

<b>Initial equality impact assessment screening form</b> (As of October 2015 this form replaces 'Record of decision not to carry out an EIA')	
<b>This form records an equality screening process to determine the relevance of equality to a proposal, and a decision whether or not a full EIA would be appropriate or proportionate.</b>	
<b>Directorate</b>	Central Services
<b>Service area</b>	Integrated Finance
<b>Proposal being screened</b>	2017/18 Finance Savings (£415k)
<b>Officer(s) carrying out screening</b>	Howard Emmett
<b>What are you proposing to do?</b>	<p>We are going to maximise income through reviewing charging model for the following customers:</p> <ul style="list-style-type: none"> <li>• Increasing Pension Fund income</li> <li>• HAS Income</li> <li>• Health Income (Continuing Health Care)</li> <li>• Smart Solutions</li> <li>• Transparency (Government Grant)</li> </ul> <p>New Business:</p> <ul style="list-style-type: none"> <li>• Provision of financial management to Early Years providers</li> <li>• Provision of financial management to North Yorkshire property services Ltd</li> <li>• Treasury Management Services</li> </ul> <p>New ways of working</p> <ul style="list-style-type: none"> <li>• Revenue from Investments</li> <li>• Reduction in internal audit costs</li> <li>• Supporting People budget</li> </ul>
<b>Why are you proposing this? What are the desired outcomes?</b>	<ul style="list-style-type: none"> <li>• To ensure that targeted budget savings are met.</li> <li>• Becoming more commercial in our approach i.e. we have previously provided services to other organisations without charging for this</li> <li>• To increase resilience / skills and experience of workforce</li> </ul>
<b>Does the proposal involve a significant commitment or removal of resources?</b> Please give details.	<p>The initiatives will require designated resources but these are not considered significant.</p> <p>New business and enhanced commercial approach challenge the Finance Service to be more efficient but does not lead to a reduction in staff.</p> <p>Reduction in required services from Veritau will mean that there could be impact on resourcing for that Organisations.</p>

**Is there likely to be an adverse impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYCC's additional agreed characteristics?**

As part of this assessment, please consider the following questions:

- To what extent is this service used by particular groups of people with protected characteristics? No
- Does the proposal relate to functions that previous consultation has identified as important? No
- Do different groups have different needs or experiences in the area the proposal relates to? Staff in Integrated Finance and BSS Financial Admin have different experiences and needs to the users of the Statement of Final Accounts and the Statutory Returns.

**If for any characteristic it is considered that there is likely to be a significant adverse impact or you have ticked 'Don't know/no info available', then a full EIA should be carried out where this is proportionate. You are advised to speak to your [Equality rep](#) for advice if you are in any doubt.**

Protected characteristic	Yes	No	Don't know/No info available
Age		✓	
Disability		✓	
Sex (Gender)		✓	
Race		✓	
Sexual orientation		✓	
Gender reassignment		✓	
Religion or belief		✓	
Pregnancy or maternity		✓	
Marriage or civil partnership		✓	
<b>NYCC additional characteristic</b>			
People in rural areas		✓	
People on a low income		✓	
Carer (unpaid family or friend)		✓	
<b>Does the proposal relate to an area where there are known inequalities/probable impacts</b> (e.g. disabled people's access to public transport)? Please give details.	No		
<b>Will the proposal have a significant effect on how other organisations operate?</b> (e.g. partners, funding criteria, etc.). Do any of these organisations support people with protected characteristics? Please explain why you have reached this conclusion.	No		
<b>Decision (Please tick one option)</b>	EIA not relevant or proportionate:	✓	Continue to full EIA:
<b>Reason for decision</b>	The initiatives and their outcomes will not impact on the protected characteristics of staff or service users. The changes proposed will impact internal processing arrangements and any efficiencies will		

	contribute towards the overall 2020 Finance Programme benefits however there will not be staff restructure solely based on these initiatives.
<b>Signed (Assistant Director or equivalent)</b>	Howard Emmett
<b>Date</b>	21 December 2016