a href="#">NCC Policy</a>		
<a href="#">Performance</a>		
<a href="#">Data quality / information security</a>		
<a href="#">IT</a>		

<a href="#">Strategic assets</a>	✓	This proposals is based upon the disposal of 12 buildings as staff co-locate to No.1 Angel Square
<a href="#">LGSS / federated bodies</a>	✓	LGSS and the federated bodies, as they are established, will occupy No1. Angel Square, and may form part of any rationalisation/economies of scale
<a href="#">Procurement</a>		
<a href="#">Project support</a>		
<a href="#">Other (if appropriate)</a>		

**\* 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
<a href="#">Community impact</a>		
<a href="#">Impact on the consumer (e.g. communication needs, access, rurality, complaints)</a>		
<a href="#">Reputation</a>		
<a href="#">Political</a>		
<a href="#">Partners</a>	✓	We anticipate being able to offer co-location to partners into No.1 Angel Square to drive further savings, remove further duplication and streamline the public service offering to residents in Northamptonshire.
<a href="#">Human Rights</a>		
<a href="#">Health impact – individual</a>		
<a href="#">Health impact – wider community</a>		
<a href="#">Economic impact - individual</a>		
<a href="#">Economic impact – wider community</a>		

<a href="#">Community Safety impact</a>		
<a href="#">Environmental impact</a>		
<a href="#">Consultation</a>		
<a href="#">Other (if appropriate)</a>		

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

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

* 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		
Financial	✓	The move to No1. Angel Square is intended to deliver savings by facilitating Next Generation Working, so there is an expectation that this will happen.
Change in performance/ data quality/ information security		
Reputational/ Political	✓	As stated above, the expectation is that the move to No.1 Angel Square and the opportunities it brings for savings and efficiencies, so if this is not delivered, the Council could suffer reputational damage
Increase in complaints and/ or legal challenge		
Other		

**\* 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**

<b>Total amount allocated to savings proposal 2017-18</b>	
<b>2017-18 (£000)</b>	<b>500</b>

<b>Impact of saving within the budget profile</b>			
<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>
125	125	125	125

	<b>Milestone</b>	<b>Owner</b>	<b>By when</b>
<b>1</b>			
<b>2</b>			

<b>Cost code</b>	
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**\* 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:**

This proposal will form part of the overall budget consultation process. Any feedback received (as well as any further intelligence gathered in the course of developing the project) will inform a final analysis of the impact of the proposal which will be considered by Cabinet and Council in February when taking a final decision on the budget. The EqIA will be updated accordingly.

**PART B**

<b>Section 15: Consultation, follow up data and information gathered from actions identified above</b>	
	<b>What does this information tell us?</b>
This proposal formed part of the overall budget consultation process.	We received no equalities-related feedback specifically on this proposal.

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