

CABINET MEETING – 8 DECEMBER 2020

EXECUTIVE SUMMARY SHEET- PART I

Title of Report:

Budget Planning Framework and Medium Term Financial Plan 2021/2022 – 2024/2025

Author(s):

Executive Director of Corporate Services

Purpose of Report:

This report:

- Provides an update, since the Budget Planning Framework and Medium Term Financial Plan (MTFP) report to Cabinet in October 2020, on the key factors influencing the development of the Council's financial plans into the medium term;
- Sets out the updated headlines and context for the Medium Term Financial Plan 2021/2022 to 2024/2025;
- Sets out provisional additional budget savings proposals for 2021/2022 to assist in meeting the current budget gap, as a basis for budget consultation, prior to the receipt of the Local Government Finance Settlement for 2021/2022;
- Sets out the consultation / communication strategy for the budget 2021/2022; and
- Sets out for consideration a revised version of the City Plan which has been developed and re-set in light of the challenges brought about by the Covid-19 pandemic.

Description of Decision:

Cabinet is recommended:

- To note the updated summary MTFP set out at section 3 of the report and note that the full MTFP 2021/2022 to 2024/2025 will be presented to Cabinet in February 2021;
- To approve the provisional additional budget savings proposals, as a basis for budget consultation, prior to the receipt of the Local Government Finance Settlement for 2021/2022; and
- To consider and agree the revised version of the City Plan attached at Appendix 3.

Is the decision consistent with the Budget/Policy Framework?

Yes, it is seeking to inform a future decision to change the Budget and Policy Framework for 2021/2022

Suggested reason(s) for Decision:

- Adoption of the Budget Planning Framework forms an essential part of the process of the preparation and compilation of the Revenue Budget for 2021/2022;
- To enable constitutional requirements relating to the development of the Revenue Budget to be met; and
- To allow Cabinet to consider a reviewed and refocussed City Plan in light of the impact of the Covid-19 pandemic.

Alternative options to be considered and recommended to be rejected: There are no alternative options recommended for approval.	
Impacts analysed:	
Equality <input checked="" type="checkbox"/> Privacy <input checked="" type="checkbox"/> Sustainability <input checked="" type="checkbox"/> Crime and Disorder <input checked="" type="checkbox"/>	
Is the Decision consistent with the Council's co-operative values?	Yes
Is this a "Key Decision" as defined in the Constitution?	Yes
Is it included in the 28 day Notice of Decisions	Yes

**BUDGET PLANNING FRAMEWORK AND MEDIUM TERM FINANCIAL PLAN
2021/2022 – 2024/2025**

Executive Director of Corporate Services

1. Purpose of Report

1.1 This report:

- Provides an update, since the Budget Planning Framework and Medium Term Financial Plan (MTFP) report to Cabinet in October 2020, on the key factors influencing the development of the Council's financial plans into the medium term;
- Sets out the updated headlines and context for the Medium Term Financial Plan 2021/2022 to 2024/2025;
- Sets out provisional additional budget savings proposals for 2021/2022 to assist in meeting the current budget gap, as a basis for budget consultation, prior to the receipt of the Local Government Finance Settlement for 2021/2022; and
- Sets out the consultation / communication strategy for the budget 2021/2022; and
- Sets out for consideration a revised version of the City Plan which has been developed and re-set in light of the challenges brought about by the Covid-19 pandemic.

2. Description of Decision

2.1 Cabinet is recommended:

- To note the summary MTFP set out at section 3 of the report and note that the full MTFP 2021/2022 to 2024/2025 will be presented to Cabinet in February 2021;
- To approve the provisional additional budget savings proposals, as a basis for budget consultation, prior to the receipt of the Local Government Finance Settlement for 2020/2021; and
- To consider and agree the revised version of the City Plan attached at Appendix 3.

3. Medium Term Financial Plan 2021/2022 to 2024/2025

- 3.1. The MTFP 2020/2021 to 2023/2024 was approved by Council in March 2020 as part of the 2020/2021 budget setting process. The plan is continually updated to reflect changing circumstances and latest known information. This report provides a further update on the MTFP since the Budget Planning Framework and MTFP report to Cabinet on 13th October 2020. The full MTFP 2021/2022 to 2024/2025 will be presented to Cabinet in February 2021.
- 3.2. Key points to note, since the October report, which impact on the Budget Planning for 2021/2022 and beyond are set out at section 3 below.

3.3. National and Economic context to the 2021/2022 budget

- 3.3.1 Since the last update to Cabinet in October, the response to the Covid-19 outbreak has continued with a further national lockdown imposed by Government covering the period 5th November to 2nd December 2020, followed by localised tier restrictions. These measures will place further pressure on national Government finances with increased expenditure requirements and continued reduced tax receipts.

The UK Government's September borrowing pushed the total borrowed to £208.5 billion in the first half of the current financial year. As outlined by the Chancellor in November's Spending Review the total borrowing in the current financial year could reach £394 billion, around seven times the amount borrowed in the financial year ending March 2020.

- 3.3.2 UK Gross Domestic Product declined significantly as the wave one national lockdown measures impacted, contracting 20.4% in the second quarter. Significant growth was recorded over the summer quarter with GDP expanding 15.5% in the period July to September, but this slowed towards the latter part of this period and remained at 2014 levels. The second national lockdown will further dampen the recovery, reflected by the BOE recent reduction to GDP growth forecasts. Following its fall to 0.2% in August the annualised Consumer Price Index rose slightly in September to 0.5% and to 0.7% in October. This was largely due to increased transport costs and rises within the restaurant/café sector, following the end of the Eat Out to Help Out scheme.
- 3.3.3 The furlough scheme introduced by the Government to help mitigate the financial impact of the Covid-19 pandemic on employers, was extended by the Chancellor to the end of March 2021. Notwithstanding the scheme, national employment figures continue to reduce; following a fall in employment of 730,000 between March and June, July to September saw a further reduction of 314,000. The full impact on UK employment is unlikely to be known until after the furlough scheme ends in March 2021. The Office for Budget Responsibility's latest forecasts indicate unemployment levels of 2.6 million by the middle of 2021 (7.5% of the working age population), which is a significant increase on the current 1.6 million unemployment level.
- 3.3.4 As expected, the BoE's November Monetary Policy Committee (MPC) meeting voted to leave the Base Rate unchanged at 0.10%, a record low. However, it revised its economic forecasts to take account of the second national lockdown which is going to delay economic recovery and do further damage to the economy. The MPC agreed a further tranche of quantitative easing (QE) of £150bn, to start in January 2021 when the current programme of £300bn of QE ends. The MPC reiterated recovery would take time and that considerable challenges to the economy will remain after the end of the second lockdown including the tiered regional restrictions put in place to tackle Covid-19 infection rates. Positive indications of an effective vaccine and the extension of furlough through the Government's Job Support Scheme to 31st March 2021 have bolstered the markets and will limit the degree of further damage to the economy.
- 3.3.5 In addition to the Covid-19 pandemic, there remains significant uncertainty as to the outcome of Brexit negotiations and the economic risk of a No Deal scenario.

3.4. Central Government Funding for Local Government

- 3.4.1 As anticipated, the Chancellor's Spending Review held on 25th November 2020 only covered a one-year period. The Spending Review headlines suggested a 4.5% increase in Local Government core spending power, but a large proportion of this is as a result of giving councils the ability to increase local council tax by 2% and a further 3% for the adult social care precept in order to help fund some of the significant social care cost pressures being faced by councils. This means the Government's base assumption is that councils will increase council tax by 5% next year.
- 3.4.2 Other funding announcements within in the Spending Review which impact on local government included; additional Social Care grant funding, support for council tax and business rates collection fund losses, amendments to the new homes bonus scheme and Covid-19 support funding for 2021/2022. These are outlined further within this report.
- 3.4.3 The Government's medium to longer term approach to addressing its financial position is still unknown and the one-year funding settlement for Local Government again provides limited certainty for the Council. The Spending Review provides information on the Government's departmental budgets with more specific detail on allocations for Local Authorities to be published in the Provisional Local Government Finance Settlement which is currently anticipated week commencing 14th December 2020.

