Transformation to 2021 proposal details Name of Transformation to 2021 proposal: T21 - Changes to the Finance Operating Model and Increased Partnership Contributions **T21 Opportunity Reference:** Fin-01 and Fin-02 Name of the accountable Officer: Rob Carr **Email address of the accountable Officer:** rob.carr@hants.gov.uk **Department:** Adults' Health and Children's Services Culture. Economy, Corporate Communities and Services Transport and Care **Business Services** Environment M 8/5/2019 Date of assessment: Detailed Overview Is this a detailed or an overview EIA? M Description of service / policy and the proposed change Describe the current service or policy, giving a brief description of the current services in scope and the user demographic: The Finance Service provides financial support and advice to managers, senior officers and Councillors. Key activities and deliverables throughout the year include budget and council tax setting, preparation of final accounts and statutory returns, financial monitoring and advice and technical input to business cases / proposals being developed by HCC departments. Users are almost exclusively officers and members of HCC. Geographical impact: All Hampshire Fareham **New Forest** Basingstoke & Deane Gosport Rushmoor East Hampshire Hart Test Valley Eastleigh Havant Winchester Describe the proposed change, including how this may impact on service users or staff: To review the Finance Service operating model that will be implemented as part of the Transformation to 2021 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, which together with increased partner contributions arising from the extension of the shared services arrangement will generate savings in the order of £338,000. Who does this impact assessment cover?

HCC staff (including partners)

■ Service users

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-c	consultation engagement been carried out?	
☐ Yes	☑ No	No, but planned to take place

Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2019 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

Consideration of impacts

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

Statutory considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Age		$\overline{\checkmark}$		ت	
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Disability		$\overline{\checkmark}$			

Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium	High
Sexual orienta	tion		$\overline{\checkmark}$		negative	negative
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium	High
Race			\checkmark		negative	negative
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium	High
Religion or be	lief		$\overline{\checkmark}$		negative	negative
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium	High
Gender reassi	gnment		$\overline{\checkmark}$		negative	negative
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium	High
Gender				\checkmark	negative	negative
Impact: Mitigation:	numbers may impa Staff consultation w	ct on this group vill be undertake	more than oth n with all staft	fand the impact of r	-	
	be managed as far	as possible tillo	ugn naturai W	rasiay c		
		Positive	Neutral	Low negative	Medium negative	High negative
Marriage or civ	vil partnership		\checkmark			

Impact: Mitigation:								
		Positive Neutral Low negative Me						
Pregnancy and	d maternity				negative	negative		
Impact: Mitigation:	numbers may impact on this group more than others							
Other conside	erations							
Poverty		Positive <a>□	Neutral ☑	Low negative	Medium negative	High negative □		
Impact: Mitigation:								
		Positive	Neutral	Low negative	Medium negative	High negative		
Rurality			\checkmark					
Impact: Mitigation:								
If you have only identified neutral impacts, please state why:								

Click here for guidance on any other factors to consider.

Tran	sformation to 2021	pro	posal c	letails				
Name	Name of Transformation to 2021 proposal:				HR Transformation Programme to 2021			
T21 O	pportunity Reference:			HR-01				
Name	of the accountable Officer	:		Nichola A	Andreassen			
Email	address of the accountable	e Of	ficer:	nichola.a	ndreassen @	hants.go	v.uk	
	rtment: ılts' Health and Children's Se Care	rvice		porate rvices	Culture Communitie Business Se	es and	Economy, Transport and Environment	
				\square		ol vices		
Date o	of assessment:		8/5/	2019				
Is this a detailed or an overview EIA?				Detailed Overview ☐				
Desc	cription of service / ¡	poli	cy and	the pro	oposed ch	nange		
Scope The HF Occupa	ribe the current service or personal the user demographic Service is made up of functional actional Health, Workforce developments and partners.	c: areas	including H	R Ops (inclu	ıding Casework,	Org chan	ge, Policy & Reward),	
\square	raphical impact: All Hampshire Basingstoke & Deane East Hampshire Eastleigh		Fareham Gosport Hart Havant	n		New For Rushm Test Va Winche	oor alley	
Describe the proposed change, including how this may impact on service users or staff: The project requires the service to re-shape and innovate service provision in response to reduction in government funding. This will build on the achievements of the transformation to 2019 programme which will create a more efficient and effective HR service by changes to operating models, further stream-lining of business processes and optimisation of existing technology. This will result in a greater level of self service by staff across the County Council and our partners, underpinned by changes in technology and reporting. This is likely to change the type of demand placed on the HR service.								
vvno (Who does this impact assessment cover?							

HCC staff (including partners)

 \checkmark

☐ Service users

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation e ☐ Yes	ngagement bee ☑ No	en carried c	out?	No, but plan	nned to take
Describe the consultation of Describe who was engaged of results influenced what you as explain why. No specific consultation has been consultation exercise over the Sumincreasing Council Tax, using reserveducing or withdrawing certain serveducing or withdrawing certain serveducing to Cabinet in October 2019. When default out with stakeholders on the details	or consulted. Where doing? If no consulted on this part and the consulted on this part and the consulted on	pat was the consultation or opposal – how ge of options to the war of this consultation or pursue the options the operation of the second of t	outcome of the a or engagement wever, the County C for finding further but way services are de Itation will be prese	activity and his planned, proceedings in the council ran a midget savings in the countried to the Council random the countried to the Countrie	now have the olease najor public ncluding may mean unity Council's
Consideration of imp	oacts				
Indicate whether the propose Medium or High) impact on p				_	ative (Low,
For any characteristics with a please describe this impact in			lium negative, o	r high negati	ve impact,
For any characteristics with a mitigations in the box provide	•	ve, or high r	negative impact,	please desc	cribe any
Statutory considerations					
, concentration	Positive	Neutral	Low negative	Medium	High
Age		\square		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Disability		\checkmark		negative	negative
Impact: Mitigation:					

	Positive	Neutral	Low negative	Medium	High
Sexual orientation		$\overline{\checkmark}$		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Race		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Religion or belief		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender reassignment		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Marriage or civil partnership		\checkmark		negative	negative
Impact: Mitigation:					

	Positive	Neutral	Low negative	Medium negative	High negative
Pregnancy and maternity					
Impact: Mitigation:					
Other considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Poverty		\square		¯ □	ت
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Rurality					
Impact: Mitigation:					

If you have only identified neutral impacts, please state why:

The proposal reflects a partial change to the way existing teams will deliver services as a result of reducing budgets; this will include methods of service delivery and re-alignment of capacity to the priorities of the departments and partners. There is no direct change to those individuals employed by the Council or to services provided to the residents of Hampshire.

Additional information

Click here for guidance on any other factors to consider.

Tran	sformation to 2	021 prop	osal d	letails	;		
Name	of Transformation to	2021 prop	osal:	Shared	l Services (IBC	and Rec	ruitment)
T21 O	pportunity Reference) :		IBC-01			
Name	of the accountable C	Officer:		Gary И	/estbrook		
Email	address of the accou	untable Offi	icer:	gary.w	estbrook@hant	s.gov.uk	
	rtment: ults' Health and Childre Care	n's Services		oorate vices	Culture Communitie Business Se	es and	Economy, Transport and Environment
Date o	of assessment:		1/5/2	2019			
	Is this a detailed or an overview EIA? Detailed Overview						
Descr scope Service	ribe the current service and the user demograph delivers the core Transact, alongside delivering this s	ce or policy raphic: tional HR and	y, giving a	a brief o	description of	the curre	oshire County
Geogr	raphical impact: All Hampshire Basingstoke & Deane East Hampshire Eastleigh		Fareham Gosport Hart Havant			New Fo Rushmo Test Va Winche	oor illey
No imp	Describe the proposed change, including how this may impact on service users or staff: No impact on service users. There is expected to be a positive impact of staff as new roles are created to deliver increased demand for services as the partnership continues to grow.						
Who d	does this impact asse Service users	essment co	ver?	\checkmark	HCC staff (inc	luding pa	artners)

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-co	onsultation engagement been carried out?	
☐ Yes	☑ No	No, but planned to take place

Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2019 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

Consideration of impacts

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

Statutory considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Age				ّ □	
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Disability		$\overline{\checkmark}$		ت	~
Impact: Mitigation:					

	Positive	Neutral	Low negative	Medium	High
Sexual orientation		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Race		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Religion or belief		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender reassignment		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Marriage or civil partnership		\checkmark		negative	negative
Impact: Mitigation:					

	Positive	Neutral	Low negative	Medium negative	High negative
Pregnancy and maternity		\checkmark			
Impact: Mitigation:					
Other considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Poverty					"
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Rurality		\checkmark			
Impact: Mitigation:					
If you have only identified ne There is no direct impact on current				ees will be the	growth of the

function and the investment in new roles.

Additional information

Click here for guidance on any other factors to consider.

Include any other brief information which you feel is pertinent to this assessment here: (optional)

N/A

Tran	sformation to	2021 propos	sal d	etails	;		
Name	of Transformation	to 2021 proposa	al:	Shared Services - HantsDirect			
T21 O	pportunity Referen	ce:		HD-01			
Name	of the accountable	Officer:		Gary V	Vestbrook		
Email	address of the acc	ountable Office	r:	gary.w	estbrook@han	ts.gov.uk	
·		orporate Culture, Services Communities		•	Economy, Transport and Environment		
				\square		0111000	
Date o	of assessment:		9/5/2	2019			
Is this	s a detailed or an ov	verview EIA?			Detailed		Overview ☑
Descr of the Hantsd unication departr (CART) libraries	ribe the current services in current services in firect manages around 60 ments. The service is divided in Service on behalf of As, registrations, waste, roadge and Concessionary	vice or policy, go scope and theo 10,000 contacts from ling a "front door" for ded into 3 constituer dults Health and Cal ads and transport, c	iving a user d the pu r a rang nt parts re - Mu	a brief of emogra blic each le of servi : - Conta lti Skilled	description aphic: year. The primary ices on behalf of F ct Assessment Re Teams (MST) - G	method of HCC's esolution To eneral Eng	eam guiries,
Geog	raphical impact: All Hampshire Basingstoke & Dea East Hampshire Eastleigh	ne 🛚 Go 🗖 Ha	reham sport rt vant		_ _ _	New For Rushm Test Va Winche	oor alley
Follow future of change researc	ribe the proposed cing a commissioned piece operating model for custoes will be designed to import, and where appropriate chnology, this would be a	e of research in 201 mer contact will mor rove the customer jo e would be subject to	8/19 ind re close ourney i o a sped	cluding er ly align co in accorda cific EIA.	ngagement with a ontact with service ance with principle	range of sa e delivery d es identified	takeholders, the departments. Any d during the
Who	does this impact as Service users	sessment cover	r?	abla	HCC staff (inc	cluding pa	artners)

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any	pre-consultation engagemen	nt been carried out?	
☐ Y	es 🗹	No	No, but planned to take place

Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2019 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

Consideration of impacts

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

Statutory considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Age				٦	٦
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Disability	\checkmark				
Impact: Mitigation:					

	Positive	Neutral	Low negative	Medium	High
Sexual orientation		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Race		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Religion or belief		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender reassignment		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Marriage or civil partnership		\checkmark		negative	negative
Impact: Mitigation:					

	Positive	Neutral	Low negative	Medium negative	High negative
Pregnancy and maternity		\checkmark			
Impact: Mitigation:					
Other considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Poverty					
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Rurality					
Impact: Mitigation:					
If you have only identified no At this stage there are no detailed re				roposals devel	op they will

Click here for guidance on any other factors to consider.

Include any other brief information which you feel is pertinent to this assessment here: (optional)

where appropriate be subject to an EIA in conjunction with the relevant service department.

