

**Section 4: Impact on Equalities and Human Rights**

Please summarise any potential positive and negative impacts that may arise from your proposal on staff or residents. This section relates to the impact of your proposal on **advancing equalities and human rights** and should build on the impacts you identified in the previous section.

For 'Impact', please select from the options in the drop-down menu.  
If you wish to enter multiple paragraphs in any of the boxes, hold down 'Alt' before hitting 'Enter'

**Equalities**

Will the proposal **adversely impact** upon 'communities of identity'?  
Will it **help advance equality** or **foster good relations** between people in 'communities of identity'?

		Impact	What are the impacts and how do you know?
4.1	Age	Mixed	<p>Older People: A redesign of how the Council operates within Adult Social Care could impact on customers and staff. This are expected to have a positive impact as resources are targeted to priority areas. As the project progresses a specific assessment will continue to take place.</p> <p>Continued investment in Adult Social Care, Telecare, Extra Care Sheltered Housing and Disability Support are expected to have a positive impact on older people.</p> <p>Any increase in fees and charges could adversely impact on older people and their standard of living.</p> <p>Financial assessments are completed for Adult Social Care customers to ensure that people only contribute what they can afford.</p> <p>Young People: Any reduction in the level of home to school transport could have a negative impact on young people. Additional investment in 'summer school' and improvements to the children and young people service are expected to have a positive impact.</p> <p>As these projects progress assessments will continue to take place. There will be further detailed impact assessments by the respective service areas and it is expected that these will give further clarity based on evidence available as to likely impacts.</p>
4.2	Disability	Mixed	<p>A redesign of how the Council operates within Adult Social Care could impact on customers and staff. This are expected to have a positive impact as resources are targeted to priority areas. As the project progresses a specific assessment will continue to take place.</p> <p>Continued investment in Adult Social Care , Telecare, Extra Care Sheltered Housing and Disability Support are expected to have a positive impact on disabled people.</p> <p>Any increase in fees and charges could adversely impact on disabled people and their standard of living. Financial assessments are completed for Adult Social Care customers to ensure that people only contribute an amount they can afford.</p>
4.3	Gender	Mixed	<p>Customer data shows that a higher proportion of females use social care services, and that a higher proportion of carers are also female. Some of these carers will be council staff. Therefore proposed investment is expected to have a positive impact. However, this also means that females will be more adversely affected by any savings in these areas. The impacts identified under 'older people' will apply.</p>
4.4	Gender Reassignment	Neutral	It is not expected that there will be any impact.
4.5	Marriage and civil partnership	Neutral	It is not expected that there will be any impact.
4.6	Pregnancy and maternity	Neutral	It is not expected that there will be any impact.

4.7	<b>Race</b>	Neutral	It is not expected that there will be any impact.
4.8	<b>Religion or belief</b>	Neutral	It is not expected that there will be any impact.
4.9	<b>Sexual orientation</b>	Neutral	It is not expected that there will be any impact.
4.10	<b>Carer</b>	Mixed	A redesign of how the Council operates within Adult Social Care could impact on customers and staff. This should have a positive impact as resources are targeted to priority areas. As the project progresses a specific assessment will continue to take place. Continued investment in Adult Social Care , Telecare, Extra Care Sheltered Housing and Disability Support should have a positive impact on disabled people. Any increase in fees and charges could adversely impact on disabled people and their standard of living. Financial assessments are completed for Adult Social Care customers to ensure that people only contribute an amount they can afford.
4.11	<b>Lowest income groups</b>	Mixed	Although there are increases in council fees and charges, the Financial Strategy includes a provision for a York living wage to council staff and investment to assist care leavers with council tax payments
4.12	<b>Veterans, Armed forces community</b>	Neutral	It is not expected that there will be any impact.

Human Rights	
Consider how a human rights approach is evident in the proposal	

	Impact	What are the impacts and how do you know?
4.13	<b>Right to education</b>	Neutral It is not expected that there will be any impact.
4.14	<b>Right not to be subjected to torture, degrading treatment or punishment</b>	Neutral It is not expected that there will be any impact.
4.15	<b>Right to a fair and public hearing</b>	Neutral It is not expected that there will be any impact.
4.16	<b>Right to respect for private and family life, home and correspondence</b>	Neutral It is not expected that there will be any impact.
4.17	<b>Freedom of expression</b>	Neutral It is not expected that there will be any impact.
4.18	<b>Right not to be subject to discrimination</b>	Neutral It is not expected that there will be any impact.
4.19	<b>Other Rights</b>	Neutral It is not expected that there will be any impact.

4.20	<b>Additional space to comment on the impacts</b>

