

Overview & Scrutiny Committee, Public Accounts Committee, and Mayor and Cabinet

REPORT TITLE	Revenue Budget Savings Proposals 2010/11		
KEY DECISIONS	Yes	Item No.	3
WARD	All		
CONTRIBUTORS	All Executive Directors		
CLASS	Part 1	DATE	21 October 2009 22 October 2009 4 November 2009

1. PURPOSE

- 1.1 The purpose of this report is to give Members the opportunity to offer views on officers' draft revenue budget savings proposals for 2010/11.

2. EXECUTIVE SUMMARY

- 2.1 This report sets out officers' draft revenue budget savings proposals for 2010/11. It should be emphasised that these proposals do not reflect the Executive's view of which savings are to be agreed or not agreed at this stage, but that scrutiny be given the opportunity to comment before decisions are taken at Mayor & Cabinet on 4 November 2009.
- 2.2 In considering the revenue budget savings proposals for 2010/11, it is important to have regard to the Council's policy framework. This report includes savings proposals from all five directorates, expressing the nature of each proposal and their potential impact.
- 2.3 All revenue budget savings proposals have been subject to internal challenge, both at senior management level and by the Council's Executive Management Team. The savings proposals which are contained in this report, are viewed as being deliverable.
- 2.4 These savings proposals may involve the deletion or transfer of 52.7 full time equivalent posts of which 21.2 are currently vacant.
- 2.5 The Trade Unions were briefed on the nature of the budget process and the revenue budget savings proposals being considered at a meeting on 24 September 2009. Meetings of the Corporate Joint Council (CJC) and the Works Council took place on 7 and 12 of October 2009, respectively. Comments from these meetings and the collective views of scrutiny, will be available at the Mayor & Cabinet meeting on 4 November 2009. It should be noted that detailed consultations on the nature of the savings proposals have been taking place.
- 2.6 This report provides the basis for the Overview & Scrutiny and the Public Accounts Select Committees to offer views to the Mayor on which budget savings proposals to recommend to Council for 2010/11.

3. RECOMMENDATIONS

It is recommended that:

- 3.1 Members of the Overview & Scrutiny Committee offers views on officers' draft revenue budget savings proposals for 2010/11 before the Mayor makes his decisions on 4 November 2009.
- 3.2 Members of the Public Accounts Select Committee offer views on officers' draft revenue budget savings proposals for 2010/11 before the Mayor makes his decisions on 4 November 2009.
- 3.3 The Mayor considers the comments of the Overview & Scrutiny and Public Accounts Select Committees when making decisions on the revenue budget savings proposals contained in this report.
- 3.4 The Mayor agrees to commence consultation on saving proposal COM 11 which relates to Fairer Charging income of £200k.
- 3.5 The Mayor agrees to recommend to full Council the remaining revenue budget savings proposals of £4,228.3k for 2010/11, after consideration of the views of the above scrutiny committees.

4. BACKGROUND

4.1 The Financial Survey for 2010/15, was agreed by Mayor & Cabinet 16 September 2009. It sets out the Council's medium term financial strategy. It is based on a series of assumptions that will change once information, particularly from the Government, is announced. Although the Council starts from a sound base, the prospects for the Council's finances from 2011/12 onwards are extremely difficult and uncertain. The key assumptions, when the survey was prepared, for the revenue budget for 2010/15 are:

- The annual Council Tax increase for Lewisham's services will not exceed 2.5%.
- The level of revenue support from the Government will be tighter than in the past.
- The Council will face substantial cost pressures above inflation to maintain the existing level of service provision.
- All services will be required to make annual efficiency gains of at least 4%.
- A multi-year approach to making efficiencies continues to be imperative.
- Provision will need to be made for high priority revenue growth to meet citizens' expectations for certain services.

4.2 The total revenue savings of £8.8m were sought for 2010/11. This report presents the officers draft savings proposal of £4,428.3k. Attached at Appendix 1, is a high level summary providing the overall budget totals and savings proposed by directorates.