N/A

Transformation to 2021 proposal details						
Name of Transformation to 2021	proposa		1 IT-01 ciencie		IT04, IT0	5 IT Operating
T21 Opportunity Reference:		IT-	01, IT(02, IT03 IT04,	IT05	
Name of the accountable Office	r:	Sir	non W	/illiams		
Email address of the accountab	le Officer	: sin	non.wil	lliams2 @han	ts.gov.uk	
Department: Adults' Health and Children's Se Care	ervices	Corpora Service		Culture Communitie Business Se	es and	Economy, Transport and Environment
		\square			el vices	
Date of assessment:		11/4/20	19			
Is this a detailed or an overview	EIA?		D	0etailed ☐		Overview ☑
Description of service /	policy	and th	e pro	oposed ch	nange	_
Describe the current service or scope and the user demographi The HCC IT department delivers a range productivity. The services in scope cover and service agreements.	policy, gi c:	ving a br	ief de	scription of the	the curre	d enable staff
Geographical impact: ☑ All Hampshire □ Basingstoke & Deane □ East Hampshire □ Eastleigh	☐ Gos	eham sport t vant			New Fo Rushmo Test Va Winche	oor Iley
Describe the proposed change, including how this may impact on service users or staff: Opportunities have been identified to deliver technology servcies in a more efficient and effective way, including rationalising hardware and software, retiring legacy systems and more effectively managing demand. Specifically we will: 1. Rationalise our database technologies 2. Replace and rationalise our legacy storage platform 3. Consolidate Server and Client platforms 4. Rationalise our use of Software licences 5. make improvements to our operating procedures						
Who does this impact assessmed ☐ Service users	ent cover	?	☑ ⊦	HCC staff (inc	luding pa	rtners)

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any	pre-consultation engageme	t been car	ried out?	
☐ Ye	es 🗹	No		No, but planned to take place

Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2019 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

Consideration of impacts

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

Statutory considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Age				ّ □	
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Disability		$\overline{\checkmark}$		ت	~
Impact: Mitigation:					

	Positive	Neutral	Low negative	Medium	High
Sexual orientation		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Race		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Religion or belief		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender reassignment		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Marriage or civil partnership		\checkmark		negative	negative
Impact: Mitigation:					

	Positive	Neutral	Low negative	Medium	High
Pregnancy and maternity		$\overline{\checkmark}$		negative	negative
Impact: Mitigation:					
Other considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Poverty					
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Rurality		\checkmark			
Impact: Mitigation:					
If you have only identified ne The proposals are purely back office			ite why:		

Click here for guidance on any other factors to consider.

Transformation to 2021 proposal details Name of Transformation to 2021 proposal: T21 Corporate Resources Internal Audit Income Generation **T21 Opportunity Reference:** IA-01 Name of the accountable Officer: Neil Pitman neil.pitman@hants.gov.uk **Email address of the accountable Officer: Department:** Adults' Health and Children's Services Corporate Culture. Economy, Services Communities and Transport and Care Environment **Business Services** \square \Box 3/5/2019 Date of assessment: Detailed Overview Is this a detailed or an overview EIA? \square Description of service / policy and the proposed change Describe the current service or policy, giving a brief description of the current services in scope and the user demographic: The Southern Internal Audit Partnership provide internal audit services to HCC and a range of other public sector providers Geographical impact: ☑ All Hampshire **New Forest** Fareham Basingstoke & Deane Gosport Rushmoor East Hampshire Hart Test Valley Eastleigh Havant Winchester Describe the proposed change, including how this may impact on service users or staff: The Southern Internal Audit Partnership has grown year on year since its inception in 2012. Continued growth ensures pooled resilience for HCC and partnering organisations whilst ensuring economies of scale are maximised. Whilst the role of the auditor is by nature transient, with staff required to travel to client sites to undertake audit reviews, the increased geographical footprint in acquiring new business now extends across three counties and could

be seen to impact travel time / arrangements for staff. However, it should be noted that there are no added burden(s)

HCC staff (including partners)

placed on staff that such additional travel would be undertaken I their own time or at their own expense.

Who does this impact assessment cover?

Service users

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any	pre-consultation engagemen	nt been carried out?	
☐ Y	es 🗹	No	No, but planned to take place

Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2019 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

Consideration of impacts

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

Statutory considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Age					
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Disability		$\overline{\checkmark}$			
Impact: Mitigation:					

	Positive	Neutral	Low negative	Medium	High
Sexual orientation		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Race		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Religion or belief		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender reassignment		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Marriage or civil partnership		\checkmark		negative	negative
Impact: Mitigation:					

	Positive	Neutral	Low negative	Medium	High
Pregnancy and maternity		$\overline{\checkmark}$		negative	negative
Impact: Mitigation:					
Other considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Poverty					
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Rurality		\checkmark			
Impact: Mitigation:					
If you have only identified no		mlaaaa = 1=	4		

If you have only identified neutral impacts, please state why:

The growth of the Southern Internal Partnership further develops its intended direction of travel. There are no direct changes to those individuals employed by the Council or to those services provided to support the Council and its residents.

Additional information

Click here for guidance on any other factors to consider.

Transforma	ation to 2021 _I	orop	osal d	etails				
Name of Trans	formation to 2021	propo			porate Res generation	our	ces Tran	esformation
T21 Opportuni	y Reference:			TT-01				
Name of the ac	countable Officer	:		Stephan	ie Randall			
Email address of the accountable Officer:			er:	stephan	ie.randall@	han	nts.gov.u	k
Department: Adults' Health Care	n and Children's Se	rvices		oorate vices	Cul ⁱ Commur Business	nitie	s and	Economy, Transport and Environment
				\square			IVICES	
Date of assess	ment:		29/4/	/2019				
Is this a detaile	ed or an overview	EIA?		L	Detailed □			Overview ☑
Describe the cin scope and the Corporate Re	urrent service / purent service or pure user demograp	oolicy, hic:	giving a	brief de	escription range of depart	of t	he curre	corporate
	atives, including, increa BC Shared Services			improvem	ents that dire	спу ѕ	support tn	e growtn and
Geographical i All Ham Basingst East Hat Eastleigl	pshire oke & Deane mpshire		Fareham Gosport Hart Havant		[[_	New Fo Rushmo Test Va Winches	oor Iley
Contributions made range of agreed sti project and prograi development priori budget. This change	roposed change, in the composed change, is aby our partners to the categic and operational managed resources within the charged to ge enables us to mitigate the composers.	IBC Sh shared he Corp the inve te the p	nared Servi services d porate Rese estment fur potential im	ices invest levelopmei ources Tra nd, thereby pact on sta	ment fund are nt priorities. Ir ansformation r releasing a p aff within Corp	e use futu Tean propo pora	ed to supp ure, a prop n who deli ortion of th te Resour	ort delivery of a cortion of the iver these ne council's base ces, as they will

HCC staff (including partners)

 \checkmark

Who does this impact assessment cover?

☑ Service users

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has a	ny pre-consultation	engagement been carried o	ut?	
	Yes	☑ No		No, but planned to
				take place

Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2019 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

Consideration of impacts

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

Statutory considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Age				٦	٦
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Disability		$\overline{\checkmark}$		–	ت
Impact: Mitigation:					

	Positive	Neutral	Low negative	Medium	High
Sexual orientation		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Race		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Religion or belief		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender reassignment		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Marriage or civil partnership		\checkmark		negative	negative
Impact: Mitigation:					

	Positive	Neutral	Low negative	Medium negative	High negative
Pregnancy and maternity		\checkmark			
Impact: Mitigation:					
Other considerations					
	Positive	Neutral	Low negative	Medium	High
Poverty				negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Rurality		$\overline{\checkmark}$		negative	negative
Impact: Mitigation:					
If you have only identified no	utral impacts	nlesse sta	ato why:		

If you have only identified neutral impacts, please state why:

The proposal reflects a partial change to the way an existing team are funded, through focusing a proportion of their available capacity toward supporting the delivery of development priorities agreed with the IBC Shared Services Partnership. There is no direct change to those individuals employed by the council, or to services provided to the residents of Hampshire.

Additional information

Click here for guidance on any other factors to consider.

Tran	sformation to 2	021 prop	osal d	letails	;		
Name	of Transformation to	2021 propo	sal:	Further reductions in printing and posting costs			
T21 O	pportunity Reference	e :		L&G1(a	a)		
Name	of the accountable (Officer:		Paul H	odgson		
Email	address of the accor	untable Offic	cer:	paul.ho	odgson@hants.	gov.uk	
	rtment: ults' Health and Childre Care	n's Services		oorate vices	Culture Communitie Business Se	es and	Economy, Transport and Environment
				\square			
Date o	of assessment:		13/5	5/2019			
Is this	Is this a detailed or an overview EIA? Detailed Overview □ □ □						
Desc	cription of servi	ce / polic	y and	the p	roposed cl	nange	
scope Law ar organis	ribe the current service and the user demog and Governance provides a sations. The services provi ers are internal to HCC and	raphic: range of legal, o ded are support	democrati	c and oth	er support services	s to HCC a	nd its partner
Geogr	raphical impact: All Hampshire Basingstoke & Deane East Hampshire Eastleigh		Fareham Gosport Hart Havant			New For Rushman Test Van Winche	oor alley
The pr	Describe the proposed change, including how this may impact on service users or staff: The proposed changes includes more efficient ways of working to further reduce printing and postage costs. This includes better use of IT, electronic file management and further use of electronic bundles, in order to minimise use of paper.						
Who d	does this impact asso Service users	essment cov	ver?	V	HCC staff (inc	luding pa	artners)

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation enga ☐ Yes		been carried out?		No, but plan	ned to take
Describe the consultation or end Describe who was engaged or corresults influenced what you are described why.	onsulted.	What was the outcome of	the a	activity and he	ow have the
Law and Governance staff will be cons is planned because the proposals only services.					
Consideration of impac	cts				
Indicate whether the proposed ch Medium or High) impact on peop	_	·		_	tive (Low,
For any characteristics with a posplease describe this impact in the			ve, o	r high negativ	ve impact,
For any characteristics with a me mitigations in the box provided.	dium neç	gative, or high negative imp	pact,	please desci	ribe any
Statutory considerations					
	Positive	e Neutral Low nega	ative	Medium negative	High negative
Age					
Impact: Mitigation:					
	Positive	e Neutral Low nega	ative	Medium	High
Disability				negative	negative
Impact: Mitigation:					

	Positive	Neutral Low negative		Medium negative	High negative
Sexual orientation		\checkmark			
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High
Race		\checkmark			negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Religion or belief		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Gender reassignment		\checkmark			
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Marriage or civil partnership					
Impact: Mitigation:					

	Positive	Neutral	Low negative	Medium	High
Pregnancy and maternity		$\overline{\checkmark}$		negative	negative
Impact: Mitigation:					
Other considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Poverty		$\overline{\mathbf{V}}$			
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Rurality		$\overline{\checkmark}$		negative	negative
Impact: Mitigation:					

Click here for guidance on any other factors to consider.

a neutral impact so far as protected characteristics are concerned.

Include any other brief information which you feel is pertinent to this assessment here: (optional)

If you have only identified neutral impacts, please state why:

The proposals involve relatively minor changes to the way staff in Law and Governance work. The impacts will have

Transformation to 2021	proposa	l details				
Name of Transformation to 2021 proposal:			Law & Governance T21 Proposals			
T21 Opportunity Reference:	L&G2					
Name of the accountable Office	Peter Ar	ndrews				
Email address of the accountal	peter.an	peter.andrews@hants.gov.uk				
Department: Adults' Health and Children's S Care		Corporate Services	Culture, Communities			
			Business Serv	vices Environment		
Date of assessment:	1	7/4/2019				
Is this a detailed or an overview	v EIA?	1	Detailed ☑	Overview 🗇		
Description of service /	policy ar	nd the pr	oposed cha	inge		
Describe the current service or policy, giving a brief description of the current services in scope and the user demographic: 1. The commissioning of the Healthwatch service for the Department of Health. This provides a service that represents the views and experiences of local people who use NHS services, carers and the public on the Health and Wellbeing Boards set up by local authorities, along with providing information and signposting to people about local health and care services, how to access them and how to find their way round the system. 2. The commissioning of an NHS complaint advocacy service.						
Geographical impact: ☑ All Hampshire □ Basingstoke & Deane □ East Hampshire □ Eastleigh	☐ Fareh☐ Gospo☐ Hart☐ Havar	ort	□ F	New Forest Rushmoor Test Valley Vinchester		
Describe the proposed change, including how this may impact on service users or staff: Separation of the provision of the Healthwatch service and NHS advocacy service. This provides the opportunity to redefine and focus the advocacy service, including the creation of new performance indicators that will ensure better contract management and an improved service for users of NHS services that need help in making a complaint.						
Who does this impact assessm ✓ Service users	ent cover?		HCC staff (inclu	ding partners)		

✓ Yes

Has any pre-consultation engagement been carried out?

