

APPENDIX 3

SAVINGS

1. The savings which have the least effect on the people of Gwynedd of course are efficiency savings, especially those which can be implemented in back office functions. However the opportunity for such savings has reduced significantly over the last 10 years, as we have already implemented them in order to find the considerable savings we have had to find over that period.
2. Nevertheless, various departments have found further opportunities to achieve further savings by looking at systems or reducing back office budgets. These schemes are noted in references 1.1 to 1.43 in the tables below.
3. There are also further efficiency savings which can be made by finding different ways of delivering services and these are noted in references 2.1 to 2.19 below.
4. Opportunities have also been identified to achieve savings by investing and these are identified in references 3.1 to 3.6.
5. After that, there are other services where we need to consider the income generation opportunities which exist in order to protect essential Council services. These appear in references 4.1 to 4.28.
6. In the end however, we will have to find savings in areas which are going to have an impact on the people of Gwynedd and that impact will vary from scheme to scheme.
7. The best way to minimise that impact is to persuade other organisations to take over responsibility for those functions, and two schemes, in references 5.1 to 5.2 below, fall into that category.
8. In references 6.1 to 6.27, there are other schemes which we can implement, whilst accepting that there will be an impact on our people, but noting that these are the schemes which will have the least effect.
9. It is important to note that this list has been drawn up having taken into account the results of the public consultation.
10. Ensuring a quality education, substantial aspects of the care services; and two aspects of our municipal services (waste collection and recycling, along with the recycling centres) appeared in the 10 most important areas for the people of Gwynedd.
11. That said, it can be seen that everything we do is important to someone. Even with the service which came out as the least important overall from all those services we provide, it can be seen from page 17 of the report that around 100 respondents noted this was one of the most important services for them.

12. As the Care and Education functions account for 62% of the Council's spending, it is impossible to omit them from any contribution towards the savings, but it can be seen from the list that we do not intend to ask schools to contribute to the schemes for decision here for 2019/20. Further, the contributions sought from the Care and Education fields are confined to efficiency savings, or savings which have a marginal effect.
13. Regarding groups with protected characteristics, it can be seen that public transport is prominent in their priorities. Therefore, the list below deliberately avoids asking for financial savings in those areas, although we are aware that costs are increasing significantly and the service will be hard pressed to keep all current services within their current budget.
14. You may note that the business sector naturally take a different perspective to the people of Gwynedd, and note that many areas associated with business support are the things which are most important to them. In formulating the proposals we have tried to limit such savings to the least detrimental reductions, but it is not possible to avoid an element of reduction in our functions. Any protection we could apply to this activity would mean a higher Council Tax than we would otherwise wish to see, but it is important that we continue to invest an element of our budget in this activity.
15. At its meeting on 18 December 2018, the Cabinet decided to conduct a public consultation on the savings schemes listed in references 3.1 to 6.27 below. The consultation came to an end on 31 January 2019, and an analysis of the results is presented in Appendix 11.
16. There was an opportunity to discuss the responses and analysis, together with the possible effects, in an informal workshop for all members of the Council on 5 February.
17. In order to establish a consensus of the best way forward, specific issues from the consultation were discussed to consider whether to reduce the proposed 5.5% increase in Council Tax by implementing further cuts. The consultation shows that over half of the respondents were in favour of the Cabinet's motion, or the option to raise Council Tax by more than 5.5% in order to avoid having to make so many savings. The consensus at the Members' workshop on 5 February was that the impact of the further cuts was unacceptable.
18. Consideration was also given to proposals not to implement some specific savings schemes, thus increasing the Council Tax by more than 5.5%. The workshop weighed up the potential impact of the proposals and the reasons the respondents gave for raising them. 5 schemes were selected for further consideration, on the basis of the potential impact, and these plans can be seen in Appendix 12. The justification submitted in response to the consultation is included in Appendix 11, according to the number of comments received.

19. Of course, actioning some of the savings, would mean having to follow statutory processes and they would be subject to the results of such processes. Clearly the recommendation and any decision recognizes this and does not prejudice their outcomes.
20. The proposals noted in the following list will generate the savings below in 2019/20. A number of schemes also generate savings in future years which will enable us to start planning ahead –

		£
Part 1	Back office efficiency	1,272,980
Part 2	Further efficiencies	269,370
Part 3	Invest to Save	21,500
Part 4	Increasing income	481,590
Part 5	Cease activity but ask others to take responsibility (saving realised in future years)	-
Part 6	Savings which will have an impact (to varying extents)	406,490
	Total 2019/20	2,451,930