5. POLICY CONTEXT AND APPROACH TO IDENTIFYING SAVINGS

5.1 The Council's strategy and priorities drive the medium term financial planning process, with changes in resource allocation determined with regard to policies and priorities. In identifying revenue budget saving proposals, consideration has been given to the existing policy framework through the agreed Corporate Priorities and key service objectives. The 6 Sustainable Community Strategy priorities, agreed with the Local Strategic Partnership (LSP) and the Council's 10 Corporate Priorities are set out as follows:

Sustainable Community Strategy

- **Ambitious and achieving:** where people are inspired and supported to fulfil their potential.
- **Safer:** where people feel safe and live free from crime, antisocial behaviour and abuse.
- **Empowered and responsible:** where people are actively involved in their local area and contribute to supportive communities.
- **Clean, green and liveable:** where people live in high quality housing and can care for and enjoy their environment.
- **Healthy, active and enjoyable:** where people can actively participate in maintaining and improving their health and well-being.
- **Dynamic and prosperous:** where people are part of vibrant communities and town centres, well connected to London.

Corporate Priorities

- **(A) Community Leadership and Empowerment:** developing opportunities for the active participation and engagement of people in the life of the community.
- **(B) Young people's achievement and involvement:** raising educational attainment and improving facilities for young people through partnership working.
- **(C) Clean, green and liveable:** improving environmental management, the cleanliness and care for roads and pavements, and promoting a sustainable environment.
- **(D) Safety, security and a visible presence:** partnership working with the police and others to further reduce crime levels and using Council powers to combat antisocial behaviour.
- **(E) Strengthening the local economy:** gaining resources to regenerate key localities, strengthen employment skills and promote public transport.
- **(F) Decent Homes for all:** investment in social and affordable housing to achieve the decent homes standard, tackle homelessness and supply key worker housing.
- **(G) Protection of children:** better safeguarding and joined up services for children at risk.
- **(H) Caring for adults and older people:** working with health services to support older people and adults in need of care.
- **(I) Active, healthy citizens:** leisure, sporting, learning and creative activities for everyone.
- **(J) Inspiring efficiency, effectiveness and equity:** ensuring efficiency and equity in the delivery of excellent services to meet the needs of the community.

- 5.2 Based on the Government's 4% efficiency target, the Council's overall savings requirement for 2010/11 was set at £8.8m. In developing options, services were required to exemplify revenue budget savings proposals that would provide the Mayor with options in determining a package of savings to recommend to Council on 25 November 2009. These proposals have been summarised in Appendix 1 and have been set out in full detail in Appendix 2 of this report.
- 5.3 When formulating service specific saving proposals, officers were asked to provide supporting information against the various headings, including the following:
- The risk to achievability
 - A primary (and if necessary a secondary Corporate Priority) affected by the service area being proposed for a saving and the actual anticipated impact, if any, on the Corporate Priority
 - Staffing Implications, including detailed information on the numbers of staff in the teams which are affected by the budget savings proposal
 - Equalities implications
 - Implications for the Housing Revenue Account
- 5.4 Table 1 provides a summary of the revenue budget savings proposals presented for 2010/11.

Table 1 – The overall revenue budget savings proposals for 2010/11

DIRECTORATE	*2009/10 Controllable revenue budget (adjusted)	Indicative saving @ 4% of net budget for 2010/11	2010/11 Budget Process Savings Proposals
	£'000	£'000	£'000
Children & Young People	52,800	2,100	1,420.0
Community Services	88,000	3,500	1,001.3
Customer Services	33,500	1,350	696.5
Regeneration	17,500	700	490.0
Resources	28,600	1,150	820.5
Total – Proposed Savings	220,400	8,800	4,428.3

*Based on the net controllable revenue budget as at 1st April 2009.

6 SCRUTINY PROCESS

- 6.1 The Overview & Scrutiny Committee will be considering this report at its meeting on 21 October 2009.
- 6.2 The Public Accounts Select Committee will be considering this report at its meeting on 22 October 2009.
- 6.3 Any comments from these meetings will be fed back to the Mayor & Cabinet on 4 November 2009.