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Describe the consultation or engagement you have performed or are intending to perform. Describe who was engaged or consulted. What was the outcome of the activity and how have the

results influenced what you are doing? If no consultation or engagement is planned, please

No, but planned to take

place

No

explain why. Consultation was engagement disc	undertaken with the ussions.	e current and pos	ssible future se	ervice providers thro	ough a series o	of market
Considera	tion of impa	acts				
	er the proposed h) impact on pec				_	itive (Low,
•	cteristics with a pe this impact in t		•	lium negative, o	r high negati	ve impact,
•	cteristics with a made he box provided.	•	ve, or high r	negative impact,	please desc	ribe any
Statutory cor	siderations					
		Positive	Neutral	Low negative	Medium	High
Age					negative	negative
Impact: Mitigation:	Clear performand a higher performa addition, the new	ce indicators withing ince specification supplier is required to the a	in the contract required unde ed to improve advocacy arrai	contract could lead t, coupled with incre er the contract will le accessibility from the ngements provided the public.	eased contracts ead to an impro he previous arr	s monitoring an oved service. Ir rangements. Th
		Positive	Neutral	Low negative	Medium negative	High negative
Disability				$\overline{\checkmark}$		
Impact:	There is the pote	ential that cost red	ductions to the	e contract could lead	d to a lower se	rvice.

Mitigation:

Clear performance indicators within the contract, coupled with increased contracts monitoring and a higher performance specification required under the contract will lead to an improved service. In addition, the new supplier is required to improve accessibility from the previous arrangements. The linkage of the new contract to the advocacy arrangements provided for social care advocacy produce a better, "one-stop shop" approach for the public.

	Positive	Neutral	Low negative	Medium negative	High
Sexual orientation		\checkmark			negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Race		\checkmark			
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Religion or belief		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender reassignment		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Marriage or civil partnership		\checkmark		negative	negative
Impact: Mitigation:					

	Positive	Neutral	Low negative	Medium negative	High negative
Pregnancy and maternity		$\overline{\checkmark}$			
Impact: Mitigation:					
Other considerations	D '''				
	Positive	Neutral	Low negative	Medium negative	High negative
Poverty					
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Rurality		$\overline{\checkmark}$		negative	negative
Impact: Mitigation:					
If you have only identified neutral impacts, please state why:					

Click here for guidance on any other factors to consider.

Trar	nsformation to 2	2021 propos	al details		
Name	of Transformation t	o 2021 proposa	l: <i>T21 D</i> a	MS staff cost reduction	า
T21 Opportunity Reference:			DaMS :	staff cost reduction	
Name	e of the accountable	Officer:	Kevin (Greenhough	
Email address of the accountable Officer:				reenhough@hants.gov	ı.uk
	rtment: ults' Health and Childre Care	en's Services	Corporate Services	Culture, Communities and Business Services	Economy, Transport and Environment
Date	of assessment:		1/5/2019		
Is this a detailed or an overview EIA?				Detailed ☑	Overview ☑
Desci scope DAMS	ribe the current servi	ce or policy, givergraphic:	ving a brief c	roposed change lescription of the cur s and to elected Members. olice and Crime Panel.	rent services in
Geog	raphical impact: All Hampshire Basingstoke & Dean East Hampshire Eastleigh			□ New F □ Rushn □ Test V □ Winch	noor ′alley
To imp to ultim	prove capacity within the D	AMS team through	the use of techn	ay impact on service lology and improved busine pportunities for the provision	ess processes in order
Who	does this impact ass Service users	essment cover	? ☑	HCC staff (including p	partners)

Has any pre-consultation enga ☑ Yes	agement bee □ No	en carried c	out?	No, but plar place	nned to take		
Describe the consultation or engagement you have performed or are intending to perform. Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why. Initial engagement and discussion has been held with service directors on the aims of the workstream. It is envisaged that there will be ongoing dialogue with departments on any changes to current business processes. It is not envisaged that there will be any impact on the public.							
Consideration of impac	cts						
Indicate whether the proposed comedium or High) impact on peop					tive (Low,		
For any characteristics with a poplease describe this impact in the		•	lium negative, o	r high negati	ve impact,		
For any characteristics with a memitigations in the box provided.	edium negati	ve, or high r	negative impact,	please desc	ribe any		
Statutory considerations	D 11	N 1 (1		N.4 11	1.12		
	Positive	Neutral	Low negative	Medium negative	High negative		
Age		$\overline{\checkmark}$					
Impact: Mitigation:							
	Positive	Neutral	Low negative	Medium	High		
Disability		\checkmark		negative	negative		
Impact: Mitigation:							

	Positive	Neutral	Low negative	Medium negative	High negative
Sexual orientation		\checkmark			
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Race		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Religion or belief		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender reassignment		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Marriage or civil partnership		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Pregnancy and maternity				negative	negative
Impact: Mitigation:					

Other considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Poverty					
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Rurality		\checkmark			
Impact: Mitigation:					

Capacity will be generated through improved internal efficiency in business practices and it is not envisaged that there will be any substantial impact on the service provision that currently exists. The majority of democratic services delivery (decision days, committee meetings etc) is governed by legislation or the Constitution, therefore access to information and the service delivery cannot change without updates to one or the other.

Additional information

Click here for guidance on any other factors to consider.

Tran	sformation to 2	2021 prop	osal c	letails	;		
Name	of Transformation t	o 2021 prop	osal:	T21 En to Scho	•	ning and	Resilience Offer
T21 Opportunity Reference:			T21 En to Scho	•	ning and	Resilience Offer	
Name of the accountable Officer:				lan Ho	ult		
Email	address of the acco	untable Offi	icer:	ian.hou	ılt @hants.gov.	uk	
	rtment: ults' Health and Childre Care	en's Services		porate rvices ☑	Cultur Communiti Business S	es and	Economy, Transport and Environment
Date o	of assessment:		20/5	5/2019			
Is this a detailed or an overview EIA?					Detailed ☐		Overview ☑
Desc	cription of serv	ice / polic	cy and	the p	roposed c	hange	
Workin emerge generic Proced access geograf known Followin governo	ribe the current serving and the user demograph with key staff from school ency plans and procedures a Emergency Plan for the states for school trips (UK at to Evolve. • Site Specific and phical location - e.g. flooding risks/hazards like chemical on from the production for so that plans, roles and provided by holding appropriate and the provided by holding appropriate and the provided by holding appropriate and the provided by holding approximation.	graphic: ols Emergency stailored to med chool • The Bu nd abroad). We Risk Planning. I ng or chemical al sites; radiation of these plans d responsibilitie	r Planning of et the need siness Cor e work very Each school substance n hazards; and proced es are clear	Resilient Is of the solutinuity Place Is closely word is unique I release. It is airports; particulars, we	ce (EPRT) will he chool. These may an • Lock Down P with colleagues in the and may face a Risks will be assertisons; etc. • Stawill work with you	Ip in the province of the control of	oduction of The overarching Off Site Emergend Outdoors, with sks based on its d on the proximity to or Training.
Geogr	raphical impact: All Hampshire Basingstoke & Dean East Hampshire Eastleigh	e 📮	Fareham Gosport Hart Havant	ı		New For Rushm Test Va Winche	oor alley

Describe the proposed change, including how this may impact on service users or staff: This is a new service offered out to all schools in the Hampshire area.

Who does this impact assessn ☑ Service users	nent cover?	Ø	HCC staff (inc	luding partne	rs)
Engagement and cons	ultation				
The County Council's Serving Haresidents' and stakeholders' view Where applicable, detailed propostage two' consultation before a	s on strategionsals for maki	c options foing savings	r funding the Au will be subject	uthority's bud to further, mo	get gap.
Has any pre-consultation enga ☐ Yes	gement bee □ No	n carried o	out? ☑	No, but plan	ned to take
Describe the consultation or engagement you have performed or are intending to perform. Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please					
explain why. No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2019 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required					
Consideration of impac	cts				
Indicate whether the proposed cl Medium or High) impact on peop			•	_	tive (Low,
For any characteristics with a poplease describe this impact in the	· · · · · · · · · · · · · · · · · · ·	•	lium negative, o	r high negativ	/e impact,
For any characteristics with a memitigations in the box provided.	edium negativ	e, or high r	egative impact,	please desci	ribe any
Statutory considerations					
, communications	Positive	Neutral	Low negative	Medium negative	High negative
Age					
Impact: Mitigation:					

	Positive	Neutral	Low negative	Medium	High
Disability		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Sexual orientation		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Race		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Religion or belief		\checkmark			
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender reassignment		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Marriage or civil partnership		\checkmark		negative	negative
Impact: Mitigation:					

	Positive	Neutral	Low negative	Medium negative	High negative
Pregnancy and maternity					
Impact: Mitigation:					
Other considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Poverty				ت	ت
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Rurality					
Impact: Mitigation:					

The service has been developed to improve the resilience of Hampshire's schools to continue to operate during and post emergencies generically and not to have any effect specifically on anyone with the following specific criteria.

Additional information

Click here for guidance on any other factors to consider.

Transformation to 2021	propos	ai detaiis			
Name of Transformation to 2021 proposal: Legal and Governance Sales					
T21 Opportunity Reference:					
Name of the accountable Officer	•	Charle	s Gilby		
Email address of the accountable	le Officer	: jon.car	rick@hants.gov	uk.	
Department: Adults' Health and Children's Se Care	ervices	Corporate Services	Culture Communitie Business Se	es and	Economy, Transport and Environment
Date of assessment:		22/03/2019			
Is this a detailed or an overview	EIA?		Detailed		Overview ☑
Description of service /	policy	and the p	roposed ch	nange	
Describe the current service or pascope and the user demographic. This proposal deals with the provision of and neighbouring counties. There is no passible increased income generation through	oolicy, gi c: health and proposed ch	ving a brief of safety advice to ange to the pro	description of the schools and other vision of existing s	the curre	orities in Hampshii
Geographical impact: ☑ All Hampshire □ Basingstoke & Deane □ East Hampshire □ Eastleigh				New For Rushmo Test Val Winches	oor Iley
Describe the proposed change, There is no proposed change to the prov	ision of exis	sting services.	ay impact on s	ervice us	sers or staff:
Who does this impact assessme ☐ Service users	ent cover	? ☑	HCC staff (inc	luding pa	rtners)

Has any pre-co ☑ Yes	onsultation enga	gement bee	n carried o	ut?	No, but plan	ned to take	
Describe the consultation or engagement you have performed or are intending to perform. Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why. Each client and relevant party is consulted prior to an agreement being reached.							
Considerat	ion of impac	ets					
	Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.						
,	eristics with a pos this impact in the		•	ium negative, o	r high negativ	/e impact,	
For any charact mitigations in th	eristics with a me e box provided.	edium negativ	e, or high n	egative impact,	please desci	ribe any	
Statutory cons	siderations						
		Positive	Neutral	Low negative	Medium negative	High negative	
Age							
Impact: Mitigation:	As this is health an	d safety-related	, no negative	impacts are anticip	ated.		
		Positive	Neutral	Low negative	Medium	High	
Disability					negative	negative	
Impact: Mitigation:	As this is health an	d safety-related	, no negative	impacts are anticip	ated.		
		Positive	Neutral	Low negative	Medium	High	
Sexual orientat	tion				negative	negative	
Impact: Mitigation:	As this is health an	d safety-related	, no negative	impacts are anticip	ated.		

		Positive	Neutral	Low negative	Medium negative	High
Race			\checkmark			negative
Impact: Mitigation:	As this is health ar	nd safety-related	, no negative	impacts are anticip	ated.	
		Positive	Neutral	Low negative	Medium negative	High negative
Religion or bel	ief		\checkmark			
Impact: Mitigation:	As this is health ar	nd safety-related	, no negative	impacts are anticip	ated.	
		Positive	Neutral	Low negative	Medium negative	High negative
Gender reassig	gnment		\checkmark			
Impact: Mitigation:	As this is health ar	nd safety-related	, no negative	impacts are anticip	ated.	
		Positive	Neutral	Low negative	Medium negative	High
Gender			\checkmark			negative
Impact: Mitigation:	As this is health ar	nd safety-related	, no negative	impacts are anticip	ated.	
		Positive	Neutral	Low negative	Medium negative	High negative
Marriage or civ	vil partnership		\checkmark			
Impact: Mitigation:	As this is health ar	nd safety-related	, no negative	impacts are anticip	ated.	
		Positive	Neutral	Low negative	Medium negative	High negative
Pregnancy and	d maternity		\checkmark			
Impact: Mitigation:	As this is health ar	nd safety-related	, no negative	impacts are anticip	ated.	
Other conside	erations					
		Positive	Neutral	Low negative	Medium negative	High negative
Poverty			$\overline{\checkmark}$		Ğ	_

Impact: Mitigation:	As this is health	and safety-related	d, no negative	impacts are anticip	ated.	
		Positive	Neutral	Low negative	Medium negative	High negative
Rurality			\checkmark			
Impact: Mitigation:	As this is health	and safety-related	d, no negative	impacts are anticip	ated.	
	ly identified no ping provision of se			ate why: I no impacts identifi	ed.	