Spending Review - Local Government Funding Announcements

3.4.4 Social Care Funding

It was confirmed that the £1 billion of adult and children's social care grant funding provided during 2020/2021 will continue in to 2021/2022, this totalled £10.249m for Sunderland. A further £300m of grant funding was also confirmed for 2021/2022, with the basis of allocation unlikely to be known until the Provisional Local Government Settlement is published later in December. The current planning assumptions estimate that this could provide the Council with additional grant funding of approximately £2.000m in 2021/22.

3.4.5 New Homes Bonus (NHB)

As previously reported, the Government's planned spring consultation on NHB funding was cancelled so uncertainty remained as to how this funding would be distributed, providing a significant risk to our planning assumptions. The Chancellor announced as part of his Spending Review that the existing NHB scheme would continue for a further year. Initial estimates suggest that a further £0.070m would be received linked to this extension. Previous financial planning assumptions anticipated a replacement NHB scheme would distribute the national NHB funding allocation in line with other resource allocations. The national quantum of funding available for distribution and the basis of funding allocation is unclear, as such at this time the financial planning assumptions assume no further funding is received in 2021/22.

3.4.6 Revenue Support Grant

Confirmation was provided that the Revenue Support Grant would benefit from an inflationary increase for 2021/2022. The basis of applying the inflation is yet to be confirmed, but current planning assumes an increase of £0.154m

3.4.7 Covid-19 Support

Further funding was announced for 2021/2022 to support local authorities with Covid-19 pressures. The Government expects to provide £3 billion in additional support by:

- providing an additional £1.55 billion of grant funding to local authorities to meet additional expenditure pressures as a result of Covid-19;
- providing local authorities with £670 million of additional grant funding to provide council tax support;
- providing an estimated £762 million to compensate local authorities for seventy five per cent of the irrecoverable loss of council tax and business rates revenues in 2020/2021 that would otherwise need to be funded through local authority budgets in 2021/2022 and later years; and
- extending the existing Covid-19 sales, fees and charges reimbursement scheme for a further 3 months until the end of June 2021.

3.4.8 At present there is no further detail on the distribution of the above national allocations nor the exact mechanisms that will be applied by Government. The additional funding or compensation to be provided to local authorities may not directly impact upon the financial planning assumptions for example compensation through the sales, fees and charges reimbursement would only be payable if the Council's actual income was less than its budgeted income.

Summary Funding Position Over Medium Term

3.4.9 Based on the indicative funding allocations detailed above, Government funding is forecast to increase by circa £2.067m in the year 2021/2022. The position for the Council will not be confirmed until the Local Government Finance Settlement. The position on Government funding beyond 2021/2022 is even more uncertain, with the assumption at this stage, that the Government will ensure at worst a broadly status quo position is maintained upon implementation of Fair Funding and the 75% Business Rate Retention Scheme. The government have confirmed that a business rates reset will not be carried out in 2021/2022 as previously planned.

3.5. Provision for Spending Pressures and Commitments 2021/2022 to 2024/2025

3.5.1 In addition to funding changes, the Council must also plan for a range of spending pressures and commitments which are not funded by the Government.

3.5.2 A detailed analysis of the Council's spending pressures and commitments was presented in the October 2020 MTFP report. The changes since that report are outlined in 3.5.3 to 3.5.10. All spending pressures and commitments will continue to be reviewed and refined throughout the budget setting process:

Pay and Prices

- 3.5.3 As part of the Spending Review the Chancellor announced a public sector pay freeze in 2021/2022, except for NHS workers and workers earning less the £24,000 per annum. Local Authority pay awards are determined through the national bargaining process rather than being mandated by Government. However, the messaging and government resource allocations for 2021/2022 are likely to influence that national bargaining process. Given the uncertainty, the financial planning continues to provide for a 2% pay increase for 2021/2022.
- 3.5.4 Provision is included within the budget planning for annual contract inflation in respect of the contract the Council has with Together for Children (TfC). The annual uplift in contract value is partly informed by the published September CPI figure. Following confirmation of this CPI rate at 0.5%, the inflationary cost has been confirmed at £0.126m for the non-pay element of the contract, which is lower than the previous 1% planning assumption.
- 3.5.5 The regional Tyne and Wear Transport budget planning for 2021/2022 has commenced with current indications that there would be no change to the overall contribution required from constituent authorities. As the levy is distributed in line with population, there is a small reduction in the 2021/2022 levy for Sunderland. The MTFP has been updated to reflect this latest position.

Spending Pressures

Children's Demand Pressures

- 3.5.6 TfC have confirmed that the £0.5m previously identified to support demand pressures primarily in children's social care within the MTFP will be contained within the existing contract sum. This position will be kept under review during the year.

Debt Charge Pressures

- 3.5.7 The Council continues to be ambitious and investing in the City is a key element of the City Plan. It is important that the capital programme is affordable, and that the ongoing costs of funding capital activity are included in the revenue budget. A review of the approved capital programme delivery profile had previously identified temporary debt charge budget savings arising in 2021/2022. These savings have been partially offset by the proposed capital programme new start schemes for 2021/2022 which are subject to Cabinet and Council approval.
- 3.5.8 As announced in the Spending Review the 1% surcharge introduced in October 2019 on PWLB borrowing rates was removed by the Government on 26th November 2020, providing more advantageous borrowing terms at a time the Council has a significant capital programme.
- 3.5.9 A budget reduction of £2.500m for 2021/2022 has been built in to the MTFP taking into account the above factors. However, it should be noted that a total additional provision of £11.130m over the period of the MTFP is incorporated to deliver the already approved capital programme and proposed 2021/2022 new start capital schemes.

Culture House

3.5.10 The proposed 'Culture House' development will deliver 80,000 sqft of cultural, library and archiving space as an anchor attraction and focal point to the city Centre and Riverside Sunderland, generating additional footfall and expenditure into the City. The delivery of the capital scheme is dependent on securing grant funding from the Government's Future High Streets Fund. Should the scheme progress, building works are anticipated to be complete by 2023. The new building will significantly improve the City's current library and culture offer and as such will require further revenue budget to manage and run the facility. To meet this requirement an additional £1.000m has been included within the MTFP from 2023/2024.

Potential Covid-19 Pressures

3.5.11 At this stage the pace and extent of recovery of the wider economy, including the financial impacts on our residents and businesses, continues to be uncertain. However, the impact is expected to continue into 2021/2022, as such the MTFP does recognise that additional costs may arise, some of which may be permanent, notably with regards to leisure services and rental income.