7 ANALYSIS OF SAVINGS PROPOSALS IN THE CONTEXT OF THE COUNCIL'S POLICY FRAMEWORK

- 7.1 This policy analysis describes how revenue budget savings will impact on the delivery of the Council's ten key priorities that have been set out in Section 5 of the report. Any proposed budgetary savings have to be considered in the light of these priorities and the potential effect on services provided and outcomes for both service users and the community at large. The effects are assessed as either positive, neutral or negative, on the Council's functions and services.
- 7.2 Presentation of analysis
- 7.2.1 The following analysis has been prepared, using various key headings. These offer a wide-ranging perspective of the impact of budget savings for the 2010/11 revenue budget savings round.
- 7.3 Savings mapped to Council priority
- 7.3.1 Table 2 below illustrates that of the £4,428.3k worth of savings identified, £3,208.8k or 72% are linked to Council priority (J) *'inspiring efficiency, effectiveness and equity'*. The next highest savings category of £384k or 9% of the total, has been proposed under priority (D) *'safety, security and a visible presence'*. Of the other Council priorities, priority (H) *'caring for adults and older people'* accounts for £361k or 8% of savings.
- 7.3.2 Lower amounts are attributable to priority (C) *'Clean, green and liveable'* £246k or 6%, priority (I) *'active, healthy citizens'* £177k or 4%, and (F) *'decent homes for all'* £51.5k or 1%.
- 7.3.3 No savings are linked to priority (A) *'community leadership and empowerment'*, (B) *'young people's achievement and involvement'*, (E) *'Strengthening the local economy'* and (G) *'protection of children'*.

Table 2 – Proposed Savings Mapped to Primary Corporate Priorities

Primary Council Priority	CYP	COM	CUS	REG	RES	Grand Total £'000s	% of savings
A. Community leadership & empowerment							
B. Young People's achievement							
C. Clean, green and liveable			175	50	21	246	6%
D. Safety, security and visible presence		180	14	190		384	9%
E. Strengthening the local economy							
F. Decent Homes for all			51.5			51.5	1%
G. Protection of children							
H. Caring for adults & older people		333	28			361	8%
I. Active, healthy citizens		177				177	4%
J. Inspiring efficiency, effectiveness and equity	1,420	306.3	428	250	799.5	3,203.8	72%
GRAND TOTAL	1,420	1,001.3	696.5	490	820.5	4,428.3	100%

7.4 The % of saving proposals against primary corporate priority J disaggregated by secondary corporate priority

7.4.1 Table 3 illustrates the disaggregation of the £3,208.8k savings attributable to corporate priority (J) '*inspiring efficiency, effectiveness and equity*'. Where possible these have been mapped to service specific priorities so as to provide greater context to the efficiencies savings proposed. In total £1,413k or 44% of proposed savings mapped to the primary corporate priority (J) could not be disaggregated to a secondary corporate priority, and therefore continue to be reflected in Table 3, as Priority J.

7.4.2 Of the remaining £1,792.8k worth of efficiency savings identified in the primary corporate priority (J) '*inspiring efficiency, effectiveness and equity*', £709k or 22% is disaggregated to Council priority (G) '*protection of children*'. The tables also illustrate that, £661.1k or 21%, of efficiency savings is disaggregated to priority (B) '*young people's achievement and involvement*' and £203k or 6% of efficiencies, to priority (H) '*caring for adults and older people*'.

- 7.4.3 In contrast, smaller amounts are disaggregated to priority (A) ‘community leadership and empowerment’ £86.9k or 3%, priority (C) ‘clean, green and liveable’ £80k or 2%, priority (I) ‘active, healthy citizens’ £35.9k or 1% and priority (E) ‘strengthening the local economy’ £20k or 1%.
- 7.4.4 There are no ‘efficiency’ savings proposals disaggregated to priority (D) ‘safety, security and a visible presence’ and priority (F) ‘decent homes for all’.

Table 3 – The % of savings proposal against primary corporate priority J disaggregated by secondary corporate priority

Primary Council Priority	CYP	COM	CUS	REG	RES	Grand Total £'000s	% of savings
A. Community leadership & empowerment		61.9			25.0	86.9	3%
B. Young People’s achievement	611				50	661.1	21%
C. Clean, green and liveable			80			80	2%
D. Safety, security and visible presence							
E. Strengthening the local economy				20		20	1%
F. Decent Homes for all							
G. Protection of children	709					709	22%
H. Caring for adults & older people	100	103				203	6%
I. Active, healthy citizens		35.9				35.9	1%
J. Inspiring efficiency, effectiveness and equity		110.5	348	230	724.5	1,413	44%
GRAND TOTAL	1,420	311.3	428	250	799.5	3,208.8	100%

7.5 Impact on council priorities

- 7.5.1 The diagram below shows how Directorate Management Teams judge the likely impact of savings proposals upon the delivery of the Council’s priorities. These impacts have been identified as positive, neutral or negative. Of those savings proposed, a combined

total of £3,622.8m or 82% are considered to have an impact that is either 'neutral' 52% or 'positive' 30%. A further 18% of savings are described as likely to have a 'negative' impact on the delivery of Council priorities.