Click here for guidance on any other factors to consider.

Transformation to 2021	proposa	al details				
Name of Transformation to 2021	•	ndent Appeals of pricing sched				
T21 Opportunity Reference:						
Name of the accountable Officer	Jo Wee	eks				
Email address of the accountable	le Officer:	jo.week	ks@hants.gov.	uk		
Department: Adults' Health and Children's Se Care	ervices	Corporate Services	Cultur Communiti Business S	es and	Economy, Transport and Environment	
		\square		CIVICES		
Date of assessment:	,	20/03/2019				
Is this a detailed or an overview		Detailed ☐		Overview ☑		
Description of service /	policy a	nd the p	roposed cl	nange		
Describe the current service or pscope and the user demographic. The Service provides independent mana aided schools. The Service is also offere place for their child receive the service free obliged to use the Service. Academies in due to the nature of the 'at cost' charging Academies has been undertaken to provide	c: gement of ac d to Academ ee of charge a terested in si it is difficult to	dmission and exies on a sold-siand costs are digning up for the opposite an accordance of the control of the co	exclusion appeals to ervice basis. Pare covered by the school eservice often as ecurate estimate.	for Hampsl ents appea nool. Acad k for an es A review o	hire maintained and aling for a school demies are not stimate of costs and	
Geographical impact: ☑ All Hampshire □ Basingstoke & Deane □ East Hampshire □ Eastleigh	☐ Fare☐ Gosp☐ Hart☐ Hava	port	_ _ _	New For Rushm Test Va Winche	oor alley	
Describe the proposed change, A review of charges to Academies has be In the future it will be possible to provide a of the offer. Academies are not obliged to cost. There will be no impact to end serve	een undertak an accurate f o use the ser	en to provide a inancial quote i vice. They are	n more equitable, a to Academies, wh free to manage th	standardis ich may he	ed pricing schedule. elp increase take-up	
Who does this impact assessme ☑ Service users	ent cover?		HCC staff (inc	cluding pa	artners)	

Mitigation:

Disability

Impact: Mitigation:

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

3	,				
Has any pre-consultation en Yes	ngagement beei ☑ No	n carried o	ut?	No, but plan place	ned to take
Describe the consultation of Describe who was engaged of results influenced what you are explain why. None	r consulted. Wha	at was the c	outcome of the a	ctivity and ho	ow have the
Consideration of imp	acts				
Indicate whether the proposed Medium or High) impact on pe			-	_	tive (Low,
For any characteristics with a please describe this impact in		•	ium negative, or	high negativ	e impact,
For any characteristics with a mitigations in the box provide	_	e, or high n	egative impact,	please desc	ribe any
Statutory considerations					
Age	Positive	Neutral	Low negative	Medium negative	High negative □
Impact:					

Neutral

 $\overline{\mathbf{V}}$

Low negative

Medium

negative

High

negative

Positive

	Positive	Neutral	Low negative	Medium	High
Sexual orientation		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Race		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Religion or belief		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High negative
Gender reassignment		\checkmark		negative	
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Marriage or civil partnership		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Pregnancy and maternity		\checkmark		negative	negative
Impact: Mitigation:					

Other conside	erations					
		Positive	Neutral	Low negative	Medium negative	High negative
Poverty						
Impact:	the previous 'at cos	st' fees which we	ere variable. T	ees under the new of This will enable bett Optily higher than pre	er financial plai	·
Mitigation:				,,g		
		Positive	Neutral	Low negative	Medium negative	High negative
Rurality				\checkmark		
Impact: Mitigation:	All Academies will schedules, regardl	•	•	-determined fees ur	nder the new co	ontract
· ·	Latinace and			et e e e I e e		
ir you nave on	lly identified neι	ıtrai impacts	, piease sta	ate wny:		

Click here for guidance on any other factors to consider.

Name of Transformation to 2021 proposal:		T21 Reduce external demand and increase external income					
T21 O	pportunity Reference	e:		L&G7			
Name	of the accountable (Officer:		David I	Kelly		
Email address of the accountable Officer:			er:	david.k	relly@hants.gov	ı.uk	
			oorate vices	Culture Communitie	es and	Economy, Transport and Environment	
				\square	Business Se	ervices	
Date o	of assessment:		18/4	/2019			
Is this	s a detailed or an ove	rview EIA?			Detailed ☑		Overview
Desc	cription of servi	ce / policy	y and	the p	roposed cl	nange	
scope	ribe the current service and the user demographic relates to Legal Sements	raphic:			-		
Geogr	raphical impact: All Hampshire Basingstoke & Deand East Hampshire Eastleigh	e 🖵 G	areham Sosport Iart Iavant			New For Rushm Test Va Winche	oor alley
It is pro used to will be a more e	ribe the proposed chapposed to reduce the amount of generate external income available to Departments the ffective targeting of resources the contract of the	unt of legal suppo which will suppo ne impact of this ces and increase	ort providort the T2 will be me producti	ded to De 1 target fo itigated b vity. This	partments by 4%. or Law and Goverr y more effective cl approach was su	The capa nance. Wi lient relation ccessfully	city released will be hile less legal supp onship managemen
Who d	does this impact asso Service users	essment cove	er?		HCC staff (inc	luding pa	artners)

Transformation to 2021 proposal details

Impact: Mitigation:

stage two cons	suitation before any	y u c cisions	OII SELVICE S	specific chariges	are made.	
Has any pre-co ☐ Yes	onsultation engag	gement bee ☑ No	en carried o	ut?	No, but plar place	ined to take
Describe who we results influence explain why. No specific consultation exercing increasing Council reducing or withdray Cabinet in October	onsultation or envas engaged or conted what you are do late to have been carried is ensured the Summer 2 Tax, using reserves a sawing certain services. Tax on the detailed optical as ensured the same t	nsulted. Whoing? If no of this 2019 on a rand making chairs are made to	proposal – how ge of options to the was to the was of this consult or pursue the options to the was opursue the options to the was opursue the options to the was opursue the options to t	outcome of the a or engagement vever, the County C or finding further bu vay services are de tation will be prese	ictivity and h is planned, p Council ran a m idget savings ir livered, which i nted to the Cou	ow have the blease ajor public ncluding mean unty Council's
Considerat	ion of impact	ts				
Medium or High For any charact please describe For any charact mitigations in th	er the proposed chan) impact on people seristics with a posite this impact in the seristics with a media box provided.	e who share itive, low ne box provide	e the followir egative, med ed.	ng characteristic	s. high negati	ve impact,
Statutory cons	siderations	Positive	Moutral	Low pogotivo	Medium	Lliah
Age		Positive	Neutral	Low negative ☑	negative	High negative
Impact: Mitigation:	The two departments vulnerable adults. Bo support. However the resources to ensure the support of the support o	oth these dep is impact will	artments will ha be mitigated by	ave to deliver their / increase producti	services with re vity and better i	educed legal
		Positive	Neutral	Low negative	Medium	High
Disability					negative	negative

	Positive	Neutral	Low negative	Medium	High
Sexual orientation		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Race				negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High negative
Religion or belief		$\overline{\checkmark}$		negative	
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender reassignment		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Marriage or civil partnership				negative	negative
Impact: Mitigation:					

	Positive	Neutral	Low negative	Medium negative	High negative
Pregnancy and maternity		$\overline{\checkmark}$			
Impact: Mitigation:					
Other considerations					
	Positive	Neutral	Low negative	Medium	High
Poverty				negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Rurality		$\overline{\checkmark}$		negative	negative
Impact: Mitigation:					
If you have only identified no	eutral impacts	, please sta	te why:		

Click here for guidance on any other factors to consider.

Tran	nsformation to 202	1 propo	osal d	etails			
Name	Name of Transformation to 2021 proposal: Strategic Procurement						
T21 Opportunity Reference:				Strateg	ic Procuremen	t	
Name	of the accountable Offic	er:		Belinda	Stubbs		
Email address of the accountable Officer: belinda.stubbs@hants.gov.uk							
•		porate vices		Culture, Economy Communities and Transport a			
		7		\square		ei vices	Environment
Date (of assessment:		17/7	7/2019			
Is this	s a detailed or an overvie	w EIA?			Detailed ☐		Overview ☑
Des	cription of service	/ policy	y and	the p	roposed cl	nange	
HCC of as well profess	ribe the current service of and the user demograp currently has a large in-house P as Hampshire Constabulary artisional guidance on technical and and cost savings initiatives with the contraction of the	hic: rocurement nd Hampshir d commercia	departme re Fire an al aspects	ent which d Rescue s of the pr	provides support to services. The Pro	to all depar ocurement	rtments within HCC department provide
	raphical impact: All Hampshire Basingstoke & Deane East Hampshire Eastleigh	□ G □ H	areham Gosport Iart Iavant	ı		New For Rushm Test Va Winche	oor alley
In orde propos new ind departr	Describe the proposed change, including how this may impact on service users or staff: In order to deliver T21 saving of £120K without a reduction in headcount within the Procurement department it is proposed that additional income is generated through the growth of existing external client business and generation of new income streams. It is believed that this additional work can be sustained without additional resource within the department or undue additional burdens being placed on existing team members. No change to the current service provided to HCC's own departments is anticipated.						
Who	does this impact assess Service users	ment cov	er?		HCC staff (inc	luding pa	artners)

Has any pre-consultation en ☐ Yes	igagement bee ☑ No	n carried o	out?	No, but plar	nned to take
Describe the consultation of Describe who was engaged of results influenced what you are explain why. Not required	r consulted. Wh	at was the	outcome of the a	ctivity and h	ow have the
Consideration of imp	acts				
Indicate whether the proposed Medium or High) impact on pe			-	_	ative (Low,
For any characteristics with a please describe this impact in	-	_	dium negative, or	r high negati	ve impact,
For any characteristics with a mitigations in the box provided	•	/e, or high n	negative impact,	please desc	cribe any
Statutory considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Age					
Impact:					
Mitigation:	Positive	Neutral	Low negative	Medium	High
Disability				negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Sexual orientation		$\overline{\checkmark}$		negative	negative
Impact: Mitigation:					

	Positive	Neutral	Low negative	Medium	High
Race		$\overline{\checkmark}$		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Religion or belief		$\overline{\checkmark}$			
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Gender reassignment		$\overline{\checkmark}$			
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Marriage or civil partnership		$\overline{\checkmark}$		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Pregnancy and maternity		$\overline{\checkmark}$		negative	negative
Impact: Mitigation:					

Other considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Poverty				"	–
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Rurality		\checkmark			
Impact: Mitigation:					

This initiative will only impact on the particular projects that members of the procurement team are working on not the nature of the work. None of the above factors will be impacted by this change.

Additional information

Click here for guidance on any other factors to consider.

Include any other brief information which you feel is pertinent to this assessment here: (optional)

There is a small potential increase in travel for staff. there are likely to be positive reputational benefits for HCC, resulting in a positive impact in attracting and retaining staff for the service.

Transf	ormation to 20)21 propo	sal d	etails			
Name of	Name of Transformation to 2021 proposal:			Transformation Practice External Income Generation			
T21 Opp	ortunity Reference	:		TP21			
Name of	the accountable O	fficer:		lan Sm	art		
Email ad	dress of the accou	ntable Offic	er:	ian.sma	art @hants.gov	ı.uk	
	ent: Health and Childrer Care	n's Services		orate vices	Cultu Communit Business S	ies and	Economy, Transport and Environment
			,	\square			
Date of a	ssessment:		18/4/	/19			
Is this a	detailed or an over	view EIA?			Detailed □		Overview ☑
Describe scope ar The Trans design, lea	ption of service the current service of the user demogration Practice in Hard and manage programs benefits for its clients.	e or policy, graphic: mpshire County mes and discret	giving a Council is projects	brief cois an inte	description of ernal management inable service tra	the curr at consultan	ent services in cy established to n that realise
☑ AI □ Ba □ Ea	hical impact: II Hampshire asingstoke & Deane ast Hampshire astleigh the proposed cha	□ G □ H □ H	areham osport art avant	this ma	0	New Fo Rushm Test Va Winche	oor alley ester
Along with it plans to r will not affe	the other departments of the other departments	within Corporate me pursuing opp in anyway. Any	Services portunities proposed	s, the Tra s within th d change	nsformation Prac he external mark s as a result of th	ctice has a s et. The act o	savings target, whicl of income generatio
	es this impact asse ervice users	ssment cove	er?	V	HCC staff (in	cluding pa	artners)

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consulta	ation engagement been carried out?	
☐ Yes	☑ No	No, but planned to take place

Describe the consultation or engagement you have performed or are intending to perform. Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2019 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

Consideration of impacts

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

For any characteristics with a medium negative, or high negative impact, please describe any mitigations in the box provided.