Summary Spending Pressures and Commitments

3.5.12 A summary of spending pressures and commitments, which have been updated for the areas noted in 3.5.3 to 3.5.9 is set out below:

	2021/22	2022/23	2023/24	2024/25	Total
	£m	£m	£m	£m	£m
Spending Pressures and Commitments					
Pay, Prices and Other Pressures including Contract Inflation	7.683	9.025	12.761	9.782	39.251
Neighbourhoods - Adults Demand Pressures	1.000	1.000	1.000	1.000	4.000
Together for Children - Demand Pressures	0.000	0.500	0.500	0.500	1.500
Capital Financing (Debt Charges)	(2.500)	8.000	2.630	3.000	11.130
Pensions Actuarial Review	0.000	0.000	10.000	0.000	10.000
MRF Waste Disposal	0.700	0.000	0.000	0.000	0.700
Housing Benefit Overpayment	0.600	0.000	0.000	0.000	0.600
Contingencies Review	(2.000)	0.000	0.000	0.000	(2.000)
Potential Covid-19 Pressures	3.200	0.600	0.000	0.000	3.800
Culture House	0.000	0.000	1.000	0.000	1.000
Total Spending Pressures and Commitments	8.683	19.125	27.891	14.282	69.981

3.6 Summary Resources, Pressures and Commitments Position

3.6.1 The total of changes in resources and spending pressures represents the estimated gross funding gap. At this stage there remain significant uncertainties which include:

- The ongoing impact of Covid-19 pandemic on Council costs and income and the wider economic uncertainty this creates;
- Local Government Finance Settlement for 2021/2022, to confirm the actual individual Local Authority allocations. This is currently anticipated to be announced later in December;

- Ongoing pressures around both Adult and Children's Social Care;
- Confirmation of delivery of the proposed savings plans assumptions;
- The Government plans in relation to Fair Funding, Business Rates and the departmental spending review all impacting on 2021/2022 and beyond; and
- The general economic position and public sector finances (direct connectivity between the economy and public finances), including any potential impact of the conclusion of the Brexit negotiations.

3.6.2 The savings requirement over the medium term therefore remains uncertain. However, based on the best information available at this time, further reductions to budgets are required through to 2024/2025.

	2021/22 £m	2022/23 £m	2023/24 £m	2024/25 £m	Total £m
Government Grant Changes (as set out in section 3.4)	(2.067)	(2.617)	(1.257)	(1.304)	(7.245)
Total On-going Spending Pressures (as set out in section 3.5)	8.683	19.125	27.891	14.282	69.981
Total on-going Funding Gap	6.616	16.508	26.634	12.978	62.736

3.7 Locally Raised Income

Council Tax

- 3.7.1 Within the Spending Review the Chancellor confirmed that the referendum threshold for core council tax will remain at 2% for 2021/2022. It was also confirmed that local authorities can levy a 3% increase in the adult social care precept. Government has assumed within its assessment of the Core Spending Power increase that local authorities will implement these increases to provide the resources needed to fund services. Additional funding provided by Government will enable the Council to provide further financial support to working age council tax support claimants to assist with council tax bills in 2021/22.
- 3.7.2 Decisions on the level of Council Tax will be made as part of the final budget planning stages, once all other funding factors are fully understood. However, at this stage, the MTFP continues to allow for an increase of 2% in line with previous years increases. Should an increase in the Adult Social Care Precept be proposed and implemented this would help fund some of the significant social care cost pressures being faced by the Council already included within the 2021/2022 budget and reduce the reliance on reserves to support the 2021/2022 budget and the MTFP overall.
- 3.7.3 The impact of Covid-19 on Council Tax collection will have an impact into 2021/2022 in the following ways:
- Deficit - as reported in October an in-year deficit is forecast in 2020/2021. This has arisen due to an increase in the number of claimants, predominantly those working age claimants, in receipt of support through the Local Council Tax Support Scheme, decreased collection generally and a slowdown in house building within the city compared to base assumptions – all as a direct consequence of the impact of the Covid-19 pandemic on the economy and people's jobs. As part of the Spending Review the Chancellor announced that local authorities would be compensated for 75% of irrecoverable 2020/2021 council tax revenue. The basis for determining these irrecoverable losses is yet

to be confirmed. The necessary legislation requiring Local Authorities to spread the cost of this deficit over a 3-year period will come in to force on the 1st December 2020. The latest in-year forecasts are reflected in the MTFP.

- Base Calculation - The impact of the pandemic has led to an increase in the numbers of local council tax support claimants that is likely to continue into 2021/2022, particularly as the extended furlough scheme ends on 31st March 2021. This, combined with a likely slowdown in the growth in house building numbers and pressure on the overall collection rate, has the potential to result in a decrease in the council tax base for 2021/2022. The latest forecasts for the 2021/2022 council tax base are reflected in the MTFP. These forecasts will continue to be closely reviewed.

- 3.7.4 It should be noted that there is significant uncertainty in this regard, not least the impact of the cessation of the furlough scheme and how this will impact on our residents including their ability to pay and the numbers claiming support under the Local Council Tax Support Scheme. A further update will be provided in future reports.

Business Rates

- 3.7.5 Under the current Retained Business Rates funding arrangement, the Council retains locally 49% of increased income arising from growth in the Local Business Rates base (equally it shares the risk of any under achievement of income targets). The Council has a relatively low Business Rates yield with the Government providing a top-up grant.
- 3.7.6 Inherent within the scheme is growth arising from annual inflationary increases to Business Rates. However, there is continued uncertainty specifically around appeals and avoidance tactics which can impact on the level of income achieved. The most significant opportunity for Business Rates growth arises through new developments, although growth in Business Rates in our three Enterprise Zones will be accounted for separately, as this is used to fully fund the capital financing costs of the investment included within the Council's Capital Programme in those sites.
- 3.7.7 The impact of Covid-19 on Business Rates will continue into 2021/2022 both in terms of collectability as the economy recovers, but also in addressing the collection fund deficit position expected to materialise in the current financial year. In line with Council tax the Chancellor announced that local authorities would be compensated for 75% of irrecoverable 2020/2021 business rates revenues and that the spreading of the cost of the 2021/2022 deficit would be over a 3-year period. This approach is reflected in the MTFP.
- 3.7.8 In addition, the Government is yet to confirm whether the support it provided to businesses through specific Covid-19 related business rates reliefs or the previous retail reliefs will continue in 2021/22 (either in full or at a specific level) with the position to be reviewed in the New Year.
- 3.7.9 In the Spending Review, the Government announced a freeze on the business rates multiplier in 2021/2022, to support businesses. Local authorities will be fully compensated for this decision.

3.8 Remaining Budget Gap

- 3.8.1 After taking into account the information in sections 3.4 to 3.7, there remains a funding gap of £14.384m in 2021/2022, with £47.213m savings required to be identified over 2021/2022 and 2024/2025. It should be noted that final proposals in relation to any Council Tax and any Social Care Precept increase will be considered as part of the final budget setting proposals in February 2021, once outstanding uncertainties have been clarified. This position is set out in the table below

	2021/22	2022/23	2023/24	2024/25	Total
	£m	£m	£m	£m	£m
Total On-Going Funding Gap	6.616	16.508	26.634	12.978	62.736
Assumed Council Tax Increase	(2.005)	(2.112)	(2.214)	(2.270)	(8.602)
Council Tax Deficit Impact	2.220	(0.963)	0.000	(1.257)	0.000
Council Tax Base	4.575	(3.316)	(3.536)	(0.594)	(2.871)
Business Rates Base Growth	1.500	(1.500)	(1.500)	(0.500)	(2.000)
Business Rates Inflationary Increase	(0.245)	(0.984)	(1.004)	(1.024)	(3.256)
Business Rates - reversal of surplus utilised 2020/2021	1.205	0.000	0.000	0.000	1.205
Business Rates Deficit Impact	0.517	0.000	0.000	(0.517)	0.000
Current MTFS Gap after assumed council tax increases	14.384	7.633	18.380	6.816	47.213

3.9 Revenue Savings Proposals 2021/2022

As set out in the Budget Planning Framework Report in October 2021, plans were in the development stage to be brought forward at a later stage in the budget planning process to address the budget gap. Budget savings proposals have now been further developed and are summarised below with further detail on the proposals set out at Appendix 1, together with an associated equality analysis. A summary of 2021/2022 Savings Proposals totals by Portfolio are set out below.