Figure 1: Impact of savings proposals

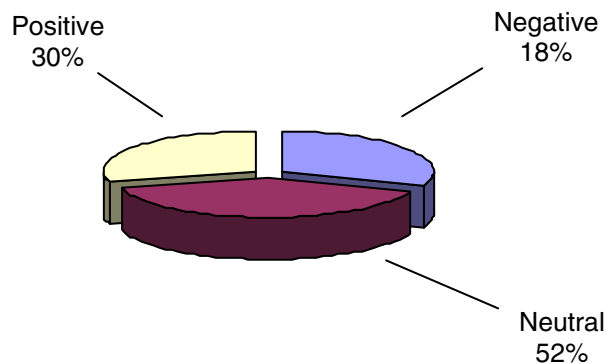
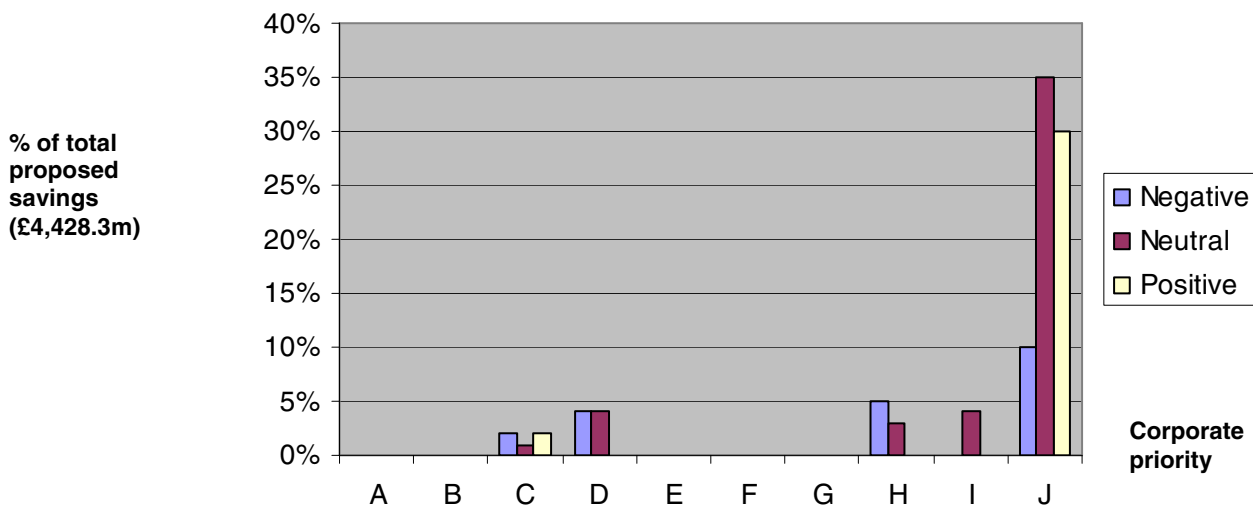


Figure 2: Impact of savings proposals on corporate priorities



7.5.2 The chart above demonstrates the positive, neutral or negative effects of savings proposals on each corporate priority. There is a significant neutral and positive impact on priority (J) *'inspiring efficiency, effectiveness and equity'*. The highest negative impact is also on priority (J) *'inspiring efficiency, effectiveness and equity'*.

7.6 Risk to achievement

7.6.1 All savings proposals that have been put forward are achievable. However, a risk rating has been given to each proposal which assesses the level of challenge to delivery.

7.6.2 The tables below offer a Directorate perspective as to the relative achievability of savings proposed. The sliding scale used indicates that 3 and 4 are the most likely to be achieved without difficulty, whilst those savings categorised under 1 and 2, are those likely to be achieved, but with potential challenges to delivery during the course of implementation.

