## **CUMULATIVE EQUALITY IMPACT ASSESSMENTS**

Ref	Headline Description	EQIA	15-16 Saving	Impact before and after mitigation	Age (including carers)	Disability (including carers)	Gender Reassign ment	Marriage and Civil Partnersh ip	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation
Resource													
RES01	Staff Savings	Yes	Υ	Impact	No	No	No	No	No	No	No	No	No
RES02	Additional charge to the Pension Fund	Not required	Υ										
	On going review of the Finance and	Not required											
RES03	Assurance structure	at this stage	N										
	Reduction in annual contribution to												
RES04	Insurance Fund	Not required	Υ										
RES05	Additonal Treasury returns	Not required	Υ										
DE000		<b>.</b>											
RES06	Business Continuity additional income	Not required	Y				ļ				-		1
	Re-organisation of HR, Development	<u> </u>	<u> </u>	l	<u>,                                     </u>		l	l					<b>.</b>
RES07	and Shared Service function	Yes	Υ	Impact before Mitigation	Yes	Yes	No	No	No	Yes	Yes	Yes	No
	Re-organisation of HR, Development	<u>.</u>	l	l	l		l	l		l	l	l	
RES07	and Shared Service function	Yes	N	Impact after Mitigation	No	No	No	No	No	No	No	No	No
	Further HR, Development and Shared		l										
RES08		at this stage	N										
	Additional savings and efficiencies												
	through transfer of Health & Safety												
	function and re-charging relevant												
RES09	expenditure to the Pension Fund	Yes	Υ	Impact	No	No	No	No	No	No	No	No	No
DEC40	Dadwaa Caassatianal Haalib Commant	V		l	 	NI-	Na	N.	Nia	N <sub>a</sub>	NI-	NI-	NI-
RES10	Reduce Occupational Health Support	res		Impact	No	No	No	No	No	No	No	No	No
DE044	Reduce Corporate Learning &	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \		L	   N	NI-	   N I =	N.	NI-	 	NI-	N	NI-
RES11	Development for staff	Yes	Y	Impact	No	No		No		No	No	No	No
RES12	Reduction in Legal cost	Yes	Y	Impact	No	No	No	No	No	No	No	No	No
DE040	Reduction in committee meetings and	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \		L	   N	NI-	   N I =	N.	NI-	 	NI-	N	NI-
RES13	staff reduction - Mayor Office	Yes	Υ	Impact	No	No	No	No	No	No	No	No	No
DEC14	Local Land Charges grouth procesure	Not required	V										
RES14	Local Land Charges growth pressure Restructuring of the Commercial,	Not required	Υ				<u> </u>						
DEC15	•	Voo	V	lmnoot	No	No	No	No	No	No	No	No	No
RES15	Contracts and Procurement Division	Yes	l I	Impact	No	No	No	No	No	No	No	No	No
RES16	Retender of Communications Service	Voc	l <sub>v</sub>	Impact	No	No	No	No	No	No	No	No	No
RES17	Retender of the Healthwatch Service	Yes	V	Impact	No	No		No		No	No	No	No
KESII	Reterider of the Healthwatch Service	162	T	Impact	INO	INO	INO	INO	INO	INO	INO	INO	INO
	Stop funding Harrow Senior Residents												
	Assembly / Recommissioning of												
RES18	Scrutiny Projects budget	Yes	l <sub>v</sub>	Impact	Yes	No	No	No	No	No	No	No	No
ILO10	Journal Frojects budget	1 69	'	Impact	163	INO	INU	INO	INU	INO	INO	INU	INU
RES19	Stop the Objective Portal contribution	Not required	l <sub>v</sub>										
RES20	Staff restructure of existing posts	Yes	\ \ \	Impact	No	No	No	No	No	No	No	No	No
NLOZU	<u> </u>	Not required	'	μπρασι	110	INU	INU	INO	INU	INO	INO	INU	INU
RES21		at this stage	l <sub>N</sub>										
INLUZI	Efficiency savings - Revenues and	at tills Staye	I N			1							1
RES22	Benefits	Yes	l <sub>v</sub>	Impact hoforo Mitigation	Voc	No	No	No	No	No	No	No	No
NEGZZ	Denenio	1 <del>6</del> 5	[1	Impact before Mitigation	1162	וויט	No	No	טאון	No	טאון	טאון	טאון