Statutory considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Age		\square		"	–
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Disability		\checkmark		"	"
Impact: Mitigation:					

	Positive	Neutral	Low negative	Medium	High
Sexual orientation		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Race		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Religion or belief		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender reassignment		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Marriage or civil partnership		\checkmark		negative	negative
Impact: Mitigation:	.				
	Positive	Neutral	Low negative	Medium negative	High negative
Pregnancy and maternity					
Impact: Mitigation:					

Other considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Poverty		Ø			
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Rurality		\checkmark			
Impact: Mitigation:					

This proposal is about generating external income from established HCC partners, delivered through the Transformation Practice. Our established systems for work allocation using appropriate skills and capacity to deliver the contract will continue to be applied. These take account of the specific needs of individual members of staff, with any particular characteristics, as well as any client requirements

Additional information

Click here for guidance on any other factors to consider.

Include any other brief information which you feel is pertinent to this assessment here: (optional)

none

Tran	sformation t	o 2021 pro	posa	I details	;		
Name of Transformation to 2021 proposal:				Customer Engagement Service Operating Model review			
T21 O	pportunity Refer	ence:		CES1;	CES2		
Name	of the accounta	ble Officer:		Debora	ah Harkin, Assi	stant Chi	ef Executive
Email	address of the a	ccountable O	fficer:	debora	h.harkin @han	ts.gov.uk	
•		Corporate Services	rices Communities and T		Economy, Transport and Environment		
				\square		CIVICCS	
Date of	of assessment:		1	15/5/2019			
Is this a detailed or an overview EIA?			Detailed ☐		Overview ☑		
Desc	cription of se	ervice / pol	licy ar	nd the p	roposed c	hange	
in sco The Co Insight perform Volunta Leader to wide Service	ibe the current spee and the user ustomer Engagement (included) and Engagement (included) ance, and a wide rarry Sector, community is offices. The Servicer organisational saving overall overheads,	demographic Service comprise Fluding public con- age of strategic part is safety and equal e has a target to gs of £80million. Increasing the am	: es Market sultation a artnership lities). The reduce its These red ount of fu	ing and Adve and engagem s and policy a ese teams sit s budget by a ductions will b unding receive	rtising, Corporate nent, behavioural of agendas - such as alongside the Ch further £121,000 ne achieved by ma ad through externa	Communion Change resonant Sthe Armed The Executive of Executive Change of the Executive Cha	eations and earch, corporate I Forces, the re's and 21, contributing r changes the
Geogr	raphical impact: All Hampshire Basingstoke & D East Hampshire Eastleigh	eane 🔲	Fareh Gosp Hart Havai	ort	_ _ _	New For Rushm Test Va Winche	oor alley
Describe the proposed change, including how this may impact on service users or stall it is estimated that approximately 10% of staff will be impacted by changes to the Customer Engagement Service operating model resulting in headcount reductions. Some staff may also need to develop further their skills in order to support a more commercial service and strengthen the external offer. Changes will not affect the level service provided to the public.					agement Service heir skills in		
Who	does this impact Service users	assessment o	cover?		HCC staff (inc	cluding pa	artners)

☐ Yes

perform.

Disability

Has any pre-consultation engagement been carried out?

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

No, but planned to

take place

Medium

negative

High

negative

No

Describe the consultation or engagement you have performed or are intending to

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.								
No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2019 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.								
Considerat	ion of impac	ts						
	r the proposed ch i) impact on peopl			-	_	tive (Low,		
	eristics with a pos this impact in the			ium negative, or	high negati	ve impact,		
-	eristics with a mede box provided.	dium negative	e, or high n	egative impact,	please desc	ribe any		
Statutory cons	siderations							
		Positive	Neutral	Low negative	Medium negative	High negative		
Age				\square				
Impact:	There could be a re County Council for a higher cost.							
Mitigation:	3							

Neutral Low negative

 $\overline{\mathbf{V}}$

Positive

Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium	High
Sexual orientation			\checkmark		negative	negative
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium	High
Race			\checkmark		negative	negative
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium	High
Religion or belief			\checkmark		negative	negative
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium	High
Gender reassignme	ent		\checkmark		negative	negative
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium	High
Gender				$\overline{\checkmark}$	negative	negative
				members of staff si e Service than men		f the
		Positive	Neutral	Low negative	Medium	High
Marriage or civil pa	rtnership		\checkmark		negative	negative
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium negative	High negative

Pregnancy and maternity	ч	V	ш		
Impact: Mitigation:					
Other considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Poverty		\square			
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Rurality		\checkmark			
Impact: Mitigation:					
If you have only identified ne	utral impacts	, please sta	ite why:		

Click here for guidance on any other factors to consider.

Trans	sformation to 202	21 propos	sal d	letails	;		
Name	of Transformation to 2	021 proposa	al:	Library	Service - Ser	vice User	Impacts
T21 Op	pportunity Reference:			T21 C0	CBS01		
Name of the accountable Officer:				Emma	Noyce		
Email address of the accountable Officer:				ESTAJ	BR @hants.go	v.uk	
		porate rvices	Communi	Culture, Econo Communities and Transpo			
		-			Business S		Environment
Date o	f assessment:		13/0	05/2019			
Is this	a detailed or an overvi	ew EIA?			Detailed ☐		Overview ☑
Desc	ription of service	/ policy	and	the p	roposed c	hange	
Scope The Cou book iss 170,000	be the current service and the user demogra inty Council's Library Service ues a year. In addition, over active Hampshire residents, as and computers, events and	phic: is one of the la 700,000 ebook using a range (argest i s and e	n the cour eaudioboo	ntry with over 4.5 ks are issued a y	million visit	s and over 4 million ervice has nearly
	aphical impact: All Hampshire Basingstoke & Deane East Hampshire Eastleigh	☐ Ha	sport	1		New For Rushm Test Va Winche	oor alley
The Ser sustaina phase or commer for some	be the proposed chang vice is developing a new Stratible service which meets the in if the 2025 Strategy will delive cial approach by charging for the existing services and renting reducing the opening hours a	tegy to 2025 to needs of local or r savings for To some services g out space to o	ore-descommunication re-descending re-descen	sign the lib nities, sup mation to ctivities th rganisatio	orary provision to oported by a redu 2021. This may at are currently f ns. There may a	deliver a marked revenution deliver develor delivers deliver delivers deliv	nodern and ne budget. The first eloping a more increasing charges us on cost reductions
Who d	oes this impact assess Service users	sment cover	?		HCC staff (in	cluding pa	artners)

Has any pre-co ☐ Yes	onsultation engage		been carried οι lo	ıt? ☑	No, but plann	ed to take
					place	
Describe who we results influence explain why. No specific consultation exercincreasing Council reducing or withdrate Cabinet in October	onsultation or engras engaged or conted what you are doing tation has been carried is ever the Summer 20 Tax, using reserves and awing certain services. Tay 2019. When decisions ers on the detailed optic	sulted. ng? If r out on th 019 on a nd makin The outc	What was the or no consultation of this proposal – howe range of options for g changes to the water of this consultation of this consultation to pursue the options.	utcome of the a or engagement ever, the County Co or finding further bu ay services are de- ation will be prese	ctivity and how is planned, ple ouncil ran a major dget savings inco- livered, which man nted to the Coun	w have the ease or public luding ay mean ty Council's
Considerat	ion of impact	S				
	er the proposed cha n) impact on people	•	•	•	•	/e (Low,
•	eristics with a posite this impact in the b		•	um negative, or	high negative	impact,
•	eristics with a medi e box provided.	um neç	gative, or high ne	egative impact,	please describ	oe any
Statutory cons	siderations					
	F	Positive	e Neutral	Low negative	Medium	High
Age					negative	negative
Impact:	Changes to the service on age groups that use	e the libr	rary to a greater ext	ent, including chila	lren and older pe	ople.
Mitigation:	Changes to the curren will be underpinned by account the needs of sage.	⁄ data an	nd an understanding	of future custome	r need. This will	take into
	F	Positive	e Neutral	Low negative	Medium negative	High negative
Disability				\checkmark		

Impact: Changes to the service to achieve Transformation to 2021 savings could impact disproportionately

on residents with disabilities, as access to physical library services and information could be

changed, through a review of the operating model and/or opening hours.

Mitigation: Changes to the current library service operating model will be underpinned by data and an understanding of future customer need. This will take into account the needs of specific

demographic groups, including protected characteristics such as disability. There are also a range of digital services available to residents that can be accessed outside of a physical library building

24/7.

	Positive	Neutral	Low negative	Medium negative	High negative
Sexual orientation		\checkmark			
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Race		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Religion or belief				negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender reassignment				negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender				negative	negative
Impact: Mitigation:					

		Positive	Neutral	Low negative	Medium negative	High negative
Marriage or civil partnership			\checkmark			
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium negative	High negative
Pregnancy and maternity			$\overline{\checkmark}$			
Impact: Mitigation:						
Other conside	erations					
		Positive	Neutral	Low negative	Medium negative	High negative
Poverty					ت	"
Impact: Mitigation:	Changes to the Library Service to achieve Transformation to 2021 savings could disproportionately impact on communities/individuals that reside in areas of multiple deprivation. According to the Indices of Multiple Deprivation, there are several areas of deprivation in Hampshire within which libraries are situated. Furthermore, efforts to increase income generation may also impact on this protected characteristic. Changes to the current libraries operating model and efforts to improve income generation will be underpinned by data and an understanding of future customer need. This will take into account the needs of residents in areas of multiple deprivation.					
		Positive	Neutral	Low negative	Medium negative	High negative
Rurality				\checkmark		
Impact: Mitigation:	Changes to the service to achieve Transformation to 2021 savings could disproportionately impact on communities/individuals that reside in rural communities. There are several Hampshire Libraries in rural locations. Changes to the current libraries operating model and efforts to improve income generation will be underpinned by data and an understanding of future customer need. This will take into account the needs of residents in rural areas.					

Additional information

Click here for guidance on any other factors to consider.

Include	any otl	her brief	information	which yo	u feel is	s pertinent to	o this asse	essment l	nere:
(optiona	ıl)								

Tran	sformation to 2021	pro	posal	details	;		
Name	of Transformation to 202	l pro	posal:	Library	Library Service - Staff Impacts		
T21 O	pportunity Reference:			T21 C0	CBS01		
Name	of the accountable Office	r:		Emma	Noyce		
Email	address of the accountab	le Of	ficer:	ESTAJ	IBR@hants.gov	uk.	
		rporate ervices		Culture, Economic Communities and Trans Business Services Envi			
						31 11000	
Date o	of assessment:		13/	05/2019			
Is this	s a detailed or an overview	EIA?	?		Detailed ☑		Overview ☑
Des	cription of service /	poli	cy and	the p	roposed ch	nange	
scope The Co book is time eq employ	Describe the current service or policy, giving a brief description of the current services in scope and the user demographic: The County Council's Library Service is one of the largest in the country with over 4.5 million visits and over 4 million book issues a year. The Service employs 436 staff (260 full time equivalents). Within this figure, 33 staff (11.55 full time equivalents) are on a fixed term/temporary contract. This includes annualised hours staff, whereby the employees' working time is organised flexibly over a 12-month period, with the aim of dealing more effectively with fluctuations in workload.						
Geogr	raphical impact: All Hampshire Basingstoke & Deane East Hampshire Eastleigh		Farehar Gosport Hart Havant			New Fo Rushmo Test Va Winche	oor Illey
Describe the proposed change, including how this may impact on service users or staff: The Service is developing a new Strategy to 2025 to re-design the library provision to deliver a modern and sustainable service which meets the needs of local communities, supported by a reduced revenue budget. The first phase of the 2025 Strategy will deliver savings for Transformation to 2021. There may also be a focus on cost reductions through reducing the opening hours at libraries, relocating or closing libraries and increasing the number of volunteers. This may involve a reduction to staffing levels, in the region of 40-50 full time equivalent staff.							
Who d	does this impact assessme Service users	ent c	over?	V	HCC staff (inc	luding pa	artners)

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consul ☐ Yes	tation engagement been carried o □ No	out? ☑	No, but planned to take
			place
Describe the consu	Itation or engagement you have p	performed or a	re intending to perform.
Describe who was er	ngaged or consulted. What was the	outcome of the	activity and how have the
results influenced wh	at you are doing? If no consultation	or engagement	t is planned, please

No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2019 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

Consideration of impacts

explain why.