Table 4a Risk to Achievement

Level of risk	Total £	% of savings
1	336.0k	
2	797.5k	
High risk savings sub total	1,133.5k	26%

Table 4b Risk to Achievement

Level of risk	Total £	% of savings
3	1,792.3k	
4	1,502.5k	
Low risk savings sub total	3,294.8k	74%

- 7.6.3 Tables 4a and 4b above show the risk to achievability for the savings proposed. The tables suggest that £3,294.8k, 74% (3 and 4) are perceived as having a comparatively low level of risk and are therefore more easily deliverable.
- 7.6.4 In contrast 26% or £1,133.5k (1 and 2) of savings are perceived by Directorates as being more difficult to achieve.

8 EQUALITIES

- 8.1 An initial assessment of the equalities implications of the 2010/11 budget savings proposals was undertaken to assess whether they unfairly impact upon particular vulnerable groups, sections of the local community or the Council's workforce.
- 8.2 The Council has a legal duty not to discriminate against any individual or group and to promote equality. This analysis has been undertaken with regard to that duty. The Council's statutory equalities duties relate to race, disability and gender. However, as we move towards the establishment of the Single Equality Bill, our duties will extend to encompass age, sexual orientation and religion/belief. We have therefore had regard for all six equality strands, race, disability, gender, age, sexual orientation and religion/belief in our equalities analysis.

Savings proposals which affect staff

- 8.3 Where budget savings proposals have staffing implications, and these proposals are approved, services will be required to undertake an equalities impact assessment (EIA) as part of their restructuring process. This is stipulated within the Council's Employment/Change Management policies. Equalities impact assessment guidance recommends that a full equalities impact assessment is undertaken if a review of service or a restructure will result in a major service change; involve a considerable amount of money, such as a large capital project; impact on a large number of people; or result in a major organisational change. As part of their operational business processes, services will monitor the impact of any staffing implications on service delivery and where necessary, take action to mitigate any resultant impacts.

Savings from reviews

- 8.4 For those proposed savings which are linked to the Council's Customer Transformation and Efficiency Programme, review managers are required as part of this review process to undertake a thorough equalities analysis. This is to consider whether elements of the

project design/delivery could impact differently on different groups within the local communities or staff. Review managers are also required where applicable to explain any positive impacts and how any potential negative effects will be mitigated. Guidance recommends that a full equalities impact assessment is undertaken if the review will result in a major service change; involve a considerable amount of money, such as a large capital project; impact on a large number of people; or result in a major organisational change.

Specific proposals

- 8.5 The majority of specific savings identified in this analysis have a neutral equalities impact and a number have indicated that there will be a positive equalities impact. There were three proposals that were assessed to have a negative impact.
- 8.5.1 Table 5 provides an overall summary of these three saving proposals and indicates whether they are adjudged as being high, medium or low in terms of their equalities impact. Please note, a schedule which illustrates the initial equalities assessments for all savings proposals, including those assessed as neutral, is available on request from the Group Manager, Budget Strategy.

TABLE 5**Savings with negative equalities impact**

Directorate	Ref.	Description	Equality Impact	Commentary
Community	COM 11	Increase % of income assessed to calculate charges to user from 75% to 100%. This will reduce the disposable income for vulnerable older people, approx 500 clients by an average of £8 a week = £200k.	Negative / High	<p>Reduction in disposable income for vulnerable groups. Actions to mitigate the impact will include benefit maximisation with checks for all clients.</p> <p>This proposal will require formal consultation and a full Equalities Impact Assessment (EIA). The results of which must be taken into account before any decision can be made".</p>
Community	COM 17	The proposal is to reduce the Community Opportunities Service (COS) Team within Community Mental Health by 1 post.	Negative / Low	<p>This proposal may reduce the intensity of support available to some service users. Redistribution of the work would reduce the impact but not necessarily eliminate it.</p> <p>We do not need to do a new round of public consultation on this proposal as the recent consultation undertaken by SLaM will cover this. If further savings were pursued there would need to be further consultation.</p> <p>See paragraph 2 (savings proposals which affect staff) in the introduction to this appendix.</p>
Regeneration	REG 03	It is proposed to reduce the budget of Revenue Traffic Management by £130k, making reviews and additions of 20mph zones only possible as part of any funds allocated from TFL.	Negative Low/ Medium	20 mph zones benefit a range of equalities groups including children and older people and people with disabilities. The service will seek to mitigate the impact of this proposal through the use of funding from the TfL Neighbourhood Schemes, which allows consideration of accessibility issues, and by seeking other funding sources for this sort of work, such as European project funding.