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Ref.	Plan	2019/20	2020/21 onwards	Explanation	Summary of the equality impact assessment	Link to the equality impact assessment
1.1	Achieve savings through purchasing more cheaply (e.g. office supplies & IT)	£20,000	£40,000	The Environment Department leads on the work of managing corporate category purchases and identify opportunities to purchase more cheaply. Examples of this is managing and better purchasing of materials such as office equipment, office furniture, safety clothes, Information Technology, Printing, etc.	No equality impact anticipated	
1.2	Set costs against capital budgets	£22,500	£22,500	The officers who work full-time on the 21th Century Schools project are currently funded from the Service's revenue. It is intended to set some costs against the 21th Century Schools grant. A business case will need to be completed for each individual plan. Neutral impact on the residents of Gwynedd.	No equality impact anticipated	
1.3	Reduce office costs by letting vacant spaces	£70,000	£0	It is considered that there are opportunities to make better use of office space creating empty space to let to tenants on commercial rent. Work required on marketing, adaptations and negotiation with prospective tenants. Neutral impact on the residents of Gwynedd.	No equality impact anticipated	
1.4	Rationalise and Integrate the back office of the Environment Department	£11,880	£23,120	As the back office of both Services have been combined to create one Unit, efficiency improvements are possible, along with rationalising the use of back office computer systems. The work supports the service's statutory duties, which is very often from the beginning to the end of the various duties. There could be an impact in the form of a delay for the residents of Gwynedd when dealing with planning, public protection and land charges matters. It is difficult to anticipate the exact level of delay, but there will be less capacity whilst the workload will be the same. The question is whether it will be possible to compensate for the lower capacity by improving efficiency. We will not know until we attempt to achieve this.	An initial assessment has been made to see if there was an effect. No impact has been identified but the Department will monitor impact especially in the field of disability and the Welsh language.	www.gwynedd.llyw.cymru/Aseiad1

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1.5	Remove a post within the Property Safety Service	£0	£30,000	This unit has been through a Ffordd Gwynedd exercise that led to new working arrangements and a reduction in annual revenue costs of approximately £55,000. Performance of the core duties is satisfactory. However, the field is one in which work beyond the core duties arise at random/short notice following significant health and safety incidents in other places e.g. Grenfell, internal wall falling on a child in a school in Scotland, new concerns about Radon gas, new inspection requirements imposed by the insurance company, responding to poor results of drinking water tests in small holdings etc. In reducing this budget, the team would not have the resources to cope with this type of work beyond the core duties.	After careful consideration of the effect, the Department has identified alternative ways of achieving the same work which will mean that all sites are being examined as it is today and therefore avoid the impact on the consumer.	
1.6	Previous restructuring savings within the Corporate Support Department	£30,000	£0	These savings deriving from the remains of many restructures within the Department over the last three years have already been implemented and there are no further implications to them.	No equality impact anticipated	
1.7	Reduce funds for travelling expenses and supplies within the Corporate Support Department by approximately 10%	£40,000	£0	These travelling expenses and office supplies savings have already been implemented as part of preparatory work for further savings, and therefore there will be no impact on the people of Gwynedd.	No equality impact anticipated	
1.8	Terminate software agreement	£10,000	£0	The Research and Analytics Unit uses a specialist software system as required, but it will seek to use cheaper alternative sources without hindering the Unit's work too much.	No equality impact anticipated	
1.9	Remove a management post within the Organisational Development Service and merge the service with the Learning and Development Service	£44,000	£0	There are three posts within the Service. The Service Manager post was removed at the end of June this year, by combining the former Service with the Learning and Development Service from 1 July. It is anticipated that this work could continue to be achieved with no impact on the current provision but, given the short period of time that has gone by since combining both Services, it would be premature to state that there would be no impact on the service provided.	No equality impact anticipated	

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1.10	Review the support to the Public Services Board	£15,000	£0	Reduction from 1.5 posts to 1 post (one post is already vacant). This is administrative work which we are required to complete on behalf of the Public Services Board and the Board will need to be sharper in terms of what the support team will need to do in addition to ensuring resources and capacity contributions from the other partners.	No equality impact anticipated	
1.11	Regrade two posts within the Corporate Support Department that support the Council's work.	£15,000	£0	The Business Support Service was set up in June 2017, and it is a combination of many former small Services. The structure inherited needs to be modernised in light of the changes that have happened in the way of working within the Council, e.g. ownership and responsibility for performance at the centre of our managers' expectations rather than being a specific responsibility for our corporate services. A review of the responsibilities of two posts has led to amended job descriptions that meet the needs for the future, and this has led to job evaluations that award lower salary levels.	No equality impact anticipated	
1.12	Transfer to a new customer contact back office system (Ffos)	£0	£23,000	The service has decided to change the back office system from a system provided by an external supplier to a system designed internally. This would save revenue costs by avoiding having to pay an external company for an annual licence. It is aimed to complete the work of transferring to the internal system in full by April 2020.	No equality impact anticipated	
1.13	Reduce administrative support within the support service by introducing IT systems	£65,000	£39,000	Reduce the administrative resource when presenting more Staff Self-Service (Information Technology) modules for managers and staff. It is anticipated that the structure could be rationalised following the presentation of these modules by removing the need to input data more than once into the workflow in the fields of recruitment and appointments, processing timetables and recording staff absences. It is emphasised that these modules need to be developed and presented in full before the further savings could be realised within the Service.	No equality impact anticipated	