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RES22	Efficiency savings - Revenues and Benefits	Yes	Y	Impact after Mitigation	No	No	No	No	No	No	No	No	No
	Increased income from Harrow Helpline and reduction in staffing												
RES23	costs	Yes	Υ	Impact before Mitigation	Yes	Yes	No	Yes	No	Yes	Yes	Yes	No
	Increased income from Harrow Helpline and reduction in staffing												
RES23	costs	Yes	Y	Impact after Mitigation	Yes	Yes	No	Yes	No	Yes	Yes	Yes	No
		Early saving	-	pactanogano				. 55					
		November											
RES24	Project Management office	2014 Cabinet	Υ										
	Procurement savings across the												
RES25	contracts managed within Customer Services and IT	Yes	\_\	Impact	No	No	No	No	No	No	No	No	No
NE323	Services and H	Not required	T .	Impact	INO	INO	INO	INO	INO	INO	INO	INO	INO
RES26	Reduce the cost of Access Harrow	at this stage	Y										
Communi	ty, Health and Wellbeing												
CHW01	Consolidate Transformation Team	Yes	Υ	Impact	No	No	No	No	No	No	No	No	No
01 04/00		Not required											
CHW02	Delete two adults mgt posts	at this stage	Υ										
CHW03	Review of Business Support Services	Yes	<sub>Y</sub>	Impact after Mitigation	Yes	No	No	No	No	Yes	No	Yes	No
0.11100	Reversal of late growth items at			mpaet arter imaganeri	. 00					. 55		. 00	1.10
CHW04	February 2014 Cabinet	Not required	N										
CHW05	BCF	Yes	Υ	Impact	No	No	No	No	No	No	No	No	No
01 11 44 0 0	Supporting People contract		,		l	l	ļ	<b>.</b>	l	ļ	ļ	<b>.</b>	
CHW06	negotiation efficiency	Yes Will be	Υ	Impact after Mitigation	No	No	No	No	No	No	No	No	No
		subject to											
	Recommissioning of in house	separate											
	transport provision to support the	report to											
CHW07		Cabinet	Υ										
	Additional income to be generated				l	l		ļ	l	l	l		
CHW08	through MyCEP Commercialisation	Yes	Υ	Impact	No	No	No	No	No	No	No	No	No
CHW09	Reduced funding following review of WLA programme	Not required	N										
CHIVVOS	Review of in house residential	Not required											
CHW10	provision	Yes	Υ	Impact	Yes	No	No	No	No	No	No	Yes	No
		Separate		•									
		report to					l						
OLDA/44		March 2015		lana a at	W	V	<b>.</b>	N.	l.	V	V	<b>.</b>	l <sub>NI</sub> .
CHW11		Cabinet	Υ	Impact	Yes	Yes	No	No	No	Yes	Yes	No	No
CHW12		Not required at this stage	l <sub>N</sub>										
0110012	School Music Service to fully recover	at this stage	1.4		<del> </del>		<del>                                     </del>						
CHW13		Not required	Υ										

Ref	Headline Description	EQIA	15-16 Saving	Impact before and after mitigation	Age (including carers)	Disability (including carers)	Gender Reassign ment		and	Race	Religion and Belief	Sex	Sexual Orientation
OLIVATA A	Strategic re-organisation of Sports	V	V	lara a st after Mitigation	   N =	   N =	   NI =	N.a	N <sub>-</sub>	   NI=	N.	NI-	Nie
CHW14	Development team	Yes	Y	Impact after Mitigation	No	No	No	No	No	No	No	No	No
	Reduce Council subsidy to the Harrow Arts Centre & Museum, whilst												
	· ·												
CHWAE	developing business plan to eliminate	Voo	Y	Import	No	No	No	No	No	No	No	No	No
CHW15	subsidy in the longer term.	Yes	Ť	Impact	No	No	No	No	No	No	No	No	No
		Separate report to March 2015											
CHW16	Library Strategy	Cabinet	Υ	Impact	Yes	Yes	No	No	Yes	Yes	No	Yes	No
CHW17	Reduction of subsidy for community festivals	Separate report to March 2015 Cabinet	Υ										
CHW18	CHW Management savings	Yes	Υ	Impact	No	Yes	Yes	No	No	Yes	Yes	Yes	Yes
	Reduction in discretionary health												
CHW19	checks	Yes	Υ	Impact	Yes	No	No	No	No	Yes	No	No	No
	Efficiencies with Sexual Health &												
CHW20	Family Planning Services	No	Υ										
CHW21	Efficiencies within School Nursing	Yes	Υ	Impact	No	No	No	No	No	No	No	No	No
	Efficiencies within Harrow Drug &												
01 114/00	Alcohol (Young People & Adults				l	l	l	<b>.</b>	l	<b>.</b>	l	l	
CHW22	Services)	Yes	Υ	Impact	No	No	No	No	No	No	No	No	No
01 114/00	Efficiencies with Smoking Cessation &		v		,			.,	,	.,			N/
CHW23	Tobacco Control	Yes	Υ	Impact	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
CLIMO4	Reduce funding in Physical Activity	Vaa	V	lmn a at	Vaa	Vaa	l <sub>Nia</sub>	No	N <sub>o</sub>	No	Vac	No.	No
CHW24	Services	Yes	Y	Impact	Yes	Yes	No	No	No	No	Yes	No	No
	Reduce Sexual Planning & Family Planning out of borough contingency												
CHW25	fund	Yes	V	Impact	No	No	No	No	No	No	No	No	No
CHWZ5	Reduction in training and other minor	162	I	Impact	INO	INO	INO	INO	INO	INO	INO	INO	INO
CHW26	budgets	Not required	Υ										
CITVVZO	Additional salary recharges to the	Not required	1				<del>                                     </del>						
CHW27	HRA to reflect work patterns	Not required	Y										
OTTIVE	Income from increased charges for	rtotroquirou	'				<b>†</b>				1		
	Bed & Breakfast / private Sector												
CHW28	Leasing accommodation.	Yes	Υ	Impact	No	No	No	No	No	No	No	No	No
	<u> </u>			1 ***									
Environm	ent & Enterprise												
EE 01	Trading Standards	Yes	N	Impact	No	No	No	No	No	No	No	No	No
<del> • ·</del>	Full reversal of Neighbourhood	. •••				1.0	<u> </u>				1	1	
EE02	Champions growth item	Not required	N										
EE03	School Crossing Patrols	Yes	N	Impact	Yes	Yes	No	No	No	No	No	No	No
EE04	Staff efficiencies across the Division	Yes	Υ		No	No			No	No	No	No	No
EE05	Staff efficiencies across the Division	Yes	Υ		No	No			No	No	No	No	No
	Reduction in Facilities Management			•									
EE06	costs	Yes	Υ	Impact	No	No	No	No	No	No	No	No	No