9 MATERIALITY

- 9.1 The principle of materiality relates to the importance and significance placed on an amount or transaction within financial information. A budget saving proposal can be classified as material if its implementation will have a significant impact on the performance of a service or project or even the Council as a whole.
- 9.2 In determining materiality thresholds for the package of savings being presented, qualitative materiality becomes more relevant. This refers to the nature of a proposal or amount and includes many financial and non-financial items that, independent of the amount, may influence the decisions of a user of the financial information.
- 9.3 The focus should be on those items that will significantly affect the following:
- The Council's Corporate Priorities
 - Statutory obligations
 - The number of job losses
- 9.4 In considering these factors, the suggested determinants of materiality could be considered as follows:
- Proposals that have a negative effect on the Council's top priorities
 - Services that have made 10% savings or more of their net budget over the last 2 years (2008/09 to 2009/10)
 - Proposals involving staff reductions over 10% of the current staffing establishment
 - Proposals that will require public consultation
- 9.5 It is not recommended to overlook proposals that fall outside the 'materiality' criteria as all proposals will affect services in one way or another, however, the time spent on scrutinising such proposals, could be less than that allocated to those adjudged as being material.
- 9.6 An analysis has been undertaken on the package of savings proposals and based on the materiality criteria. The outcome of this analysis has been set out in Appendix 3 of this report.

10 LEGAL IMPLICATIONS

- 10.1 **A Balanced budget:** the Council is under a duty to set a balanced budget and must not knowingly budget for a deficit. The savings proposals in this paper identify the reductions that would help to meet this legal requirement in 2010/11.
- 10.2 Each savings proposal has been considered in detail and the legal implications, where appropriate, have been set out in Appendix 4 of this report.
- 10.3 **Constitutional issues:** the Local Government Act 2000 together with regulations made under it and statutory guidance relating to it, provides that it is the responsibility of the full Council to set the Council's budget. Once the budget has been set it is for the Mayor and Cabinet to make decisions in accordance with the statutory policy framework and the budgetary framework set by the Council. Regulations provide that it is for the Executive to have overall responsibility for preparing the draft budget for submission to the full Council to consider.
- 10.4 The term budget for these purposes means "the budget requirement (as provided for in the Local Government Finance Act 1992), all the components of the budget such as the budgetary allocations to different services and projects, proposed taxation levels,

contingency funds (Reserves and balances) and any plan or strategy for the control of the local authority's borrowing or capital expenditure" (Chapter 2 statutory guidance).

- 10.5 Authorities are advised by that statutory guidance to adopt an inclusive approach to preparing the draft budget – to ensure that Councillors in general have the opportunity to be involved in the process. However it is clear that it is for the Mayor and Cabinet to take the lead in that process and that proposals to be considered should come from that quarter. The proposals in this paper are for reductions for next year (2010/11) and therefore will be effective if they are reflected in the budget to be fixed by the Council in due course.
- 10.6 **Statutory duty and powers:** the Council has a variety of statutory duties which it must perform by law. It cannot lawfully decide not to perform those duties. For other activities the Council has more discretion, where it carries out activities in pursuance of a power rather than a duty. However, even where a statutory duty exists there is often a degree of discretion about the level of service that is provided to fulfil that duty.
- 10.7 **Reasonableness and proper process:** decisions about how to exercise discretion must be made reasonably, taking into account all relevant considerations and disregarding irrelevancies. These will be particular to the service reduction proposed. It is also essential that any decisions in relation to service reductions are taken only following proper process. Depending on the particular service this may be defined by statute, though not all legal requirements are set down in legislation. For example, again depending on the nature of the service reduction proposed there may be a requirement to consult before making a decision, keeping an open mind, and taking into account representations arising out of that consultation. The proposals contained in this report must therefore remain subject to appropriate consultation, particularly where the proposal is about a service being withdrawn or where the proposal is for an increase in charges, where necessary and proper process including sufficient notice if charges increased. Detailed legal advice will be needed in this respect on the particular proposals made before making a decision.
- 10.8 If in the light of the outcome of consultation the Council does not proceed with any of the proposals it will need to make compensating reductions to achieve a balanced budget.
- 10.9 Particular care needs to be taken in relation to voluntary sector funding where any specific budget reductions will need to be made by reference to criteria which have been communicated to the voluntary sector and following consultation with the group concerned. Voluntary sector organisations should be given the opportunity to make representations to the Council before a decision is made.
- 10.10 **Human Rights implications:** the Human Rights Act incorporates the rights bestowed by the European Convention of Human Rights into domestic law. In reaching a decision on service reductions the Council will have to take into account the impact of the decision on these rights. Where a reduction would impact on those rights the need for appropriate consultation is even more critical.