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1.14	Remove a post within the Information Service following the introduction of an electronic system	£30,000	£0	Part of the Service's role is to support departments with the work of keeping records and documents. With an expected reduction in the requirement for support in light of the introduction of the iGwynedd electronic system, the Service believes that it is possible to cope with the reduction in resources, without it impacting Council services too much. iGwynedd has not currently developed in full, but it is believed that any short-term impact of removing this post could be overcome through the current investment in temporary posts funded corporately in order to provide iGwynedd in full across the Council.	No equality impact anticipated	
1.15	Remove one human resources officer post and one human resources consultant post by changing the delivery model (20% staff reduction)	£0	£80,000	We are trying to move to a model where there will be less dependence on the human resources consultancy service. This would mean transferring skills to managers to enable them to fulfil their role effectively and this would enable us to reduce by 2 out of 10.5 posts. The risk is that the workload would not decrease as managers would be unable to cope. There would also be a need to ensure that the appropriate support is available in alternative ways.	No equality impact anticipated	
1.16	Reduce the support to the Management Team and project management	£68,750	£41,250	One part of this saving could mean a reduction in the direct day to day support to the Management Team, whilst the second part would mean a reduction in the expertise within the Council in the field of project management, and limit the flexibility to respond to the Service requirements somewhat. It is believed that it would be possible to cope with the usual requirements with some changes in the method of working, but the discipline of project management may consequently deteriorate over time.	No equality impact anticipated	

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1.17	End the Organisational Development Service	£0	£54,000	Ending this service would mean that the current resource would not be available to address staff benefits, to carry out surveys, to promote the culture and offer support to managers in order to embed the 'Ffordd Gwynedd' principles or to act as the point of contact for the people of Gwynedd to deal with formal complaints. This unit has been very successful in developing benefits for staff including negotiating discounts in local shops and encouraging local shops to offer them in order for staff to buy locally. It would not be possible to undertake this activity which would mean that it would deteriorate over time whilst the other aspects of the work would unavoidably receive much less attention as a result of the other requirements on the Learning and Organisational Development Service.	No equality impact anticipated	
1.18	Reduce the costs of phone lines by using more of VOIP	£38,000	£38,000	We have already transferred many Council phone lines to the use of VOIP, i.e., use computer lines to make phone calls rather than pay for traditional phone lines. It would be possible to extend the concept beyond the main Council offices to other organisations, schools, care homes, and any building that has suitable network connection provided by the IT Service, thus saving money. It would not have an impact on Gwynedd residents.	No equality impact anticipated	
1.19	Reduce External Audit Fees	£40,000	£0	Our risk profile shows that we should be able to renegotiate prices. There would be no implications for Council services or for the people of Gwynedd. There is a risk that they could refuse, but there has been some success in recent years.	No equality impact anticipated	
1.20	Change the method of funding Procurement Systems	£35,000	£0	Reduce the software provision budget, with the intention of minimising the advisory support on our systems. There would be no implications for the people of Gwynedd, nor would there be an impact on services in the short-term. There might be a need to fund a development in the long-term.	No equality impact anticipated	