Portfolio	Savings Proposal 2021/2022 (£m)
Leader	0.421
Deputy Leader	2.109
Cabinet Secretary	0.797
Children, Learning and Skills	1.688
Dynamic City	0.511
Healthy City	0.641
Vibrant City	0.140
TOTAL Savings Proposals 2021/2022	6.307

The savings proposals by Portfolio are summarised below, with further detail set out for each at Appendix 2.

Leader proposals – Total of 2021/2022 Savings Proposals £0.421m

Ref	Description	Savings Proposal 2021/2022 (£m)
L1	Removal of vacant posts across Corporate Services within the Leader portfolio	0.270
L2	Review of operational arrangements and general budgets within the Policy team	0.151
	TOTAL	0.421

Deputy Leader proposals – Total of 2021/2022 Savings Proposals £2.109m

Ref	Description	Savings Proposal 2021/2022 (£m)
DL1	Removal of vacant posts across various City Development services within the Deputy Leader portfolio	0.210
DL2	Review of the business centre management, staffing and operational arrangements across the business centre sites	0.124
DL3	Asset and Network Management - additional fees and charges through income generation	0.200
DL4	Parking Services - additional permit income	0.040
DL5	Reconfiguration of overseas inward investment support	0.035
DL6	Building services - additional income generation	0.970
DL7	Catering Service - review of service delivery arrangements	0.045
DL8	Additional income generation across a range of services	0.101
DL9	Fleet Management - review of maintenance requirements and operational arrangements	0.125
DL10	Building Cleaning - review of service delivery and operational arrangements	0.107
DL11	Neighbourhood Services - miscellaneous general budget reductions	0.059
DL12	Review of operational arrangements and general budgets within the Communications team	0.093
	TOTAL	2.109

Cabinet Secretary proposals – Total of 2021/2022 Savings Proposals £0.797m

Ref	Description	Savings Proposal 2021/2022 (£m)
CS1	Review of operational arrangements within Capital projects and Landscaping service	0.036
CS2	Removal of vacant posts across Corporate Services within the Cabinet Secretary portfolio	0.244
CS3	Additional external income generation across Corporate Services	0.052
CS4	Security Service - review of staffing arrangements	0.010
CS5	Insurance Service - Supplies and Services budget review	0.010
CS6	Property Service - review of staffing	0.025
CS7	ICT Service - Review of operating arrangements	0.140
CS8	ICT Service - Review of operational budgets	0.160
CS9	Smart Cities - review of operational arrangements	0.120
	TOTAL	0.797

Children, Learning and Skills proposals – Total of 2021/2022 Savings Proposals
£1.688m

Ref	Description	Savings Proposal 2021/2022 (£m)
CH1	Safeguarding Unit - review of services delivery arrangements	0.043
CH2	Learning and skills - additional income from non-ESFA courses	0.005
CH3	Reduction in support to Together for Children	1.500
CH4	Derwent Hill - review of service arrangements	0.037
CH5	Derwent Hill - additional income generation	0.103
	TOTAL	1.688

Dynamic City proposals – Total of 2021/2022 Savings Proposals £0.511m

Ref	Description	Savings Proposal 2021/2022 (£m)
DC1	Building Control - additional fees and charges through income generation	0.023
DC2	Review service delivery arrangements within the planning services	0.117
DC3	Regeneration Team - additional fees through income generation	0.246
DC4	Income generation from the Housing Delivery and Investment Plan	0.125
	TOTAL	0.511

Healthy City proposals – Total of 2021/2022 Savings Proposals £0.641m

Ref	Description	Savings Proposal 2021/2022 (£m)
HC1	Reduction in Packages of Care (mainly home care) with use of Assistance Technology and development of Early Intervention	0.141
HC2	Learning Disabilities Transitions - review of arrangements to achieve a 2% reduction in net spend	0.500
	TOTAL	0.641

Vibrant City proposals – Total of 2021/2022 Savings Proposals £0.140m

Ref	Description	Savings Proposal 2021/2022 (£m)
VC1	School Library Service - review of service delivery arrangements	0.068
VC2	Removal of vacant posts within Culture Team	0.014
VC3	Environmental enforcement - additional income generation arising from enforcement activity	0.005
VC4	Neighbourhood Services - miscellaneous general budget reductions	0.053
	TOTAL	0.140

3.10 Overall Remaining Budget Gap

3.10.1 After taking into account the budget proposals set out at section 3.9, there remains a budget gap of £8.077m in 2021/2022, with £40.906m required to be identified over the period 2022/2023 to 2024/2025. Given the size of the gap, the

uncertainty, both with regard to the Covid-19 pandemic and Government funding, it is proposed that earmarked reserves are used to support the position in the short-term.

	2021/22	2022/23	2023/24	2024/25	Total
	£m	£m	£m	£m	£m
Current MTFS Gap after assumed council tax increases	14.384	7.633	18.380	6.816	47.213
Revenue Savings Proposals 2021/2022	(6.307)	0.000	0.000	0.000	(6.307)
Use of Reserves 2021/2022	(8.077)	8.077	0.000	0.000	0.000
Current MTFS Gap after agreed savings proposals and assumed council tax increases	0.000	15.710	18.380	6.816	40.906

3.10.2 As noted above in 3.7.2, the Council has the option to consider a 3% Adult Social Care precept. If additional income is raised through this, it will reduce the £8.077m forecast required use of reserves in 2021/22 and help to reduce the funding gap in future years.

3.11 Approach to addressing the overall funding gap

3.11.1 The Council's Efficiency Strategy was agreed by Council in March 2020. The Strategy set out a continual and iterative development of a programme of activity to address the gap taking into account the strategic vision of the Council's role in the future and reflecting the key principles listed below.

- Ensuring resources are targeted on statutory and front-line services and protecting key priority services with a focus on need rather than want;
- Managing demand - implementing strategies and policies that enable the Council to manage demand and facilitate those services which make a difference in the most effective way;
- Being customer focussed - using robust data and information to understand our resident's needs and maximising opportunities through use of technology for both our customers and internal users, so that people self-serve wherever possible thereby eliminating waste and duplication;
- Redesigning and reshaping services to deliver required outcomes in a value for money way which maximises productivity;
- Strategic commissioning based on outcomes and using an intelligence-based approach to ensure a sound evidence base for commissioning decisions and effective commissioning arrangements;
- Pressing forward with new models of service delivery that improve our commercialisation, to maximise income opportunities where there is a market and business case;
- Ensuring opportunities for collaboration with partners to deliver key outcomes that matter to the city;
- Ensuring that our internal, support services respond appropriately to the changing shape and size of the Council;
- Involving the Community – residents, businesses, partners, voluntary sector to ensure best outcomes for the city; and
- Continued focus on regeneration and inward investment in order to grow business rates and council tax income, leveraging funding to maximise additional income sources and commercial opportunities.

- 3.11.2 Taking into account the items noted above, the Council's Chief Officer group are to commence a savings planning process to develop the savings proposals required to meet the current MTFP gap, for implementation in 2022/2023 or before where possible to do so. These will be considered and approved by Cabinet and Council as appropriate.

4 Workforce Planning Implications

- 4.1 Some of the 2021/2022 savings proposals outlined in section 3.9 have staffing implications. These will be managed through the Council's Redundancy Policy and Procedure as necessary. It should also be noted that officers are continually reviewing resource allocations to ensure that staffing arrangements are fit for purpose.
- 4.2 At this stage it is proposed that any cost of redundancy payments and the release of pensions as required by the LGPS Regulations will be met from a combination of utilisation of capital receipts flexibilities (which currently applies until 2021/2022 only) and from within the overall corporate resource position at outturn each year, should the position allow. This position will be kept under review and updated as part of the Budget proposals to Cabinet.