11 HUMAN RESOURCE IMPLICATIONS

- 11.1 In respect of the Council's employment of people there are three broad implications. First, the Council has an obligation to consult collectively and individually on its proposals; second the Council needs to mitigate redundancies; and third, the Council needs to implement reorganisations in accordance with its own procedure.
- 11.2 If these recommendations are accepted in full, then up to 52.7 posts are effected.

- 11.3 The staffing implications, in terms of posts and potential post reductions have been summarised in Appendix 1. The detail of these staffing implications has, wherever appropriate, been set out in the individual budget savings proposals, attached at Appendix 2 of this report. Although these budget reductions could involve the deletion or transfer of posts, redundancies will not necessarily follow, as every effort will be made to redeploy displaced staff. An overall briefing has been given to the Trade Unions on this report. Appropriate consultation processes have and will continue to take place in directorates. A meeting of the Corporate Joint Council (CJC) was convened on 7 October 2009. A meeting of the Works Council was convened on 12 October 2009. Comments from the Trade Unions can be submitted to Mayor & Cabinet at its meeting on 4 November 2009.
- 11.4 In addition, as part of the Directorate (JCC) processes, managers will consult with employees on changes within their work areas both individually and with the appropriate trade unions. Appropriate consultations will take place in directorates and in the case of potential redundancies discussions will take place as to how these can be mitigated. In implementing agreed proposals the Council will follow its management of change guidelines.

12 FINANCIAL IMPLICATIONS

- 12.1 This report proposes revenue budget savings proposals of £4,428.3k against the Council's overall budget savings target for 2010/11 of £8,800k. The proposal for Fairer charging of £200k, requires consultation before it can be agreed. Should the remaining budget savings proposals of £4,228.3k be agreed, there will be a gap of £4,571.7k against the Council's overall savings target. A separate report on pressures in the 2010/11 budget should be read in conjunction with this savings report. The main budget report in the New Year will propose the overall 2010/11 budget.
- 12.2 Please note that detailed spreadsheet analysis for all the savings proposals for 2010/11 is available on request from the Group Manager, Budget Strategy.

13 CRIME AND DISORDER IMPLICATIONS

- 13.1 Any crime and disorder implications are set out in the body of the report.

14 EQUALITIES IMPLICATIONS

- 14.1 The Race Relations (Amendment) Act 2000, Disability Discrimination Act (1995, 2005) and the promotion of best practice in relation to other equality areas, require the local authority to ensure that their policies and actions do not discriminate and that the authority promotes equal opportunity and good relations among people from different groups.
- 14.2 An Equalities Impact Assessment of the budget proposals has been undertaken and the detail of the assessment has been set out in Section 8. Where it suggests that a full EIA is requested, it should be noted that a 'full EIA' on these proposals represent best practice and is more desirable than essential.

15 ENVIRONMENTAL IMPLICATIONS

- 15.1 The environmental implications are set out in the body of this report.

16 BACKGROUND PAPERS

Short Title	Date	File Location	Contact Officer
Directorate Revenue Budget Savings	September 2009	1 st Floor, Town Hall, Corporate Resources	Selwyn Thompson
Financial Survey 2010/15	September 2009	1 st Floor, Town Hall, Corporate Resources	Selwyn Thompson

For general information on this report please contact:

David Gallie, Head of Corporate Resources (020 8314 9223) or
Selwyn Thompson – Group Manager, Budget Strategy (020 8314 6932)

For information on Directorate savings proposals please contact:

Alan Docksey – Head of Resources, Children & Young People (020 8314 8490)
Conrad Hall – Head of Business Management and Service Support (020 8314 8379)

For information on Sections 7 & 8, 'Analysis of savings proposals in the context of the Council's Policy Framework' and the Equalities Impact Assessment, please contact:

Barrie Neal, Head of Corporate Policy & Governance (020 8314 9852)