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1.21	Reduce Travelling within the Finance Department by 30%	£5,750	£0	Reduce the transport budget for the department by using electronic communication methods, such as Skype for Business, journey planning, etc. There should therefore be no impact on the people of Gwynedd.	No equality impact anticipated	
1.22	Reduce the Income Service's staffing by 8%	£11,380	£0	Following staff restructuring, part of a role is vacant within the service. Our current performance reflects this and, consequently, the impact of abolishing the post has already been seen on the relevant departments. This could be done permanently.	No equality impact anticipated	
1.23	Reduce the Payroll Service's staffing by 9%	£19,500	£0	Following staff restructuring, one post is vacant within the service. Our current performance reflects this and, consequently, the impact of abolishing the post has already been seen on the relevant departments. This could be done permanently.	No equality impact anticipated	
1.24	Reduce staffing in accountancy field	£49,130	£0	Following staff turnover, a post is vacant within the service. Our current performance reflects this and, consequently, the impact of abolishing the post has already been seen on the relevant departments. This could be done permanently.	No equality impact anticipated	
1.25	Use one-off underspend to fund training	£34,400	£0	Reduce the permanent budget to fund training, with the intention of using one-off underspend to fund it in future, which means that any professional training in the Finance IT field is reliant upon one-off funds (underspend or departmental fund) being available to fund it. No impact on the financial support to departments / the people of Gwynedd, as long as the level of training is maintained. Risk in the long-term that staff would not have the necessary skills if the underspend is unavailable, and the Finance service having no appropriately trained and qualified officers would be a significant risk to the Council's ability to make the best use of its resources on behalf of the people of Gwynedd.	No equality impact anticipated	

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1.26	Re-negotiate the Council's network agreement	£170,000	£0	This has been agreed with Welsh Government and our provider, with costs reducing by £200,000 per annum. We would need to invest £30,000 per annum in order to strengthen our internet connection as there is a natural increase in the use of digital media. There would be a need to centralise budgets (from every Council department and from the schools' devolved budgets) in order to realise a reduction in costs as savings. There would be no impact on support services for the departments or the people of Gwynedd. It is an opportunity to make savings and strengthen our provision.	No equality impact anticipated	
1.27	Reduce the costs of supplies for the Finance Department by 2.5%	£16,330	£0	It is considered possible to reduce the supplies budget by maximising the use of electronic working methods and avoiding the costs of paper, printing, etc. without having any impact on Gwynedd residents.	No equality impact anticipated	
1.28	Remove a post within the Income Service	£5,850	£17,550	At present there is one vacant post, currently filled on a temporary basis in the general debts Recovery Team. It would be possible to remove this post without dismissing a permanent member of staff, but it is likely that there would be an effect on our ability to recover debts. We don't know exactly what that effect would be without experimenting to see. Losing one person who recovers debt would mean fewer efforts to seek to recover with the risk of losing more than we would save. If that happened we would need to consider reinstating the budget.	No equality impact anticipated	

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1.29	Extend the principles of the Alltwen Pilot Scheme across the service	£133,500	£400,500	<p>Based on evidence from the Alltwen pilot scheme and evidence from other counties such as Torfaen, freeing up staff time to have appropriate initial chats in order to have accurate solutions the first time, along with integration with health colleagues and the third sector, could lead to better results at a lower cost. Very often, this involves -preventative solutions within their networks and local communities, rather than being solely dependent on traditional care packages or a menu of Social Care services. Therefore, it is anticipated that there would be a positive impact on the individual by being able to achieve what matters to them in a timely manner and in an integrated method with key partners such as the Health Service and the third sector.</p> <p>However, despite the initial evidence we have, it is impossible to anticipate the level of efficiency savings that is possible by extending the principles of 'Ffordd Gwynedd' across the service. The main reasons for this is that the demand on our services is continuing to increase and the conditions of those who receive support are intensifying, and the fact that the success of changing the way we work is wholly dependent on our ability to create more resilient communities and integrate our work with key partners in future. We must wait to see the experience of the first tranche before depending on this saving figure.</p>	The investment and change in the way care services will be provided should have a positive impact for everyone who receives a service.	www.gwynedd.llyw.cymru/Aseiad2
1.30	Improve work processes by holding a 'Ffordd Gwynedd' review and using the new IT system's finance modules	£40,000	£40,000	<p>The Ffordd Gwynedd review and the finance modules of the new IT system offers opportunities for changing and improving existing work processes.</p> <p>It is anticipated that these changes would lead to restructuring teams within the business service It is anticipated that the plan would lead to efficiency savings and therefore there would be no negative impact on residents. Nevertheless, there is an associated risk that the plan would not achieve the</p>	The services provided by the Business Unit support everyone who receives support from the Department regardless of their circumstances / background. The individuals should not see any impact but the Council will have to keep track of any impact and make the changes step by step. It is anticipated that modifying work methods will	www.gwynedd.llyw.cymru/Aseiad3