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	Introduction of staff car parking				V		l	<b>.</b> .	<b>.</b>	<b>.</b>	ļ.,		ļ.,
EE07	charges	Yes	Υ	Impact	Yes	Yes	No	No	No	No	No	No	No
EE08	Reduce Highways maintenance budget	Early saving November 2014 Cabinet	Υ										
EE09	Highways contract	Not required	N										
EE10	Review salary capitalisation	Not required	N										
EE11	Additional income from permitting scheme	Yes	Y	Impact	No	No	No	No	No	No	No	No	No
EE12	Changes in Street Lighting Policy	Yes	Υ	Impact	No	No	No	No	No	No	No	No	No
EE13	Street lighting and drainage budgets	Early saving November 2014 Cabinet	Υ										
EE14	Reduction in winter gritting budgets	Yes	Υ	Impact	No	No	No	No	No	No	No	No	No
EE15	Staff efficiencies	Early saving July 2014 Cabinet Early saving	Υ										
FF46	Management officionsis	July 2014	\ <u></u>										
EE16	Reversal of late growth items at	Cabinet Early saving July 2014 Cabinet	N										
EE17 EE18	February 2014 Cabinet Staff efficiencies	Yes	V	Impact	No	No	No	No	No	No	No	No	No
EE19	Increase fees & charges	Yes	Y	Impact	No	No		No		No	No	No	No
	Contractual / commissioned / SLA	1.00	i.	impaot	110	110	110	110	110	110	110	110	110
EE20	savings	Not required	Υ										
EE21	Efficiency savings	Not required											
EE22	Environmental Health staffing	Yes	Υ	Impact	No	No	No	No	No	No	No	No	No
	Environmental Health out of hours	Refer to separate Cabinet report (February 2015) 'E&E MTFS Implmentatio											
EE23	noise nuisance response service	n Plan'	Υ	Impact after Mitigation	No	No	No	No	No	No	No	No	No
EE24	Responsive zonal street cleaning for residential streets	Early saving November 2014 Cabinet	Υ										