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

For any characteristics with a medium negative, or high negative impact, please describe any mitigations in the box provided.

Statutory cor	siderations					
		Positive	Neutral	Low negative	Medium negative	High negative
Age				\square	"	"
Impact:	It is envisaged that with 40-50 full time are known, more d characteristics.	equivalent staff	reductions an	iticipated. When fur	ther detail for t	he proposals
Mitigation:						

		Positive	Neutral	Low negative	Medium negative	High negative
Disability				\checkmark		٦
Impact:	with 40-50 full ti	hat nearly all staff r me equivalent staff e detailed impact as	reductions an	iticipated. When fur	ther detail for	the proposals
Mitigation:						
		Positive	Neutral	Low negative	Medium negative	High negative
Sexual orienta	tion		$\overline{\checkmark}$		٦	٦
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium negative	High negative
Race			$\overline{\checkmark}$		ّ □	ت
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium negative	High negative
Religion or be	lief		$\overline{\checkmark}$			
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium negative	High negative
Gender reassi	gnment		$\overline{\checkmark}$			
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium	High
Gender				\checkmark	negative	negative
Impact:	with 40-50 full ti	hat nearly all staff r me equivalent staff e detailed impact as	reductions an	nticipated. When fur	ther detail for	the proposals

Mitigation:

		Positive	Neutral	Low negative	Medium negative	High negative
Marriage or civ	vil partnership		\checkmark			
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium negative	High negative
Pregnancy and	d maternity			\checkmark		
Impact:	It is envisaged that with 40-50 full time are known, more decharacteristics.	equivalent staff ı	reductions an	ticipated. When fur	ther detail for th	e proposals
Mitigation:						
Other conside	erations					
		Positive	Neutral	Low negative	Medium negative	High negative
Poverty						
Impact:	It is envisaged that with 40-50 full time are known, more decharacteristics.	equivalent staff i	reductions an	ticipated. When fur	ther detail for th	e proposals
Mitigation:						
		Positive	Neutral	Low negative	Medium negative	High negative
Rurality				\checkmark		
Impact: Mitigation:	A number of librarie changes could impa may be affected by reductions anticipate assessments will be	nct on staff that r the proposed ch ed. When furthe	eside in rural anges, to var r detail for the	communities. It is e rying degrees, with p proposals are kno	envisaged that n 40-50 full time e wn, more detail	early all staff equivalent staff
Ū	v identified nout	iral impacts	nlooss sta	to why		

If you have only identified neutral impacts, please state why:

Additional information

Click here for guidance on any other factors to consider.

Include any other brief information which you feel is pertinent to this assessment here: (optional)

The Library Service as part of the Transformation to 2021 programme will continue to manage vacancies as they arise on a case-by-case basis to deliver savings through natural turnover of staff. In addition, fixed term contracts will be reviewed in 2020 and are unlikely to be renewed. Further, more detailed impact assessments will be undertaken at later dates when proposals are more fully developed.

Transformation to 2021 proposal details Name of Transformation to 2021 proposal: Property Services - Customer Impacts **T21 Opportunity Reference:** T21 CCBS02 Name of the accountable Officer: Steve Clow Email address of the accountable Officer: helen.stephenson@hants.gov.uk Department: Adults' Health and Children's Services Corporate Culture. Economy, Services Care Communities and Transport and **Business Services** Environment \Box M Date of assessment: 13/05/2019 Detailed Overview Is this a detailed or an overview EIA? M Description of service / policy and the proposed change Describe the current service or policy, giving a brief description of the current services in scope and the user demographic: HCC Property Services provides building design, procurement, asset management and maintenance & FM services to Hampshire County Council (HCC) (including schools) and external organisations. The team comprises approximately 450 employees across a range of disciplines. Geographical impact: ✓ All Hampshire Fareham **New Forest** Basingstoke & Deane Gosport Rushmoor East Hampshire Hart Test Valley Eastleigh □ Havant Winchester Describe the proposed change, including how this may impact on service users or staff:

Property Services will seek to increase income through procurement frameworks and work with external organisations. The service will also seek efficiencies through embedding the Property Futures programme and a review of the Facilities Management service model.

Who does this impact assessment cover?

HCC staff (including partners)

Service users

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation e	ngagement been carried ou	ıt?	
☐ Yes	□ No	lacktriangledown	No, but planned to take place

Describe the consultation or engagement you have performed or are intending to perform. Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2019 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

Consideration of impacts

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

For any characteristics with a medium negative, or high negative impact, please describe any mitigations in the box provided.

Statutory considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Age		\square		ت	ت
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Disability		\checkmark			
Impact: Mitigation:					

	Positive	Neutral	Low negative	Medium	High
Sexual orientation		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Race				negative	negative
Impact: Mitigation:	Positive	Neutral	Low negative	Medium	High
Religion or belief				negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender reassignment				negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Marriage or civil partnership		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Pregnancy and maternity		\checkmark		negative	negative
Impact: Mitigation:					

Other considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Poverty				"	ت
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Rurality		\checkmark			
Impact: Mitigation:					

If you have only identified neutral impacts, please state why:

At this stage, the impacts are not expected to impact any protected characteristic disproportionately and therefore the impacts have all been considered neutral.

Additional information

Click here for guidance on any other factors to consider.

Include any other brief information which you feel is pertinent to this assessment here: (optional)

Transformation	to 2021 propo	sal d	etails			
Name of Transforma	sal:	Property Services - Staff Impacts				
T21 Opportunity Refe	erence:		T21 CC	BS02		
Name of the account	able Officer:		Steve C	low		
Email address of the	accountable Office	er:	helen.st	ephenson@ha	nts.gov.เ	ık
Department: Adults' Health and Care	Children's Services		oorate vices	Culture Communitie	es and	Economy, Transport and
				Business Se	ervices	Environment \Box
Date of assessment:		13/0	5/2019			
Is this a detailed or a	n overview EIA?		ı	Detailed ☑		Overview ☑
Description of s	service / policy	and	the pr	oposed ch	nange	_
Describe the current scope and the user of Property Services provides Hampshire County Council employees across a range	lemographic: s building design, procur l (including schools) and	ement, a	sset mana	gement and main	itenance &	FM services to
Geographical impact ☑ All Hampshire □ Basingstoke & □ East Hampshir □ Eastleigh	Deane G H	areham osport art avant			New For Rushmo Test Val Winches	oor Iley
Describe the propose Property Services will seek organisations. The service review of the Facilities Mai	to increase income throwill also seek efficiencie	ough proc es throug	curement f	rameworks and w	ork with ex	kternal
Who does this impact ☐ Service users	et assessment cove	er?		HCC staff (inc	luding pa	rtners)
Engagement an	d consultatior	1				

The County Council's Serving Hampshire Balancing the Budget consultation (2019-2021) will seek
residents' and stakeholders' views on strategic options for funding the Authority's budget gap.
Where applicable, detailed proposals for making savings will be subject to further, more detailed
'stage two' consultation before any decisions on service specific changes are made.
3

Has any pre-consulta	ation engagement been carried out?		
☐ Yes	□ No	$\overline{\checkmark}$	No, but planned to take place

Describe the consultation or engagement you have performed or are intending to perform. Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2019 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

Consideration of impacts

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

For any characteristics with a medium negative, or high negative impact, please describe any mitigations in the box provided.

Statutory considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Age				ّ □	٦
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Disability		$\overline{\checkmark}$		٦	"
Impact: Mitigation:					

	Positive	Neutral	Low negative	Medium	High
Sexual orientation		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Race		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Religion or belief		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High
Gender reassignment		\checkmark			negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High
Gender		\checkmark			negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Marriage or civil partnership		\checkmark			
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Pregnancy and maternity		\square			
Impact: Mitigation:					

Other considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Poverty					۵
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Rurality		\checkmark			ت
Impact: Mitigation:					

If you have only identified neutral impacts, please state why:

Whilst it is acknowledged that some areas of Property Services employ more sections of specific demographics, overall, the department does not have one particular area more prominently represented than others. In addition to this, none of the current proposals look likely to impact on one area more than others, and so we have not highlighted any impacts at this stage. As the proposals become more developed, this will be revisited, and more detailed assessments can be made where appropriate.

Additional information

Click here for guidance on any other factors to consider.

Include any other brief information which you feel is pertinent to this assessment here: (optional)

Transformation to 2021	propos	al details			
Name of Transformation to 202	l: Regula	Regulatory Services – Staff Impacts			
T21 Opportunity Reference:		T21 C	CBS03		
Name of the accountable Office	Sara T	eers			
Email address of the accountable Officer:			ake @hants.gov.	uk	
Department: Adults' Health and Children's Secure	ervices	Corporate Services	Culture Communitie	s and T	Economy, ransport and
			Business Se	rvices E	Environment
Date of assessment:		13/05/2019			
Is this a detailed or an overview	EIA?		Detailed ☐	0	verview ☑
Description of service /	policy a	and the p	roposed ch	ange	
Describe the current service or scope and the user demograph Regulatory Services comprises five area Asbestos Management Service, Registra a range of activities which enable the Co safety, business and consumer protectio statutory services. This EIA relates spec employees span a range of roles across	ic: s of service of ation Service bunty Council n, and registr ifically to Trac	delivery – Tradi and HM Coron to meet its stat rations of births ding Standards	ng Standards, Ham ers Service in Ham tutory obligations in deaths and marria	pshire Scient oshire. These relation to he ges. They al	tific Service, e services deliver ealth, public lso deliver non-
Geographical impact: ☑ All Hampshire □ Basingstoke & Deane □ East Hampshire □ Eastleigh	☐ Fare ☐ Gos ☐ Hart ☐ Hava			New Fores Rushmoor Test Valle Wincheste	r y
Describe the proposed change, In order to deliver their Transformation to have undertaken to review and make characteristic portfolio of services and the staff ways to deliver required Service savings reviews may propose changes to the total role accountabilities and tasks.	2021 Progra anges to the ving structures whilst mainta	amme, both Tra way in which th s required to de aining sustainal	ading Standards and ney operate. This wi liver these. The rev ble, affordable and	d Hampshire Il include an iews will con fit-for-purpos	Scientific Service appraisal of their sider the best e Services. The
Who does this impact assessment Service users	ent cover?	√	HCC staff (incl	uding partr	ners)

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

☐ Yes	agement bee □ No	ii cairiea c	out: ☑	No, but plan	ned to take
Describe the consultation or of the Describe who was engaged or of the results influenced what you are explain why. No specific consultation has been car consultation exercise over the Summer increasing Council Tax, using reserved reducing or withdrawing certain service Cabinet in October 2019. When decision out with stakeholders on the detailed of	consulted. Whe doing? If no consulted out on this per 2019 on a range and making chapters. The outcome ons are made to	at was the consultation roposal – hove of options for anges to the volume of this consultation.	outcome of the a or engagement wever, the County C or finding further bu way services are de Itation will be prese	activity and ho is planned, planting a ma council ran a ma adget savings incoming the livered, which manted to the Coul	have the lease ajor public cluding mean nty Council's
Consideration of impa	cts				
Indicate whether the proposed of Medium or High) impact on peo					ive (Low,
	ple who share psitive, low ne	the following gative, med	ng characteristic	S.	
Medium or High) impact on peoperation of the second of the	ple who share psitive, low ne ne box provide	the followir gative, med d.	ng characteristic	s. r high negativ	ve impact,
Medium or High) impact on people For any characteristics with a poplease describe this impact in the For any characteristics with a magnetic form.	ple who share psitive, low ne le box provide edium negativ	the following gative, med d. re, or high r	ng characteristic	s. r high negativ please descr	re impact, ribe any
Medium or High) impact on people For any characteristics with a poplease describe this impact in the For any characteristics with a mitigations in the box provided.	ple who share psitive, low ne ne box provide	the followir gative, med d.	ng characteristic	s. r high negativ	ve impact,

Although the age profiles of Trading Standards and the Hampshire Scientific Service are largely in

line with that for the County Council as a whole, there are some differences which may have an impact. The percentage of Trading Standards staff in the age range 30-54 is 74%, significantly higher than that for HCC (62%). Hampshire Scientific Service also has an older workforce, with 32% aged 55-64 compared to 21.8% for HCC. The impact on age is considered low at this stage.

Any significant impacts will become clear when more detailed work is carried out.