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				<p>saving in full and that the early assumptions are not attainable</p>	<p>not be impacted to a certain threshold but that it would have an impact on the support offered if that threshold is crossed. Continuous monitoring will be required to ensure that this does not happen.</p>	
1.31	<p>Review the business support within the Adults Services</p>	£0	£135,000	<p>We will continue to review our work processes to identify any further efficiency opportunities which exist within the Department. Given the work currently underway which could lead to up to 8 FTE posts fewer, and the efficiency savings which have been found over recent years, it is unlikely that the amount in question could be achieved through efficiency savings alone.</p> <p>Nevertheless, it is presumed that the exercise of reviewing our work processes will help us to identify the cuts which would have the least effect on the people of Gwynedd. We anticipate that these cuts could include proposals to accept a general reduction in the standard of delivering some tasks that are necessary in nature in terms of legal requirements, as well as also not undertake some tasks which are possibly of a more developmental nature.</p> <p>Specifically in terms of the current review of putting a new support structure in place, we presume that this would give us the right balance in the future in terms of ensuring that we make the best use of frontline staff's time. The risk involved with making cuts to the business support is the fact that frontline workers would have to undertake additional and specialist tasks which is unlikely to be their strength, leading to a situation where they would unavoidably spend less time with residents. It is therefore anticipated that implementing the 'cuts' element as part of this scheme is likely to have a negative effect on the ability of our</p>	<p>The scheme is about services that support the Department's front line services. Individuals who receive a service should not see any impact but the Council will have to monitor every step. If continuous monitoring shows that the internal changes have an impact on the provision of front line services then any further changes will need to be modified or restricted.</p>	<p>www.gwynedd.llyw.cymru/Aseiad4</p>

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				frontline staff to deliver what is important to residents, understand the needs of our population at a local level, as well as the ability of the Social Work Teams to manage the demand effectively. The business support sets a key work foundation if we are to succeed with the challenge of managing the demand for our services.		
1.32	Review working arrangements within Highways	£37,500	£12,500	By conducting a 'Ffordd Gwynedd' review, we have identified ways of removing work duplication between the commissioning element and the highways workforce. It is unlikely that Gwynedd residents would notice the difference, although it could lead to fewer staff to respond to enquiries at times.	No equality impact anticipated	
1.33	Rationalise Fleet Workshops from 3 to 2 in the County	£0	£130,000	<p>The number of workshops we have could be rationalised to save money. It is unlikely to have any impact on Gwynedd residents but, obviously, we could lose up to 6 (FTE) mechanic posts locally.</p> <p>The Fleet Service has not conducted a full business plan for the savings plan or a risk assessment of reducing from three sites to two. Closing one workshop would mean that vehicles would have to travel from one area to the other to be serviced. It would also be required to invest within the other workshops in order to incorporate the work of the workshop that would close. This could impact the business case, thus bringing the net saving down.</p>	No equality impact anticipated	
1.34	Reduce the professional / legal fees budget	£7,260	£0	4 budget lines contribute to this total, which includes a budget to buy professional services through assessments independently of the services in court cases or before commencing a court case, and court case initial fees. The Children Service has these budgets, and there has been a historically small underspend on the budget headings. It is anticipated that it would be possible to slightly reduce each of these headings without having an impact on children and families, and continuing to meet the court requirements to a good standard.	No equality impact anticipated	

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1.35	Reduce the training budget with the Children and Families Service	£8,980	£0	Removing the specialist training element from the budget would allow us to save 3% of the IFSS budget. This would not have an impact on children, families or staff. This element was part of the funding available to put this new statutory service in place, and 'train the trainer' arrangements already existed within the service. This is no longer essential. There was also a specialist training needs that were required when establishing the new team. By now that need has reduce significantly and staff undertaking the general training provision to professional workers. There would be no impact on the direct provision of services to children and families.	No equality impact anticipated	
1.36	Reduction in the Children and Families Department support budget	£14,960	£0	This would be a reduction in the furniture and supplies budget for the service, which would have no impact on the children and families. There would also be a reduction in the options to attend professional training courses outside the County, which are expensive in terms of purchasing and travelling.	No equality impact anticipated	
1.37	Remove a support officer post	£29,210	£0	As both former Chief Officers give up their work, a support officer will not be required. This plan has already been implemented and there will be no impact on Gwynedd residents.	No equality impact anticipated	
1.38	Delete the corporate working areas' budget	£46,340	£0	This sum was put to one side to fund corporate plans when rearranging the previous Senior Management in 2014. In the current climate, it could be abolished without having any impact on the people of Gwynedd, considering any future need of any underspend or one-off bids.	No equality impact anticipated	
1.39	Create efficiency savings within the Coroners Service	£5,000	£0	Although it is a statutory service and that we do not have much choice with regard to how much we pay (as we must compensate the coroner for his/her costs). It is, however, considered that some efficiency savings could be discovered and a review will be undertaken to identify possibilities without impacting the people of Gwynedd.	No equality impact anticipated	

