

Equality Impact Assessment (EIA)

Finance & Corporate Services (FCS)

Budget Proposals 2014/15

1. SAVINGS, EXISTING EFFICIENCIES, AND NEW EFFICIENCY SAVINGS

- 1.1. Many of the FCS line items are to do with back office change that affects staff and as such will not have an impact on frontline service users. As with all staff changes, EIAs are carried out to inform reorganisations. However, some of the line items are to do with more efficient ways of delivering services to the public and those are included here.

Reduction in Voluntary Sector Grants expenditure of 10% and London Boroughs Grant Levy – Shortfall of funding from 2014/15: £2K

- 1.2. The Council's grants expenditure is proposed to reduce by 10%. In particular this is likely to include: women's groups, black and minority ethnic (BME) groups, and groups for disabled people. A reduction is likely to have a negative impact because there will be less money to allocate as grant funding. The criteria for allocation of funding has not changed.
- 1.3. The specifications on which the grant funding is allocated have been reviewed for the next funding round. Specifications ensure that the grants are allocated to organisations that are financially sound and are in a position to deliver quality services developing projects that are preventative and complimentary to the statutory services and which consider council priorities and strategies.
- 1.4. No final decision will be made until all applications for grant funding are received and analysed, then recommendations made for funding are proposed to Cabinet. When that happens, further consideration to impact(s) on equality groups will be given. Recent past experience indicates that although the Council receives a large number of applications, not all of these meet the criteria for funding e.g. because the application does not answer all of the points that are required to be answered in demonstrating how the potential project will measure how it will improve the well-being of local residents.
- 1.5. The London Borough Grants Levy will be of high relevance to all voluntary groups who are in receipt of grant funding by the Council and in particular this is likely to include: women's groups, BME groups, and groups for disabled people. This is not in the control of the Council. This is run by London Councils, who made the efficiencies following consultation with all London Boroughs. An equalities impact assessment was carried out by London Councils, which administers the London Boroughs Grants Scheme. This reflects the LBHF contribution to that scheme.
- 1.6. The London Boroughs' Grants Scheme was created as a consequence of Section 48 of the Local Government Act 1985. It inherited, from the former Greater London Council, a programme of funding to voluntary sector organisations whose activities were either London-wide or formed part of a London-wide pattern of service provision. All London boroughs are currently required via a Section 101 agreement made between the boroughs and London Councils (LC) to contribute to the budget of the

London Boroughs Grants Scheme. The Scheme is run by the LC Grants Committee, and seeks to fund London-wide voluntary organisations and those which operate in more than two boroughs.

- 1.7 Individual councils do not have the authority to determine the level of contribution they will make to the scheme. Constituent councils are required to contribute to any London Boroughs Grants Scheme expenditure, which has been incurred with the approval of at least two-thirds of the constituent councils. Contributions are, under Regulation 6(8) of the Levying Bodies (General) Regulations 1992, to be proportionate to constituent councils' populations.
- 1.8 Calculation of borough contributions is on a "per head of population" basis, as required by the governing statute (LGA 1985, S48). London Councils is required to use the population figures as determined by the Secretary of State.

Deletion of HB Appeals Officer post £20K

- 1.9 This is one of two posts; the other post remains. Part of the £20K saving will be used to fund support as and when is required on Housing Benefit (HB) appeals. HB Appeals will die out as HB moves to Universal Credit. As such, there should be no impact on service users.

Workforce reduction – proportionate saving in maternity budgets £25K

- 1.10 This is a reduction due to reducing numbers of Council staff. There is no change in maternity policy.

Other Savings, total £944k

- 1.11 There are a number of potential reorganisations in FCS, and these are informed by EIAs as and when they occur. These are listed in paragraph 1.12.
- 1.12
- Re-tender credit/debit card transaction contract £15K
 - Reduction in contribution to Insurance fund £200K
 - Reduction in Internal Audit supplies and services budget £10K
 - Investment income stretch target (increase of 0.2%) £250K
 - Hammerprint Xerox contract £50K
 - E-sourcing via new system £15K
 - Reduction in subscription budget £25K
- 1.13 The savings given above will not have an impact on residents or service users, and represent better ways of providing services to frontline departments while ensuring that resources are allocated where they need to be.

2. GROWTH

- 2.1. There are no growth items for FCS.