Mitigation:

Impact:

		Positive	Neutral	Low negative	Medium negative	High negative
Disability			\checkmark			
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium negative	High negative
Sexual orienta	tion		$\overline{\checkmark}$			
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium	High
Race					negative	negative
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium	High
Religion or bel	ief				negative	negative
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium	High
Gender reassiç	gnment				negative	negative
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium	High
Gender				\checkmark	negative	negative
Impact:	will depend on	ave an approximate the outcome of the se impacted more that	service review	s and final structure	es as particula	r service

Mitigation:

		Positive	Neutral	Low negative	Medium negative	High negative
Marriage or civ	vil partnership					
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium negative	High negative
Pregnancy and	d maternity					
Impact: Mitigation:	It is possible that at currently pregnant. opportunity to enga applies to those off characteristic will be	Any staff on mat ge in consultation on paternity and	ernity leave on n and be kep I adoption lea	during any consultat t briefed throughout ve. There is no evid	tion periods will t the process. The dence that this p	be given the his equally protected
Other conside	erations					
		Positive	Neutral	Low negative	Medium negative	High negative
Poverty						
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium negative	High negative
Rurality			\checkmark			
Impact: Mitigation:						
If you have on	y identified neu	tral impacts,	please sta	ite why:		

Additional information

Click here for guidance on any other factors to consider.

Include any other brief information which you feel is pertinent to this assessment here: (optional)

Until the Services' ways of working and staffing structures have been reviewed, it is currently unknown what the likely impact will be upon staff. Further, more detailed EIAs will be undertaken at a later date, with appropriate consideration and action taken in respect of their findings.

Tran	sformation t	o 2021 pro	posal	details			
Name	of Transformation	on to 2021 pro	posal:	Regulatory Services – Customer Impacts			
T21 O	pportunity Refer	ence:		T21 CC	BS03		
Name	of the accountal	ble Officer:		Sara Te	ers		
Email	address of the a	ccountable Of	ficer:	Lisa.Ra	ke @hants.gov	.uk	
	rtment: ults' Health and Ch Care	ildren's Service		orporate ervices	Culture Communitie Business Se	es and	Economy, Transport and Environment
						SIVICES	
Date of	of assessment:		13.	/05/2019			
Is this	s a detailed or an	overview EIA?	?		Detailed <i>□</i>		Overview ☑
Des	cription of se	ervice / poli	icy and	d the pi	oposed ch	nange	_
Regula Asbesta a range safety,	ribe the current se and the user de tory Services comprisos Management Serve of activities which er business and consuntationsy and income ge	mographic: es five areas of se ice, Registration S nable the County C ner protection, and	ervice deliv ervice and Council to n	ery – Tradin HM Corone neet its statu	ng Standards, Han ers Service in Han utory obligations in	npshire Sc npshire. Th n relation to	ientific Service, the lese services deliver o health, public
Descr In orde number consider element service	raphical impact: All Hampshire Basingstoke & D East Hampshire Eastleigh ribe the proposed r to deliver their Trans r of changes to their seration of options to a puts of service provision s, where this can be a vice where changes we	d change, inclusion to 2021 ervices and the way reduce, stop or can, and b) generate achieved at no add	Programn ay in which hange serv additional litional cos	w this mane, the Regulation in they are provices including income thro	ulatory Services ha ovided. The Progr ng a review of sta ugh existing servi	ave undert ramme ma tutory and ces and th	oor Illey ster sers or staff: aken to deliver a y include non-statutory e introduction of new
Who o	does this impact Service users	assessment c	over?		HCC staff (inc	luding pa	artners)

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-co	onsultation engageme	ent been o	carried o	ut?			
☐ Yes		No		☑	No, but plan place	ned to take	
Describe the consultation or engagement you have performed or are intending to perform. Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why. No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2019 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.							
Considerat	ion of impacts						
	er the proposed change a) impact on people wh			•	_	ive (Low,	
•	eristics with a positive, this impact in the box	_	tive, med	ium negative, o	r high negativ	e impact,	
For any charact mitigations in th	eristics with a medium e box provided.	negative,	or high n	egative impact,	please desci	ibe any	
Statutory cons	siderations						
		itive	Neutral	Low negative	Medium negative	High negative	
Age	C			Ø			
Impact: Mitigation:	Any options to reduce, stopeople. This is because in as doorstep crime scams a vulnerable adults compare	dividuals ov and financia	rer 60 are m I abuse. As	nore likely to be im the Service engag	pacted by illegal ges with a very s	l activities such small number of	
	Pos	itive	Neutral	Low negative	Medium negative	High	
Disability	Ţ	_		\checkmark		negative □	

Impact: Any options to reduce, stop or change services are likely to disproportionately impact upon

disabled individuals and those with reduced mental capacity. This is because these individuals are more likely to be impacted by illegal activities such as doorstep crime and financial abuse. As the Service engages with a very small number of vulnerable adults compared to the population as a

whole, the impact is likely to be low.

Mitigation:

	Positive	Neutral	Low negative	Medium negative	High negative
Sexual orientation		\checkmark			
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Race		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Religion or belief		\checkmark			
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender reassignment				negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender			\checkmark	negative	negative

Impact:

Any options to reduce, stop or change services are likely to disproportionately impact individuals who are female. This is because females are more likely to be impacted by illegal activities such as doorstep crime scams and financial abuse. As the Service engages with a very small number of

adults compared to the population as a whole, the impact is likely to be low.

Mitigation:

	Positive	Neutral	Low negative	Medium	High
Marriage or civil partnership		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Pregnancy and maternity		\checkmark			
Impact: Mitigation:					
Other considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Poverty				٦	
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Rurality					
Impact: Mitigation:					

If you have only identified neutral impacts, please state why:

Additional information

Click here for guidance on any other factors to consider.

Include any other brief information which you feel is pertinent to this assessment here: (optional)

Transformation to 20	21 propos	sal details	5			
Name of Transformation to 2021 proposal:			Asbestos Drone Inspection Service			
T21 Opportunity Reference:		T21 C	CBS03			
Name of the accountable Officer:			Cobley			
Email address of the accou	ntable Office	r: arran.c	cobley@hants.g	ov.uk		
Department: Adults' Health and Children Care	n's Services	Corporate Services	Culture Communitie Business Se	es and	Economy, Transport and Environment	
				ei vices		
Date of assessment:		13/05/2019				
Is this a detailed or an over	view EIA?		Detailed ☑		Overview	
Description of service	e / policy	and the p	roposed cl	nange		
Describe the current service scope and the user demogrative Asbestos Team does not current to the Asbestos T	aphic:		-	the curr	ent services in	
Geographical impact: ☑ All Hampshire □ Basingstoke & Deane □ East Hampshire □ Eastleigh	☐ Go ☐ Ha	reham sport rt vant	_ _ _	New For Rushm Test Va Winche	oor alley	
Describe the proposed character The proposal is to set up a drone structure corporate savings for Hampshire Couse is expected to be a growth area Services using the drone service and services.	service to extend ounty Council thr a that would bene	the range of ser ough delivering efit Regulatory S	vices provided by t more cost efficient ervices, and other	the Asbest inspection County Co	os Team, to achievens. Commercial dror	
Who does this impact asses ✓ Service users	ssment cover	?	HCC staff (inc	luding pa	artners)	

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has a	ny pre-c	onsultation engageme	nt bee	en carried out?	
	Yes		No	☑	No, but planned to take place

Describe the consultation or engagement you have performed or are intending to perform. Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2019 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

Consideration of impacts

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

For any characteristics with a medium negative, or high negative impact, please describe any mitigations in the box provided.

Statutory considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Age					
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Disability		\checkmark			

Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Sexual orientation		$\overline{\checkmark}$		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Race		$\overline{\checkmark}$		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Religion or belief		$\overline{\checkmark}$		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender reassignment		$\overline{\checkmark}$		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender		$\overline{\checkmark}$		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Marriage or civil partnership		$\overline{\checkmark}$		negative	negative
Impact: Mitigation:					

	Positive	Neutral	Low negative	Medium negative	High negative
Pregnancy and maternity		\checkmark			
Impact: Mitigation:					
Other considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Poverty					
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Rurality		\checkmark			
Impact: Mitigation:					
If you have only identified no	(. Carrada a s		

If you have only identified neutral impacts, please state why:

Developing a drone inspection service is not a service that will have an impact on the citizens of Hampshire and is therefore not expected to have an impact on any of the protected characteristics, poverty or rurality.

Additional information

Click here for guidance on any other factors to consider.

Include any other brief information which you feel is pertinent to this assessment here: (optional)

Tran	isformation to	2021 propo	osal detai	IS		
Name	of Transformation	to 2021 propo	sal: Cou	ntryside Service –	Customer Impacts	
T21 O	pportunity Referen	ce:	T21	CCBS04		
Name	of the accountable	Officer:	Jo H	leath		
Email	address of the acc	ountable Offic	er: Jo.H	leath @hants.gov.	uk	
	rtment: ults' Health and Childe Care	ren's Services	Corporate Services		es and Transport a	and
Date of	of assessment:		13/05/201	19		
Is this	s a detailed or an ov	erview EIA?		Detailed ☐	Overview ☑	
Des	cription of serv	rice / polic	y and the	proposed ch	nange	
scope The Se the Ser feature for Rigil Definiti	e and the user demonstrate manages a small not revice is to manage these is as well as visitor safety that of Way in Hampshire. We Map including tempora	ographic: umber of sites whi sites in line with of The Service has This includes rec ary closures, diver	ich include car pur statutory respansiatutory respansiatutory respansions & processions and additi	parks that are currently consibilities for the lare consibility to manage sing a range of legal to the consibility to manage sing a range of Way	the current services y free of charge. The prior adscape, ecology & herita the Definitive Map & State unctions relating to the . A range of charges are it isations such as developed	rity f ge emei made
Geogr	raphical impact: All Hampshire Basingstoke & Dea East Hampshire Eastleigh	ne 🗆 G	areham Gosport Iart Iavant		New Forest Rushmoor Test Valley Winchester	

Describe the proposed change, including how this may impact on service users or staff:

The current proposals that may impact on customers are:

To increase income by introducing car parking charges or asking for voluntary car parking contributions at countryside service sites where it is currently free to park.

To review charges currently made to applicants wishing to apply for a change to the Definitive Map & Statement for Rights of Way in Hampshire to ensure we are maximising income whilst remaining competitive. This is likely to result in increased charges.

Who does this impact assessn ☑ Service users	nent cover?		HCC staff (inc	luding partne	rs)	
Engagement and consi	ultation					
The County Council's Serving Haresidents' and stakeholders' view Where applicable, detailed propoststage two' consultation before an	vs on strategosals for mal	ic options fo king savings	r funding the Auwill be subject t	uthority's bud to further, mo	get gap.	
Has any pre-consultation enga ☐ Yes	igement be □ No	en carried o	ut? ☑	No, but plar	ned to take	
Describe who was engaged or coresults influenced what you are consultant why. No specific consultation has been carried Balancing the Budget consultation (201 funding the Authority's budget gap. The	No specific consultation has been carried out on this proposal – however, the County Council's Serving Hampshire Balancing the Budget consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. The outcome of this consultation will be presented to Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on					
Consideration of impac	cts					
Indicate whether the proposed che Medium or High) impact on peop				_	tive (Low,	
For any characteristics with a population please describe this impact in the			ium negative, o	r high negati	ve impact,	
For any characteristics with a memitigations in the box provided.	edium negati	ive, or high n	egative impact,	please desc	ribe any	
Statutory considerations						
	Positive	Neutral	Low negative	Medium negative	High negative	
Age						
Impact: Mitigation:						

		Positive	Neutral	Low negative	Medium	High
Disability				\checkmark	negative	negative
Impact:	Charging for blue b A discounted annua feasible.					
Mitigation:						
		Positive	Neutral	Low negative	Medium negative	High negative
Sexual orienta	ntion		\checkmark			
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium	High
Race			\checkmark		negative	negative
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium	High
Religion or be	lief				negative	negative
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium	High
Gender reassi	gnment		$\overline{\checkmark}$		negative	negative
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium	High
Gender			\checkmark		negative	negative
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium	High
Marriage or civ	vil partnership		\square		negative	negative
Impact: Mitigation:						

		Positive	Neutral	Low negative	Medium negative	High negative
Pregnancy and	d maternity		\checkmark			
Impact: Mitigation:						
Other conside	erations					
		Positive	Neutral	Low negative	Medium negative	High negative
Poverty						
Impact: Mitigation:	value for money. W	/e will offer mem daily charges an	bership scher	vices run by other omes which will be mes, potentially includi	ore affordable	for regular
		Positive	Neutral	Low negative	Medium negative	High negative
Rurality			$\overline{\checkmark}$			
Impact: Mitigation:						
If you have on	ly identified neu	itral impacts,	please sta	ate why:		

Additional information

Click here for guidance on any other factors to consider.