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1.40	Cut 2 days of elections and legal administration support (a reduction of 7% in administrative support)	£6,225	£6,225	It is considered that it would be possible to reduce the administrative support without having much impact on Gwynedd residents, and there is a slight possibility that it could impact elements of the work somewhat.	No equality impact anticipated	
1.41	Delete the entire 'Ffordd Gwynedd' reviews support budget.	£56,030	£5,340	Whilst it is possible to reduce the budget without any substantial impact, this option, namely to abolish it completely, could slow reviews down due to a failure to resolve the required financial support. Departments would have to meet this need themselves. Saying that, this is not unreasonable.	No equality impact anticipated	
1.42	Limit staff time to attend educational courses, e.g. BTEC, HNC and degree courses	£9,000	£0	The Department gives staff opportunities to attend training whilst working for the Council. By limiting the time during working hours this would mean that more time is available to acquire fees by increasing the Department's productive hours.	No equality impact anticipated	
1.43	Restructure the management of the Consultancy Service	£11,500	£11,500	A change in our work patterns means that senior officers of the department must acquire more fees, which is now possible through YGC doing more work beyond Gwynedd, e.g. NMWTRA, Welsh Government, the private sector and other local governments. This, therefore, means that the Department's Senior Officers are required to do more work to generate fees rather than the "managerial" work.	No equality impact anticipated	
2.1	Reduce the resource within the Countryside Service	£5,000	£15,000	A 'Ffordd Gwynedd' review is currently underway in this Unit. It is anticipated based on our information of what is currently happening that opportunities will arise to free-up savings through that work but if that does not deliver it would be possible to reduce the budget by reducing the work undertaken a little.	Access to rights of way may be even more limited to families, older people and disabled people if the Unit could not fully complete its work programme.	www.gwynedd.llyw.cymru/Aseiad5
2.2	Reduction in the number of Councillors	£0	£100,000	The Local Government Boundary Commission has already noted that they will reduce the number of elected members. Although no saving will be available until May 2022, it should be taken into consideration now in order to avoid unnecessary cuts to services.	No equality impact anticipated	

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2.3	Revise DBS checking arrangements	£0	£50,000	<p>A review is currently being held in relation to the Council's current policy to recheck the crime records of each officer who fulfils work where a DBS check is required. Each check costs £44 which means that the Council pays this fee at the beginning of each relevant officer's employment, and every 3 years thereafter. It is a legal requirement to carry out a DBS check on each newly employed officer in the relevant fields, but it is the Council's choice to currently recheck the records every 3 years (although organisations such as the Care Inspectorate etc. support this). Ceasing to carry out rechecks every 3 years would realise an annual saving of £50,000 for the Council, and a review is currently being held to consider how it would be possible to do this without endangering the safety of vulnerable children and adults, i.e. receiving any disclosure of a crime record following a recheck which draws attention to the crime amongst the Council workforce is very scarce and, when a crime has been committed, this would be known to the employer before carrying out the recheck. Other options that would realise a smaller saving are also part of the consideration, but further work on the possibilities is required before submitting them.</p>	No equality impact anticipated	
2.4	Remove 1 post form the Communication and Engagement Service	£0	£26,000	<p>This Service provides support to all the work undertaken in the engagement field, the Council's website, press office, internal communication, communication with councillors and communicating in emergencies. We anticipate that we can still continue to provide the service in line with corporate priorities whilst reducing 1 post.</p>	No equality impact anticipated	

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2.5	Restructure the support for Scrutiny	£25,000	£0	There is a need to ensure a structure that has the capacity to support the increasing requirements of the Council's scrutiny arrangements. Two posts have become vacant in the Democracy Service and redirecting the financial resource to a scrutiny support purpose is being looked at, whilst realising a financial saving at the same time. This could be done in the face of a review of working arrangements currently being held within the Democracy Service, i.e. this is what allows for the saving and the ability to redirect a resource.	No equality impact anticipated	
2.6	Reduce staffing at the Tax and Benefits Service by 4%	£40,440	£0	This 1.5 post is already vacant in the Unit, and our current performance reflects this. Not filling this post permanently would mean that we could maintain the current performance but there would be less ability to cope with unusual situations in future. Whilst residents should not be impacted during period of normal pressure, there would be an impact in terms of a delay before responding at busier times, or during a period of change in arrangements.	Disabled people and people from an ethnic minorities are more likely to be inactive economically and therefore are more likely to receive benefits. In most cases, Housing Benefit and Council Tax Relief are paid to individuals with a long-term disability immediately without applying to the Council, as they also receive benefits administered by the DWP. So there is less likely that delays would deal with their bids to compared to others.	www.gwynedd.llyw.cymru/Asesiad6
2.7	An electronic payslip system for everyone	£3,750	£11,250	Discontinuing paper payslips completely would be unpopular among many members of staff who currently receive paper payslips. There is a risk that it could increase the number of enquiries. However, it would have no impact on the public.	No equality impact anticipated	
2.8	Savings in place from recent restructuring of the Library Service	£15,000	£0	Over the last 4 years, the Libraries Service has introduced a series of changes to its provision model and has achieved savings for the Council as a result. £15k of savings have been generated above the target set for the service by the Council, and during 18/19, this budget will be used to help ground the new service.	No equality impact anticipated	

