

Equality Impact Assessment

Name of project/proposal

T19 - Review of the Finance Service

Contact name

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Department

Corporate Services

Date to be published on Hantsweb

14 Sep 2017

Purpose for project/proposal

To review the Finance Service operating model that will be implemented as part of the Transformation to 2019 savings proposals, in order to produce efficiencies within the service, where possible, and promote a greater level of self service across the County Council and our partners, underpinned by changes in technology and reporting. The aim is to reduce the total level of resources employed within the Finance Service over time in order to make savings in the order of £900,000.

Consultation

Has engagement or consultation been carried out? Yes

No specific consultation has been carried out on this proposal, however, the County Council carried out a major consultation over the Summer 2017 on a range of options for finding further budget savings including increasing council tax, using reserves and making changes to the way in which services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to Cabinet in September 2017.

When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required. A consultation with staff on proposed changes to the Finance Service will take place before any final changes are implemented.

Statutory considerations

Impact

Age	Low
Disability	None
Sexual orientation	None
Race	None
Religion and belief	None
Gender reassignment	Low
Sex	None
Marriage and civil partnership	None
Pregnancy and maternity	Low

Other policy considerations

Poverty	None
Rurality	None
Other factors	None
If other please describe	

Geographical impact

All Hampshire

Have you identified any medium or high impact?*

Yes

No

The Finance Service does not provide any direct services to the public, it is an internal

support service providing a range of financial services such as accounting, monitoring and budgeting for Hampshire County Council and partner organisations. Changes to the service arising from the review will impact on internal Departments, but in the main the full suite of services will remain in one form or another in order to maintain effective finance support to our customers.

Consultation with staff affected will be carried out as part of the review and although the service has a high concentration of women and a slightly older age profile, it is not anticipated that the proposed changes will impact more specifically on these groups compared to any others.

Views will also be sought from Departments and partner organisations on the proposals, but the impact on members of the public and those with protected characteristics are expected to be minimal and would be very difficult to track / assess. Whilst it is possible that the changes in the Finance Service will have some impact on Departments in terms of changing the way they operate in respect of financial administration, this will be mitigated by forward planning, training, communications and improved reporting and guidance in order to minimise the impact on Departments and the potential for any impact on the services they provide to the public.

Final decision date

Final decision date due
Decision to be made by

22 Sep 2017
Executive Member