5 Budget Consultation / Communication Strategy 2021/2022

- 5.1 Communication and consultation are important parts of medium-term financial planning. A range of activity informs this process and has influenced the City Plan and the MTFP.
- 5.2 As outlined in the October budget planning report to Cabinet, the budget consultation in 2020 is focusing on feeling informed, the priorities within the City Plan and views on how Council budget priorities are allocated. With clear messages focusing on the longer-term budget challenge, the scale of what we do and how the money is spent will accompany this consultation.
- 5.3 Consultation to date has been consistent with the successful Let's Talk initiative, this has had to be mainly carried out on-line given the restrictions of the current Covid-19 pandemic on face to face consultation. This had an obvious impact on the level of responses received, with only 71 recorded.
- 5.4 Whilst limited in number, the feedback received to date has generally supported the current allocation of financial resources between the various services included within the Council's budget.
- 5.5 Further consultation will be carried out on the budget proposals commencing in mid-December and running until mid-January. Existing networks will be utilised to communicate with both geographic communities and communities of interest. There will be communications with a range of partners and stakeholders including Trades Unions, Chamber of Commerce, Sunderland Business Innovation District (BID), the wider business community, employees, and the city's Equality Forums and Independent Advisory Groups. Communications with these groups will be tailored to their interests, for example, economic regeneration, neighbourhood services and adult services.
- 5.6 Scrutiny Coordinating Committee will be consulted on the budget consultation in January 2021.

- 5.7 Feedback from consultation with Scrutiny Coordinating Committee, Trade Unions and Business representatives will be considered in framing the final budget proposals to be submitted to Cabinet in February 2021.

6 City Plan

- 6.1 The City Plan, approved by Council in November 2019, sets the framework for the allocation of the Council's resources. The Covid-19 pandemic has led to the need to review and refocus the plan to ensure the city can recover as quickly as possible from the crisis and remain on course to realise the 2030 vision to provide opportunities for all. In light of the impacts of Covid-19 on the city and its residents, as well as the opportunities presented and progress made since the plan was created, the draft plan attached at Appendix 3 sets out the proposed, refocused challenges and commitments under each of the three themes (Dynamic City, Healthy City and Vibrant City) and an indicative, updated timeline.

7 Crime and Disorder

- 7.1 Consideration has been given to the options for savings about their potential impact on crime and disorder, (Section 17 Duty). No existing proposals have been identified as having a negative impact.

8 Equalities Analysis

- 8.1 In accordance with the approach followed in previous years the Council continues to fully consider the impact of its plans by following a robust approach to equalities analysis. Appendix 2 sets out the approach adopted to the budget setting process.
- 8.2 Directorates must consider the equality impact of any new proposals brought forward to meet the future budget gap and complete equality analyses as appropriate. Appendix 2 provides an initial equality analyses impact review for the 2021/2022 Savings proposals. Where equality analyses are still to be undertaken, these will be concluded prior to the implementation of the proposal and where appropriate provided as supplementary information with the final budget proposals submitted to Cabinet in February 2021.
- 8.3 Members must understand the equality implications of the proposals, outlined in the equality analyses and at Appendix 2 as having regard to them will assist members in complying with the public sector equality duty when considering the proposals.

9 Suggested Reasons for Decision

- 9.1 Adoption of the Budget Planning Framework forms an essential part of the process of the preparation and compilation of the Revenue Budget for 2021/2022.
- 9.2 To enable constitutional requirements relating to the development of the Revenue Budget to be met.
- 9.3 To allow Cabinet to consider a reviewed and refocussed City Plan in light of the impact of the Covid-19 pandemic.

10 **Alternative Options to be considered and recommended to be rejected**

10.1 There are no alternative options recommended for approval.

Appendices

Appendix 1a - Statement of General Fund Balances

Appendix 1b – Major Earmarked Reserves

Appendix 2 – Equality and Budget Proposals

Appendix 3 – City Plan

Background Papers

[Revenue Budget and Proposed Council Tax for 2020/2021 and Medium Term Financial Plan 2020/2021 to 2023/2024](#) (4 March 2020 Council).

[Budget Planning Framework and Medium Term Financial Plan 2021/2022 - 2024/2025](#)
(13 October 2020 Cabinet)

Statement of General Fund Balances

	£000
Balances 31st March 2020	12.000
Use of / Addition to Balances 2020/2021	
Contribution to Revenue Budget	0.000
Estimated Balances 31st March 2021	12.000

Appendix 1b

Major Earmarked Reserves

Reserves	Purpose of the Reserve	Opening Balance 01.04.2020 £m	Forecast Movement in Year £m	Reserve Realign £m	Forecast Balance 31.03.2021 £m
General Fund	General Fund of the Council	12.000	0.000	0.000	12.000
School Balances	Balances held by schools under a scheme of delegation	7.982	(0.015)	0.000	7.967
Riverside Transfer	Reserve established to fund capital works associated with the Homes and Communities Agency land transferred to the Council.	9.188	0.000	0.000	9.188
Capital Priorities Reserve	A reserve established to address some of the Council's key capital developments and strategic priorities.	9.254	(4.400)	0.000	4.854
Section 106 Reserves	Under Section 106 of the Town and Country Planning Act 1990, developers make financial contributions to the Council relating to affordable housing, public open spaces including allotments and locally equipped play parks, educational facilities, highways and public transport improvements, sports and recreational facilities and environmental improvements.	7.280	(1.772)	0.000	5.508
Strategic Investment Reserve (Capital)	A reserve established to address some of the Council's key developments, strategic priorities and address other major liabilities.	4.545	(2.699)	0.000	1.846
Strategic Investment Plan Reserve	This reserve is necessary to fund part of the Council's contribution to its Strategic Investment Plan	1.194	(1.194)	0.000	0.000
Commercial and Economic Development Activity	Reserve established to take advantage of commercial and economic development opportunities that will meet priorities of the Council.	1.153	(0.945)	0.000	0.208
Other Earmarked Capital Reserve	Funding set aside to fund future capital projects previously approved.	1.737	(0.941)	(0.042)	0.754
Strategic Investment Reserve (Revenue)	A reserve established to address some of the Council's key developments, strategic priorities and address other major liabilities.	11.769	(2.132)	(6.321)	3.316
Strategic Regeneration Reserve	A reserve to support the Council's regeneration ambitions, specifically to smooth any revenue impact of projects until they become self-sustaining.	10.000	(0.268)	0.000	9.732

Appendix 1b (continued)