					Λαο	Disability	Gender	Marriage	Drognancy		Religion		
					Age (including	(including	Peaccian	1	FIEGIIALICY	Race	and	Sex	Sexual
				Impact before and after		(including	Reassign ment	Partnersh	Maternity	Nace	Belief	) Sex	Orientation
Ref	Headline Description	EQIA	15-16 Saving	mitigation	carers)	carers)	ment	ip	Materrity		Dellei		
		Refer to											
		separate											
		Cabinet											
		report											
		(February											
		2015) 'E&E											
		MTFS											
		Implmentatio											
EE25	Beat sweepers	n Plan'	Υ	Impact before Mitigation	Yes	Yes	No	No	No	No	No	No	No
EE25	Beat sweepers		Υ	Impact after Mitigation	No	No	No	No	No	No	No	No	No
		Refer to											
		separate											
		Cabinet											
		report											
		(February											
		2015) 'E&E											
		MTFS											
	Reduce parks service to statutory	Implmentatio											
EE26	minimum / Parks Management	n Plan'	Υ	Impact before Mitigation	Yes	Yes	No	No	No	No	No	No	No
	Reduce parks service to statutory												
EE26	minimum / Parks Management		Υ	Impact after Mitigation	Yes	Yes	No	No	No	No	No	No	No
		Refer to											
		separate											
		Cabinet											
		report											
		(February											
		2015) 'E&E											
		MTFS											
		Implmentatio											
EE27	Highways verge grass cutting	n Plan'	Υ	Impact before Mitigation	Yes	Yes		No		No	No		No
EE27	Highways verge grass cutting		Υ	Impact after Mitigation	No	No	No	No	No	No	No	No	No
		Early saving											
		November											
EE28	Parking enforcement	2014 Cabinet	Υ										
	Review parking charges to deal with												
EE29	capacity issues	Yes	Υ	Impact	No	No	No	No	No	No	No	No	No
		Early saving											
		July 2014											
EE30	Licensing	Cabinet	Υ	Impact	No	No	No	No	No	No	No	No	No
	Removal of late growth budget at												
EE31	February 2014 Cabinet	Not required	Υ										
		Early saving											
		November											
EE32	Clinical waste	2014 Cabinet	Υ										
		Early saving											
		November											
EE33	Civic Amenity Site	2014 Cabinet	ΙY										

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		Refer to											
		separate											
		Cabinet											
		report											
		(February											
		2015)											
		'Enrvironmen											
		t & Enterprise											
		MTFS											
		Implmentatio			<u> </u>							l	
	Food and garden waste	n Plan'		Impact before Mitigation					Yes			No	No
EE34	Food and garden waste	Fault agring	Y	Impact after Mitigation	Yes	Yes	No	No	Yes	No	No	No	No
		Early saving July 2014											
EE35	Provision of Highways advice	Cabinet	N										
	Planning fees central gov		N										
	l laming root tentral gev	Early saving											
	Non renewal of Limehouse UCREATE												
EE37	module	Cabinet	N										
		Early saving											
		July 2014											
EE38	S106	Cabinet	N										
		Early saving											
		July 2014	l										
EE39	CIL		N										
		Early saving											
EE40	Green Grid	July 2014 Cabinet	N										
<u> </u>	Free-go' planning applications	Cabinet	IN										
EE41	following refusals	Yes	l <sub>Y</sub>	Impact	No	No	No	No	No	No	No	No	No
				Impact	110	. 13	110	110		1.10	110	1.10	1.10
Children 8	& Families												
CF01	Harrow Teachers Centre	Yes	Υ	Impact	No	No	No	No	No	No	No	No	No
	Contracts	Yes		Impact					No			No	No
CF03	Governor Services printing	Not required	N										
	Enhancing Achievement - including												
CF04	Travellers Services grant application	Not required	Υ										
CF05	Capitalisation	Not required	Υ										
CF06	Review of Management	Yes		Impact	No	No	No	No	No	No	No	No	No
CF07	Reversal of growth		N										
CF08	Private Finance Initiative	Not required	Y										
		Early saving											
CEOO	In-house Foster & Adention	July 2014 Cabinet	l <sub>N</sub>										
CF09	In-house Foster & Adoption	Capillet	l N		<u> </u>								

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		Early saving											
OE40	Dearwitment of Factor Carera	July 2014	Y	lann o ot	N <sub>o</sub>	No	No	Na	Na	No	N <sub>o</sub>	No	No
CF10	Recruitment of Foster Carers	Cabinet Early saving	Υ	Impact	No	No	No	No	No	No	No	No	No
		July 2014											
CF11	Finance post	Cabinet	N										
01 11	I manoc post	Refer to					<del> </del>						
		separate											
		Cabinet											
		report											
		(February											
		2015)											
		'Childrens											
		and Families	-										
	Early Years & Early Intervention	Children's											
CF12	Services	Centres'		Impact before Mitigation		Yes		No			No		No
CF12			Υ	Impact after Mitigation	Yes	No	No	No	No	No	No	Yes	No
	anisation												
PO01		Not required					ļ						
PO02	Service / Levels	Not required	Υ				-						
DOOO	Degeneration	Not required											
PO03	Regeneration	at this stage	N										
Busines	s Support Services												
BSS01	Review of Business Support Services	Yes	Υ	Impact before Mitigation	Yes	No	No	No	No	Yes	No	Yes	No
BSS01	Review of Business Support Services		Υ	Impact after Mitigation	Yes	No	No	No	No	Yes	No	Yes	No