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<p>2.9</p>	<p>Collaborate with the third sector to find a new provider to take over the day care service in Criccieth and Blaenau Ffestiniog</p>	<p>£25,000</p>	<p>£75,000</p>	<p>There are two day centres, namely Encil Y Coed, Cricieth (18 attending at present with the centre open three days a week) and Blaenau Ffestiniog (15 attending at present and open four days a week) where bodies such as Age Cymru are present in the areas already. The Hafod y Gest and Ffestiniog Memorial Hall developments are opportunities to collaborate.</p> <p>Although the service will continue for the individuals changing the provider can be sensitive matter for those who attend and their families. Many of those who attend both centres have already gone through changes some years ago when closing Noddfa Madog day centre in Porthmadog where many of those attending the centre moved to Encil y Coed and Blaenau Ffestiniog.</p> <p>There is also a risk for individuals to choose not to attend the new provision in the area which would mean an increase in demand for domiciliary care in areas where it is challenging to deliver care packages.</p> <p>The savings would be achieved by considering holding the centre at a different location in the area. Blaenau Ffestiniog day centre is held in the community centre. We pay an annual rent to the centre they have noted a concern that the community centre would not be able to sustain itself without the rent.</p>	<p>This plan is about changing the provision by working in partnership. The needs of each individual will continue to be assessed separately. It is not a scheme that eliminates a service. It will be delivered by means of a more efficient alternative.</p>	<p>www.gwynedd.llyw.cymru/Asesiad7</p>
<p>2.10</p>	<p>Improve the coordination of the service with the Children and Families Department at the time of transfer</p>	<p>£0</p>	<p>£60,000</p>	<p>Currently, the Children and Families Service provides a service for children with learning disabilities until they reach 18 years old, and then the Adults Service commissions services for them from then on. There is an opportunity to take advantage of the efficiencies that could arise by jointly planning better. A change in culture would be required to develop services based on lifelong collaboration principles across both services, and this would be a challenge. Initially, it</p>	<p>The plan should facilitate and improve the support individuals and their families receive during the time when service provision transfers between Council departments.</p>	<p>www.gwynedd.llyw.cymru/Asesiad8</p>

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				would be possible for us to scrutinise the best way of collaborating when reviewing CHC cases at transition age sooner, and working with the Children and Families Department to plan the support.		
2.11	Review of out of county packages in order to find more local locations to individuals	£50,000	£50,000	This important work of reviewing out of county packages needs to continue in order to be in-keeping with the strategy of providing support based on active support principles in the field of learning disabilities and the recovery model in the field of mental health and give the opportunity (when appropriate) to those who want and need it, to receive support locally. As we go through the cases and look at developing opportunities locally for individuals, we are confident in being able to discover some savings, but reaching the £100k level could be a challenge, especially when reaching cases with profound needs and intensive behavioural management.	This plan is about reducing the reliance on expensive out-of-county placements and strengthening the provision at a local level. Each placement or service to support individuals will continue to be based on an individual assessment. The service will not change if it cannot be demonstrated that the service required is available locally. Reducing the use of out-of-county placements should promote the development of local services and facilitate the contact of individuals with their families.	www.gwynedd.llyw.cymru/Asesiad9
2.12	Hire Collection Vehicles at the Recycling Centres instead of purchasing them	£15,000	£5,000	Currently, we purchase lifting vehicles at the recycling centres, but a review has demonstrated that savings could be made by hiring these vehicles. There would be no impact on Gwynedd residents.	No equality impact anticipated	
2.13	Rationalise the Highways' On-duty / On-call arrangements	£7,500	£7,500	We currently have on-call arrangements in the Highways service, which receives and acts upon calls by the public, the Police and other agencies regarding matters relating to highways maintenance. Currently, the service is arranged based on the areas / work unit division / commissioning. It would be possible to move to a situation of combining some aspects of the arrangement, or operating based on two areas.	No equality impact anticipated	

