

Medium Term Financial Plan

Initial Equality Impact Assessment of Budget Proposal 2024/25



1. The Proposal

Budget Theme: Services we provide to the community

Budget reference: SPTC01

Budget proposal 2024/25 (£): £181,000

The following savings are included within this Theme:

Directorate Reference	Service Area	Budget Proposal	2024/25 Budget reduction
CH02	Childrens Centres	The development of Family Hubs – Please see full EIA for more information.	£150,000
PD16	Libraries	Progress the Libraries Strategy by investigating alternative funding opportunities, models and partnerships	£31,000
Total			£181,000

Theme Narrative:

Proposals to transform and reshape the delivery of library services, nurseries and children's centres to residents ensuring best use of buildings and considering alternative delivery models.

Summary of changes:

CH02 – The development of Family Hubs – please see Full EIA for more details
PD16 – Libraries and Community Savings have been realised through: <ul style="list-style-type: none">i) redesign of the library customer enquiry delivery modelii) deletion of an unfilled post andiii) reconfiguration of vacant posts and their work patterns at Weston Library. <p>i) Delivery of Library enquiry services were brought back in-house in 2023 having previously been delivered through the LibrariesWest consortium. This has resulted in a saving of £10,500 per annum.</p> <p>ii) Revenue savings can be achieved by deleting post reference DELIB0153 Community Services Officer (Level 4, 12.5 hours) based at Weston Library. This post has been unfilled since May 2022 and is no longer required due to the changing patterns of customer behaviour post-pandemic. This will result in a saving of £11,227 per annum.</p> <p>iii) Reconfiguration of Community Services Officer hours of work at Weston Library is possible due to some vacant posts arising concurrently. This will result in a saving of 11.25 hours at Level 4 – approx. £10,102 per annum.</p>

Is any of the proposals within this theme a continuation of a previous medium-term financial plan saving?

Yes **No**

Budget Proposal	Year of assessment	Budget Reference

If yes, please describe what steps you have taken to review the equality impacts from previous years?

3. Explanation of customer impact

Please describe the reasons for the impact level in the table above. Please describe both positive and negative impacts.

PD16 – Libraries

The revision to the enquiry process is already embedded and communicated, designed considering equalities considerations and mitigations and with no negative feedback received. The staffing changes will have no impact on customers as the same level of front-line service will be provided.

Please describe how you will communicate these changes to your customers.

PD16 – No customer changes to communicate.

4. Staff equality impact summary

Are there any staffing implications for this proposal? Yes No

Explanation of staff impact

PD16 - One post will be deleted which has been held vacant since May 2022 and for which cover is not currently being provided. Another two vacant posts will have their hours of work reconfigured to give a better coverage of hours across the week to support the team and customers. Cover is currently being provided for some of the vacant hours through use of casual staff and other team members working additional hours.

6. Review and Sign Off

Service Manager Review

Insert any service manager comments here:

Is a further detailed equality impact assessment needed? Yes No

If 'yes', when will the further assessment be completed?

Service Manager: Gemma Dando

Date: 19 January 2024