Include any other brief information which you feel is pertinent to this assessment here: (optional)

		<u>- </u>	sal details				
Name of Transformation to 2021 proposal:			al: Country	Countryside Service – Staff Impacts			
T21 O	pportunity Reference):	T21 CC	BS04			
Name of the accountable Officer:			Jo Heati	h			
Email	address of the accou	untable Office	r: Jo.Heati	h@hants.gov.uk			
	tment: Ilts' Health and Childre Care	n's Services	Corporate Services	Culture, Communities and Business Services			
				Business Services			
Date o	of assessment:		13/05/2019				
Is this	a detailed or an ove	rview EIA?	L	Detailed ☑	Overview ☑		
Des	cription of servi	ce / policy	and the pr	oposed chang	e		
	ibe the current service	e or policy, a	iving a briaf d	position of the ou			
This El. manag	e and the user demog A is assessing staff impact ement team and redefining perational efficiencies.	raphic: on the re-shaping	of staff resources	in the service, including	the senior		
This El. manage make c	e and the user demog A is assessing staff impact ement team and redefining	raphic: on the re-shaping the operational te	of staff resources ams, including a re reham sport	in the service, including eview of ranger roles, when the service including. When the service is a service is a service including. When the service is a service is a service including the service including the service is a service including the service including the service is a service including the service including the service is a service including the service includi	the senior		
This Ell manage make of the service the ser Severa While to	e and the user demographical impacts and team and redefining perational efficiencies. raphical impact: All Hampshire Basingstoke & Deane East Hampshire Eastleigh ribe the proposed chapposal is to review and response in the proposed options are currently being this may alter roles within the fact is estimated to affect 1-	raphic: on the re-shaping the operational te Fair Go Ha Ha Ha Ha hape the staffing in the oles and responsions to fund posts from the considered that the team it is not an ender the considered that the team it is not an ender the considered that the team it is not an endered that the considered that the team it is not an endered that the considered that the consi	reham sport rt vant g how this ma resource to re-aligibilities and consider m external sources would generate a stricipated that it wil	in the service, including eview of ranger roles, where we have a service on service on more effectively with the eralternative way of delifications, without significantly reserving for the Service. It significantly impact on the service of the se	Forest moor Valley thester be users or staff: the future needs of the vering functions within ducing the service.		

Mitigation:

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-co ☐ Yes	onsultation engageme □	e nt be No	en carried o	out? ☑	No, but plan	nned to take
Describe who we results influence explain why. No specific consultation exercisincreasing Council reducing or withdra Cabinet in October	consultation or engage as engaged or consult and what you are doing? ation has been carried out se over the Summer 2019 of Tax, using reserves and m wing certain services. The 2019. When decisions are ers on the detailed options w	ed. Will no on this pon a rar aking coutcom made t	hat was the consultation oroposal – howed age of options for the value of this consults on pursue the operations.	outcome of the or engagement vever, the County Corfinding further by vay services are diltation will be preserved.	activity and he is planned, planned, planned me is planned me is planted to the Co	now have the olease ajor public ncluding may mean unty Council's
Considerat	ion of impacts					
	r the proposed change) impact on people wh				_	ative (Low,
•	eristics with a positive, this impact in the box		•	lium negative, o	or high negati	ve impact,
For any charact mitigations in th	eristics with a medium e box provided.	negat	ive, or high r	negative impact	, please desc	cribe any
Statutory cons						
	Pos	itive	Neutral	Low negative	Medium negative	High negative
Age	Ţ	3				
Impact: Mitigation:	Depending on the propose This will be reviewed once					re than others.
	Pos	itive	Neutral	Low negative	Medium	High
Disability	C	_			negative	negative
Impact:						

	Positive	Neutral	Low negative	Medium	High
Sexual orientation		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Race		V		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Religion or belief		V		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High
Gender reassignment		\checkmark			negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender		V		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Marriage or civil partnership		V		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Pregnancy and maternity		\checkmark		negative	negative
Impact: Mitigation:					

Other considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Poverty					
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Rurality		\checkmark			
Impact: Mitigation:					
If you have only identified ne	utral impacts	, please sta	ate why:		

Additional information

Click here for guidance on any other factors to consider.

Include any other brief information which you feel is pertinent to this assessment here: (optional)

Trans	sformation to 20	021 propo	sal d	etails			
Name (of Transformation to	2021 propos		Hampshire Archives and Local Studies - Customer Impacts			
T21 Op	portunity Reference	:		T21 CC	CBS05		
Name of the accountable Officer:				Tickle,	John		
Email address of the accountable Officer:			er:	Jane.Harris @hants.gov.uk			
Depart Adul	ment: ts' Health and Childrer Care	n's Services		orate vices	Cultui Communit Business S	es and	Economy, Transport and Environment
					Dusiness S		
Date of	f assessment:		13/0	5/2019			
Is this a detailed or an overview EIA?				Detailed C ☐			Overview ☑
Desc	ription of servic	ce / policy	and	the p	roposed c	hange	_
scope Hampsh holdings in our co	Describe the current service or policy, giving a brief description of the current services in scope and the user demographic: Hampshire's Archives and Local Studies service provides public access - both on site and remotely - to its archive holdings relating to the history of Hampshire and its people. Our customers include individuals and groups interested in our collections for a range of purposes including family history, local history, and for practical, professional and other evidential reasons.						
	aphical impact: All Hampshire Basingstoke & Deane East Hampshire Eastleigh	☐ Go	areham osport art avant			New For Rushm Test Va Winche	oor alley
To make will inclu online pa	Describe the proposed change, including how this may impact on service users or staff: To make savings or generate additional income in order to cover a budget reduction from 2021 onward. Savings mad will include reducing staffing levels while additional income will be achieved through a range of measures including online pay-per-view access to popular archives, increased contributions from depositors, and provision of paid-for professional services to external organisations.						
	oes this impact asse Service users	ssment cove	er?		HCC staff (inc	cluding pa	artners)

assessed as low.

Mitigation:

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-c ☐ Yes	onsultation engagem □	ent been No	n carried o	ut? ☑	No hut plan	nned to take
u 163	_	110			place	ined to take
Describe who was results influence explain why. No specific consultation exercincreasing Councillation or withducabinet in October	consultation or engaged as engaged or consultation are doing? Itation has been carried out sise over the Summer 2019. If Tax, using reserves and making certain services. The er 2019. When decisions are lers on the detailed options	ted. Wha? If no co on this pro on a range naking chai outcome o	on the consultation of this consultation of this consultation of this consultation.	outcome of the or engagement ever, the County Cor finding further by ay services are ditation will be pres	activity and he is planned, property and a manager savings in elivered, which is ented to the Col	ow have the blease ajor public ncluding may mean unty Council's
Considera	tion of impacts					
	er the proposed change h) impact on people wh				_	tive (Low,
•	teristics with a positive this impact in the box			lium negative, o	or high negati	ve impact,
•	teristics with a medium ne box provided.	negative	e, or high n	egative impact	, please desc	ribe any
Statutory con	siderations					
	Pos	sitive	Neutral	Low negative	Medium negative	High negative
Age	I			\square		
Impact:	Visitors over the age of 60 published Survey of Visito of charge. Our income-ge consultancy, digitisation) at the benefit of our custome A key income strand will be and easier access to populatings may result in some however, digital access to	ors underta nerating m and make a ers now and be derived a ular records ne reductio	ken in 2016) neasures will neasures will neasignificant nearing in the futur nearing the onli nearing in aspect	. Access to our co extend the range contribution towarde. ne pay-per-view sill be likely to offses of the overall ser	Illections on site of services we consisted the sustaining the ervice. This will be travel costs for vice, such as op-	will remain free offer (e.g. e services for provide wider r customers. pening hours;

	Positive	Neutral	Low negative	Medium	High
Disability		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Sexual orientation		\checkmark		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Race				negative	negative □
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Religion or belief					
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Gender reassignment				negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Gender		\checkmark			negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Marriage or civil partnership		\checkmark			negative
Impact: Mitigation:					

	Positive	Neutral	Low negative	Medium	High
Pregnancy and maternity		$\overline{\checkmark}$		negative	negative
Impact: Mitigation:					
Other considerations					
	Positive	Neutral	Low negative	Medium	High
Poverty		$\overline{\checkmark}$		negative	negative
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium	High
Rurality		$\overline{\checkmark}$		negative	negative
Impact: Mitigation:					
If you have only identified ne	utral impacts	, please sta	ate why:		

Additional information

Click here for guidance on any other factors to consider.

Include any other brief information which you feel is pertinent to this assessment here: (optional)

Transformation	to 2021 propos	sal details	3			
Name of Transformation to 2021 proposal:			Hampshire Archives and Local Studies - Staff Impacts			
T21 Opportunity Reference:			CBS05			
Name of the accountable Officer:			īckle			
Email address of the accountable Officer:			larris @hants.go	ov.uk		
Department: Adults' Health and Conce	children's Services	Corporate Services	Culture Communitie Business Se ☑	es and	Economy, Transport and Environment	
Date of assessment:		13/05/2019				
Is this a detailed or a	n overview EIA?		Detailed □		Overview ☑	
Description of service / policy and the proposed change Describe the current service or policy, giving a brief description of the current services in scope and the user demographic: Hampshire's Archives and Local Studies service provides public access - both on site and remotely - to its archive holdings relating to the history of Hampshire and its people. Our customers include individuals and groups interested.						
in our collections for a rang other evidential reasons.	e of purposes including fa	amily history, loc	cal history, and for	practical, p	rofessional and	
Geographical impact: ☑ All Hampshire □ Basingstoke & □ □ East Hampshire □ Eastleigh	Deane Go	reham sport rt vant	_ _ _	New Fo Rushmo Test Va Winches	oor Iley	
Describe the proposed change, including how this may impact on service users or staff: To make savings and generate additional income in order to cover a budget reduction from 2021 onward. Staff turnover will present an opportunity to generate savings. There will be a greater focus by staff on income-generating activities, requiring some re-prioritisation of work programmes.						
Who does this impact Service users	t assessment cover	·? ☑	HCC staff (inc	luding pa	rtners)	

☐ Yes

Mitigation:

Has any pre-consultation engagement been carried out?

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

 $\overline{\mathbf{A}}$

place

No, but planned to take

No

Describe the consultation or engagement you have performed or are intending to perform. Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why. No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2019 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.						
Considerat	tion of impac	ts				
Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.						
•	teristics with a pose this impact in the		•	lium negative, or	high negativ	e impact,
For any characteristics with a medium negative, or high negative impact, please describe any mitigations in the box provided.						
Statutory con	siderations					
		Positive	Neutral	Low negative	Medium negative	High negative
Age						
Impact:	The proportion of stathe age of 50). The inservices, however the online pay-per-view aprocesses. Due to the staff has been asses	mpact of the bud ne proposals incl access to collect nese other chang	dget cuts are ude a greate tions) and th	e likely to be increas er emphasis on cust e review and reprio	ed pressure on omer self-servi ritisation of curr	staff to deliver ce (including ent work

		Positive	Neutral	Low negative	Medium negative	High
Disability				\checkmark		negative □
Impact: Mitigation:	compared with 1. increased pressu on customer self-reprioritisation of	.7% reported acrosure on staff to deliverservice (including	ss the council, ver services, h online pay-pe esses. Due to	bility is relatively high. The impact of the owever the propose er-view access to conthese other changes sessed as low.	budget cuts a als include a g ollections) and	re likely to be reater emphasis the review and
		Positive	Neutral	Low negative	Medium negative	High negative
Sexual orienta	tion		$\overline{\checkmark}$			
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium	High
Race			\checkmark		negative	negative □
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium negative	High negative
Religion or be	lief		\checkmark			
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium negative	High negative
Gender reassi	gnment		\checkmark			
Impact: Mitigation:						
		Positive	Neutral	Low negative	Medium	High
Gender			$\overline{\checkmark}$		negative	negative □
Impact: Mitigation:						

	Positive	Neutral	Low negative	Medium negative	High negative
Marriage or civil partnership		\checkmark			
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Pregnancy and maternity		\checkmark			
Impact: Mitigation:					
Other considerations					
	Positive	Neutral	Low negative	Medium negative	High negative
Poverty				ت	ت
Impact: Mitigation:					
	Positive	Neutral	Low negative	Medium negative	High negative
Rurality		\checkmark			
Impact: Mitigation:					
If you have only identified neu	tral impacts,	please sta	ite why:		

Additional information

Click here for guidance on any other factors to consider.

Include any other brief information which you feel is pertinent to this assessment here: (optional)