Reserves	Purpose of the Reserve	Opening Balance 01.04.2020 £m	Forecast Movement in Year £m	Reserve Realign £m	Forecast Balance 31.03.2021 £m
Service Reduction Reserve	This reserve is to provide temporary transitional funding relating to the implementation of planned service reductions.	12.146	0.000	0.000	12.146
Covid-19	A reserve established from government grant to fund the immediate costs and lost income associated with the Covid-19 pandemic.	10.592	(10.592)	0.000	0.000
Medium Term Planning Smoothing Reserve	This reserve has been established to address any potential impact arising from increased risk and uncertainty with the Business Rate Retention Scheme. It is being used to smooth the impact of government funding uncertainties.	6.528	0.000	8.918	15.446
Insurance Reserve	This reserve has been established to provide for potential future claims or claim increases.	5.677	0.000	0.000	5.677
Street Lighting and Highway Signs PFI Smoothing Reserve	The reserve was established to smooth the financial impact to the Council across the 25 years of the contract life.	4.280	(0.300)	0.000	3.980
HCA Stadium Park	Reserve established to fund ongoing maintenance of Homes and Communities Agency land transferred to the Council.	3.109	0.000	0.000	3.109
SIB Reserve	A reserve held to fund future allocations through the Strategic Initiatives Budget.	3.303	0.000	0.000	3.303
Sandhill Centre PFI Smoothing Reserve	The reserve was established to smooth the financial impact to the Council across the 25 years of the contract life.	2.151	(0.050)	0.000	2.101
Housing Benefit Smoothing Reserve	This reserve has been established to smooth any potential impact of outstanding debtors as housing benefit is subsumed within universal credit.	1.577	(0.050)	0.000	1.527
Education Redundancy Reserve	The reserve was established to meet the anticipated costs of redundancies as a result of falling pupil rolls within maintained schools.	1.916	0.299	0.000	2.215
Riverside Transfer	Reserve established to fund ongoing maintenance of Homes and Communities Agency land transferred to the Council.	1.334	(0.105)	0.000	1.229
House Sale Income	The reserve relates to the sale of client's homes that will be utilised to support future support needs of those clients.	1.236	0.000	0.000	1.236
Collection Fund Surplus Reserve	Reserve established as part of 2018/19 budget setting to smooth the collection fund surplus benefit into future years.	1.198	0.335	0.000	1.533

Appendix 1b (continued)

Reserves	Purpose of the Reserve	Opening Balance 01.04.2020 £m	Forecast Movement in Year £m	Reserve Realign £m	Forecast Balance 31.03.2021 £m
Children's Social Care	A reserve to fund any one-off Children's Social Care costs that may arise in the future.	3.000	0.000	0.000	3.000
Airport Smoothing Reserve	Reserve established to smooth any delayed airport loan interest payment that may arise.	1.253	(0.036)	0.000	1.217
Other Earmarked Revenue Reserves	Numerous small revenue reserves less than £1m which are set up for specific purposes.	19.229	(7.257)	(2.555)	9.417
Total General Fund Reserves		154.631	(32.122)	0.000	122.509
Capital Receipts Reserve	Balance of capital receipts held, pending use to fund the capital programme.	9.062	(4.447)	0.000	4.615
Capital Grants Unapplied	Balance of capital grants held pending expenditure on capital programme.	4.992	0.000	0.000	4.992
Total Usable Reserves		168.685	(36.569)	0.000	132.116

Equality and Budget Proposals

1 Equality in Decision Making

- 1.1 The Equality Act 2010 places a specific duty on Local Authorities through the Public Sector Equality Duty. The three aims of the equality duty are to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act;
 - Advance equality of opportunity between people who share a protected characteristic and those who do not; and
 - Foster good relations between people who share a protected characteristic and those who do not.
- 1.2 Public authorities are required to give 'due regard' to the three aims of the duty when making decisions. Understanding the effect of decisions on people with different protected characteristics is an important part of complying with the general equality duty. Due regard means:
- consider the need to remove or minimise disadvantage or to meet particular needs;
 - think about how to encourage participation in public life; and
 - tackle prejudice and promote understanding.

2 How equality analysis informs the budget-setting process

- 2.1 Individual proposals for savings are reviewed to determine whether equality analysis is required. Where equality analyses are required, and negative impacts are identified, it is the responsibility of the services to minimise these as far as possible. A standard approach is taken each year to ensure:
- equality considerations are given to each new savings proposal;
 - proposals agreed in previous years are reconsidered to ensure planned equality analysis has been completed or refreshed, where appropriate; and
 - and where equality analysis is finalised, a sampled quality assurance process takes place to ensure the relevant considerations are being made in a thorough manner.
- 2.2 The detail of the analysis is dependent on the nature of the proposal and its stage of development. It also includes results from budget consultations, where appropriate. The consultation is also suitably tailored to the scale of the proposals and the approach is outlined at paragraph 5 of the main report.

3 Key Messages for 2021/2022

- 3.1 The initial equality assessments for each of the 2021/2022 budget savings proposals are included below. Where a full equality analyses are identified as 'planned' these will be concluded prior to the implementation of the proposal and where appropriate provided as supplementary information with the final budget proposals submitted to Cabinet in February 2020.
- 3.2 As the report outlines above, there are a number of national and local issues that have the potential to impact on equality in the city, namely:
- The need for a long-term sustainable solution for social care;
 - The possibility of reduced funding for Public Health following the implementation of the Fair Funding Review;
 - The need to increase placement availability for looked after children; and
 - Focus on the Covid-19 pandemic and associated recovery.

As our local response to these issues is determined, equality considerations must be included. Future proposals in these areas must be done in a way that makes the most of opportunities to reduce inequalities in our city whilst mitigating negative impacts as far as possible.

4 CONCLUSIONS

- 4.1 The Council continues to seek to meet its obligations in relation to equality and diversity and has procedures in place at both a general and budget specific level to incorporate equality and diversity issues into decision making processes and the assessment of proposals.
- 4.2 Services and directorates are responsible for ensuring equality considerations are integral to their functions, and ensuring these considerations are presented to decision makers at the appropriate junctures.

Appendix 2 (Continued)

Leader Proposals – Total Saving £0.421m (2021/2022)

L1 - Removal of vacant posts across Corporate Services within the Leader portfolio (Saving £0.270m in 2021/2022)

Removal of vacant posts in Corporate Services, within the Leader portfolio, arising from changes in Chief Officer posts agreed by HR Committee in August 2020.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	✓
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	
Additional Comment:	

Appendix 2 (Continued)

L2 - Review of operational arrangements and general budgets within the Policy team (Saving £0.151m in 2021/2022)

Review of operational arrangements and general budgets within the Policy Team to remove vacant posts and unused subscription budgets.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	✓
No Equality Analysis Required	
Additional Comment: This is a review of predominantly staffing vacancies and supplies and services budgets within the Policy Team and will be focused on vacant posts in the main.	

Appendix 2 (Continued)

Deputy Leader Proposals – Total Saving £2.109m (2021/2022)

DL1 - Removal of vacant posts across various City Development services within the Deputy Leader portfolio – (Saving £0.210m in 2021/2022)

There are a number of functions across the City Development Directorate which historically generate underspends due to ongoing issues in relation to recruitment and retention of staff. The main areas affected by this are Parking Services and School Crossing Patrols. This proposal therefore seeks to reduce the budgets in these areas prudently in line with the historical underspends.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	✓
<p>Additional Comment:</p> <p>Historically over a number of years there have been issues with regards to recruiting and retaining Civil Enforcement Officers. At present there are a number of vacant Civil Enforcement Officer posts and it is proposed to delete 3 of these posts to realise a saving. Whilst enforcement of parking arrangements does have a positive impact on equality groups such as those with disabilities or the elderly, it is felt that the deletion of the vacant posts would have neutral impact as in effect the service has always operated with a reduced resource.</p> <p>Similarly, in the School Crossing Patrol service there have been historical issues in recruiting School Crossing Patrollers to a number of sites which has resulted in service underspends over recent years. On the basis that this situation has existed over a number of years it is proposed that a prudent reduction be made to the budget which will still enable some flex in the service if issues arise in the future. Whilst the provision of School Crossing Patrols has a positive impact on the young, disabled and elderly, it is felt that this budget reduction would have a neutral impact as it is in effect not proposing any changes to the actual service delivery in real terms.</p> <p>The remaining element of the saving relates to the deletion of a vacant Highways Officer post that was recently created to provide support to the Highways Licence Permit function but it is no felt is surplus to requirements and a reduction in the hours of post in the Transportation Development Function neither of which would impact on equality of service provision.</p>	

Appendix 2 (Continued)

DL2 - Review of the business centre management, staffing and operational arrangements across the business centre sites – (Saving £0.124m in 2021/2022)

The review will focus on continued development and delivery of the ongoing transformation programme, taking forward a collective approach to management of the Council's three Business Centres including associated staffing arrangements and security operations.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	✓
No Equality Analysis Required	
Additional Comment: The efficiency saving is operational in nature and does not have an impact on the public however any staffing related element will be subject to the standard consultation process.	

Appendix 2 (Continued)

DL3 - Asset and Network Management - additional fees and charges through income generation – (Saving £0.200m in 2021/2022)

New processes regarding Highways licenses have recently been introduced that has seen an increase on the demand for temporary road closures and traffic management arrangements resulting in additional revenue generation opportunities.

The team is also looking at maximising the return from Out of Home (OOH) advertising opportunities including procuring a new contract for digital bus shelter and free standing unit provision and expanding the large format screen offer across the city.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	✓
Additional Comment: No equality analysis is required as the proposals are around income generation from businesses rather than the public. Although no equality analysis is required, it is felt that the proposal around Highways Licensing Permit scheme will have a positive impact as it will encourage utility companies and developers to minimise the disruption they cause to the highway.	

Appendix 2 (Continued)

DL4 - Parking Services - additional permit income – (Saving £0.040m in 2021/2022)

A review of parking permits across the city with a charge for all permits and revised charging on existing permits. This could include the introduction of a charge for the first permit that households get and would be introduced when a scheme had been operating for an agreed period of time.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	✓
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	
Additional Comment: It is proposed that 1 year after the introduction of a Controlled Parking Management Scheme (CPMS), the Council will also levy a charge of £10 on each initial permit to assist with the recovery of its costs. It is felt that the introduction of the charge will have a neutral impact on all equality groups as it will be universally applied.	

Appendix 2 (Continued)

DL5 - Reconfiguration of overseas inward investment support – (Saving £0.035m in 2021/2022)

The Council currently has arrangements in place on a retainer basis to provide insight and support focused on inward investment from the United States and Japan. It is proposed that the arrangements be renegotiated to a call-off contract basis and include scope for support linked to international trade opportunities where appropriate.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	✓
Additional Comment: The proposal is contractual in nature and does not affect the public directly therefore no equality analysis is required.	

Appendix 2 (Continued)

DL6 - Building services - additional income generation – (Saving in 2021/2022 £0.970m)

A range of income generating opportunities and service growth will be undertaken across the service. Work will be carried out with SCAS, the Housing Renewal Programme, schools and other external organisations.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	✓
Additional Comment: The proposal is bringing into the budget new income and as such there is no equality impact	

Appendix 2 (Continued)

DL7 - Catering Service - review of service delivery arrangements – (Saving in 2021/2022 £0.045m)

A review of staffing arrangements within the Catering Service to generate savings.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	✓
No Equality Analysis Required	
Additional Comment:	

Appendix 2 (Continued)

DL8 - Additional income generation across a range of services – (Saving in 2021/2022 £0.101m)

A range of income generating opportunities and service growth will be undertaken across various services including trade refuse and recycling, bereavement and pest control.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	✓
Additional Comment: It is considered that an Equality Analysis is not required as this efficiency will be achieved through generating additional income from the delivery of services to a broader range of customers.	

Appendix 2 (Continued)

DL9 - Fleet Management - review of maintenance requirements and operational arrangements – (Saving in 2021/2022 £0.125m)

A review of vehicle usage and service provision will be undertaken including identifying external income opportunities.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	✓
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	
Additional Comment:	

Appendix 2 (Continued)

DL10 - Building Cleaning - review of service delivery and operational arrangements – (Saving in 2021/2022 £0.107m)

A review of service delivery and operations that will identify new service arrangements that will enable growth and additional future income.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	✓
Additional Comment: The proposal is bringing into the budget new income and as such there is no equality impact.	

Appendix 2 (Continued)

DL11 - Neighbourhood Services - miscellaneous general budget reductions – (Saving in 2021/2022 £0.059m)

A review of staffing arrangements and service provision across a number of services including waste collection and community safety.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	✓
Additional Comment: It is considered that an Equality Analysis is not required as there will be no impact on front line service delivery.	

Appendix 2 (Continued)

DL12 - Review of operational arrangements and deletion of vacant post within the Communications Team (Saving £0.093m in 2021/2022)

Review of operational arrangements within the Communications Team and removal of vacant post.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	✓
Additional Comment: This efficiency is based upon the removal of a vacant post hence an Equality Analysis is not required.	

Appendix 2 (Continued)

Cabinet Secretary Proposals – Total Saving £0.797m (2021/2022)

CS1 - Review of operational arrangements within Capital projects and Landscaping service – (Saving £0.036m in 2021/22)

A review of the structure within the Landscaping Team has been undertaken and has identified a saving that is possible through a modest staffing reduction and rationalisation with additional capacity going forward funded as required through income generation.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	✓
No Equality Analysis Required	
Additional Comment: Savings will be made through reducing the size of the Landscape Team by one post whilst maximising income opportunities via improved collaborative working across the Capital Projects function.	

Appendix 2 (Continued)

CS2 - Removal of vacant posts across Corporate Services within the Cabinet Secretary portfolio (Saving £0.244m in 2021/2022)

Removal of existing vacant posts across Corporate Services within the Cabinet Secretary portfolio in line with service requirements.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	✓
Additional Comment: This efficiency is based upon the removal of vacant post hence an Equality Analysis is not required.	

Appendix 2 (Continued)

CS3 - Additional external income generation (Saving £0.052m in 2021/2022)

Inclusion of ongoing additional external income currently not budgeted for within Corporate Services.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	✓
Additional Comment: It is considered that an Equality Analysis is not required as this efficiency will be achieved through including additional income that is currently generated from the delivery of services to a broader range of customers but does not have an impact on the public.	

Appendix 2 (Continued)

CS4 - Security Service - review of staffing arrangements (Saving £0.010m in 2021/2022)

Standardise staffing for all rotas within the City Alarm and Emergency Control room to 2 staff / shift. Reduction in use of Permanent Variable Hours staff.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	✓
Additional Comment: This efficiency is in relation to a reduction in the use of additional hours and Permanent Variable Hours staff and therefore an Equality Analysis is not required.	

Appendix 2 (Continued)

CS5 - Insurance Service - Supplies and Services budget review (Saving £0.010m in 2021/2022)

Reduction in cost of external insurance brokers.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	✓
Additional Comment: The saving relates to a reduction in third party spend. Items will not have any impact therefore an Equality Analysis is not required.	

Appendix 2 (Continued)

CS6 - Property Service - review of staffing (Saving £0.025m in 2021/2022)

Rationalisation of internal courier arrangements.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	✓
No Equality Analysis Required	
Additional Comment: This efficiency is based upon staffing changes due to a reduction in workload.	

Appendix 2 (Continued)

CS7 - ICT Service - Review of operating arrangements (Saving £0.140m in 2021/2022)

Reduction in external annual maintenance and support through implementing alternative arrangements.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	✓
Additional Comment: The saving in the main relates to a reduction in third party spend. Items will not have any impact therefore an Equality Analysis is not required.	

Appendix 2 (Continued)

CS8 - ICT Service - Review of operational budgets (Saving £0.160m in 2021/2022)

Review of operational budgets within the service including more efficient use of telephony solutions across the council.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	✓
Additional Comment: The saving relates to a reduction in specific budgets. Items will not have any impact therefore an Equality Analysis is not required.	

Appendix 2 (Continued)

CS9 - Smart Cities - review of operational arrangements (Saving £0.120m in 2021/2022)

Smart Cities - review of service operating arrangements to deliver a more efficient service.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	✓
No Equality Analysis Required	
Additional Comment: This efficiency is based upon staffing changes. There is no impact on the public as this relates to internal operating arrangements.	

Appendix 2 (Continued)

Children, Learning and Skills Proposals – Total Saving £1.688m (2021/2022)

CH1 - Safeguarding Unit - review of services delivery arrangements – (Saving in 2021/2022 £0.043m)

Service delivery arrangements including staffing within the Safeguarding Team reviewed in line with new requirements which will generate savings.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	✓
Additional Comment: The unit is a business support type function and has been realigned to meet the changes from the requirements of a Statutory Safeguarding Board to the differing needs of a Safeguarding Partnership. The budget for Serious Case Reviews has also been realigned to current demand but we will continue to respond accordingly and expect partners to offer a contribution if the number goes up (not currently anticipated). There is no equality impact arising from these proposals.	

Appendix 2 (Continued)

CH2 - Learning and skills - additional income from non-ESFA courses – (Saving in 2021/2022 £0.005m)

A review of income generating opportunities from non-ESFA funded courses.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	✓
Additional Comment: It is considered that an Equality Analysis is not required as this efficiency will be achieved through generating additional income from the delivery of services to a broader range of customers.	

Appendix 2 (Continued)

CH3 - Reduction in support to Together for Children – (Saving in 2021/2022 £1.500m)

2021/22 Cost Reduction Initiatives through the Transformation Programme and Cost run-rate reductions.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	✓
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	
Additional Comment:	

Appendix 2 (Continued)

CH4 - Derwent Hill - review of service arrangements – (Saving in 2021/2022 £0.037m)

A review of staffing arrangements within Derwent Hill to generate savings.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	✓
No Equality Analysis Required	
Additional Comment:	

Appendix 2 (Continued)

CH5 - Derwent Hill - additional income generation – (Saving in 2021/2022 £0.103m)

Maximise opportunities to increase income brought into the service area.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	✓
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	
Additional Comment: Some of this proposal could result in there being a negative impact on the ability for Sunderland families to afford the cost of attending Derwent Hill.	

Appendix 2 (Continued)

Dynamic City Proposals – Total Saving £0.511m (2021/2022)

DC1 - Building Control - additional fees and charges through income generation – (Saving £0.023m in 2021/2022)

The Building Control Service will generate additional income through a review of fee charges for applications and winning external work on major developments as well as maximising income from Council led developments being delivered by third parties.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	✓
Additional Comment: The savings are income related and do not have a direct impact on the public as the service is in competition with the private sector and is subject to market forces.	

Appendix 2 (Continued)

DC2 - Review service delivery arrangements within the planning services – (Saving £0.117m in 2021/2022)

A review of the Economic Regeneration structure linked to planning policy and the associated areas of specialist expertise that inform planning policy and support development management functions, with a view to reviewing the level of retained in-house resource with provision to supplement this where required through contracted specialist support.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	✓
No Equality Analysis Required	
Additional Comment: The proposals are staffing related and will be subject to the standard consultation process.	

Appendix 2 (Continued)

DC3 - Regeneration Team - additional fees through income generation – (Saving £0.246m in 2021/2022)

A review of the Economic Regeneration structure linked to regeneration projects and delivery. It is proposed that staffing costs would be recovered on a project by project basis against delivery of approved capital schemes and relevant external funding programmes.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	✓
Additional Comment: The efficiency saving is purely financial in nature and does not have an impact on the public therefore no Equality Analysis is required.	

Appendix 2 (Continued)

DC4 - Income generation from the Housing Delivery and Investment Plan– (Saving in 2021/2022 £0.125m)

Income generation from the Housing Delivery and Investment Plan (Helping Hands, Temporary Accommodation and Disabled Facilities Grants).

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	✓
Additional Comment: The proposal is bringing into the budget new income and as such there is no equality impact	

Appendix 2 (Continued)

Healthy City Proposals – Total Saving £0.641m (2021/2022)

H1 - Improved use of technology enabled care – (Saving in 2021/2022 £0.141m)

Introduce support to address social care needs through the use of assistive technology. This will identify where assessed needs can be met through a technological solution usually as part of a blended care package (traditional care package complemented by use of technology) and where the blended package is more cost effective than a traditional home care package. It is anticipated that further savings will be achieved through the delay in clients requiring a move into residential care and also through an increase in family and carer support roles as the technology will make these easier to achieve.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	✓
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	
Additional Comment:	

Appendix 2 (Continued)

H2 – Learning Disabilities (including Transitions) - review of arrangements to achieve a 2% reduction in net spend – (Saving in 2021/2022 £0.500m)

Work areas to review and new provision options to consider, to generate savings include:

Community based respite - having a temporary fully trained carer living with customers in their own home (live in-home care); with block book arrangements
Community based day services - friendship networks; access to universal services
Personal Assistant offer - alternative to home care and day services; linked to community-based day services and opportunities
Shared Lives - alternative to supported living and/or residential care; respite offer; day service offer
Development of an educational offer for children/young adults with disabilities - alternative to out of city placements; define the educational offer required; identify funding streams
Increase employment opportunities for people with disabilities - working with large national and local employers
Clarify roles and responsibilities between TfC and ASC in order to improve transitions
Stimulate market for people going through transitions - joint commissioning opportunities
Extra Care - Intergenerational living option; Alternative to supported living and/or residential care
Positive Behaviour Support (PBS) - Incorporate PBS into contracts going forward; develop PBS strategy across the provider market; develop PBS training offer for carers

Continued work across the system to explore technology, equipment and other means to reduce the need for additional 1 -1 support within packages and provide support in line with the less-restrictive ethos of the Mental Capacity Act.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	✓
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	
Additional Comment:	

Appendix 2 (Continued)

Vibrant City Proposals – Total Saving £0.140m (2021/2022)

V1 - School Library Service - review of service delivery arrangements – (Saving in 2021/2022 £0.068m)

Review of service delivery arrangements relating to the schools library service including planned exit strategy in 2021.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	✓
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	
Additional Comment: Working with Together for Children there is the potential for this proposal to have a neutral impact	

Appendix 2 (Continued)

V2 - Removal of vacant posts within Cultural Team – (Saving in 2021/2022 £0.014m)

A review of staffing arrangements within the Sunderland Museum and Winter Gardens to generate savings.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	✓
No Equality Analysis Required	
Additional Comment:	

Appendix 2 (Continued)

V3 - Environmental enforcement - additional income generation arising from enforcement activity – (Saving in 2021/2022 £0.005m)

Additional income generation arising from enforcement activity.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	✓
Additional Comment: It is considered that an Equality Analysis is not required as this efficiency will be achieved through the generation of additional income.	

Appendix 2 (Continued)

V4 - Neighbourhood Services - miscellaneous general budget reductions – (Saving in 2021/2022 £0.053m)

Savings across a number of areas from reducing the budget previously available for elements of programme and support.

Equality Analysis

Equality Statement	Status
Equality analysis is complete and a positive impact has been identified	
Equality analysis is planned and a positive impact is anticipated	
Equality analysis is complete and neutral impact has been identified	
Equality analysis is planned and a neutral impact is anticipated	
Equality analysis is complete and a negative impact has been identified	
Equality analysis is planned and a negative impact is anticipated	
Equality analysis is complete and both positive and negative impacts have been identified	
Equality analysis is planned and both positive and negative impacts are anticipated	
The savings is from staffing changes and therefore equality implications will be considered as part of the Workforce Planning arrangements	
No Equality Analysis Required	✓
Additional Comment: No outward impact to the elements associated with culture and events - proposals linked to delivery budgets.	

Appendix 3 - City Plan