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2.14	Use cheaper materials to maintain roads	£45,000	£0	By using non-premium binder when maintaining roads, it is considered that money could be saved. It is not believed that Gwynedd residents would notice the different. In reality, we already use it in some places.	No equality impact anticipated	
2.15	Change CCTV with monitoring officers to a system 'without officers'	£0	£210,000	With the Cabinet's agreement, this work is already underway as our equipment have reached the end of their lifetime. Of course, there is a possibility that relevant residents find that the service is not as good as the current service without supervision, but by using modern equipment, it is possible to enlarge camera images that watch a wider area, and have nearly the same impact.	As an improved system will be used there will be a positive effect but on the other hand the cameras will not be watched all the time. Therefore every equality feature will have a positive and negative effect	www.gwynedd.llyw.cymru/Aseiad10
2.16	Change working arrangements for collecting waste by establishing shifts and shorter circuits	£0	£150,000	Our experience shows an argument for changing our shifts pattern in terms of waste collection. Although this would not mean a change in frequency to our collections, it would mean changing collection days for some. It could, however, help with the complaint that we miss some collections because some on the lorry are unfamiliar with the circuit, as it would then be the same people on the circuit continuously. This could also help to create "ownership" of the circuit amongst the workforce. Changing the collection day for a number of residents would create some confusion at the beginning. Need an alternative arrangement to ensure completing the task (circuit) to give residents assurance that the collection is done on the same day.	Positive - Promoting equal opportunities. Likely impact regarding less rushing to work. Crew ownership for the same circuit means that they would be able to identify people who receive additional support.	www.gwynedd.llyw.cymru/Aseiad11
2.17	Support and train child-minders and nurseries ourselves	£24,980	£0	A reduction in the ability to provide training packages and set up grants for childminders and nurseries. There would not be a significant impact on children and families because the service could provide the training internally without the need to commission externally.	Any effect on children will be limited	www.gwynedd.llyw.cymru/Aseiad12

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2.18	Reduce the Maintenance Allowance budgets	£0	£30,900	This is a budget that will be reduced in expenditure over the coming years, as it achieves family support packages under a historical package. No expenditure has been approved from a new from this budget for a number of years, and it will end when the young people who continue to receive the allowance turn 18 years old. There will be no further use of it after the next 3 years, and therefore there would be no impact on children and families. It is no longer possible to approve plans under this arrangement due to legislative change.	No equality impact anticipated	
2.19	Realise more efficiency savings within the Emergency Planning Service	£12,700	£0	This service is provided by a joint Unit for North Wales. A discussion with the unit manager indicates that we should be able to see a further efficiency saving of this size over the next 3 years. £10,000 of this has already been achieved and it should not have any substantial impact on Gwynedd residents.		
3.1	Provide electric car charging points in car parks	£0	£50,000	The use of electric cars is increasing quickly, with increasing demand for charging points in car parks. The details for the available grants to fund the equipment are in the process of being announced. By implementing this proposal, there would be a positive impact on the residents of Gwynedd, as a lack of charging points is a problem for anyone who is currently considering buying an electric car in Gwynedd. Detailed work on this plan is required before being able to note certainty in realising this plan, and we emphasise that this initial figure is an estimate only.	No equality impact anticipated	

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3.2	Invest in improvements that would make Neuadd Dwyfor more efficient, and prepare to look at an alternative model for the future	£0	£100,000	<p>The Department has received a business review of the Neuadd, which highlights that making changes with a modest capital investment would lead to making the Neuadd £100,000 cheaper to run within 3 years of realising the plan. When the situation of Neuadd Dwyfor was discussed during the Gwynedd Challenge exercise, the Council decided that this budget should not currently be cut, but subject to discussing options with any local organisation with a view for them to take responsibility for it, with the aim of reducing costs that fall on Gwynedd taxpayers, and that any savings should be included in the efficiency savings.</p> <p>There has been no local interest in running the Neuadd, but by realising this plan, the resource cost would reduce to £48,000 per annum. Having said that, we do not run such a facility in any other location.</p>	<p>Non-investment will ultimately lead to the need to close and not provide arts services there. This would directly impact on liveliness and activities in Welsh. There are a number of arts activities targeting specific ages, e.g. children and young people, older people, disabled people, and closing or having a too high prices would directly affect them.</p>	<p>www.gwynedd.llyw.cymru/Asesiad13</p>
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3.3	Create a new Respite Care Unit at Tan Marian which will reduce the costs of external placements	£21,500	£21,500	<p>A new bespoke Respite Care Unit needs to be created in Tan y Marian to focus on profound and complex needs. This need has manifested itself for many reasons:</p> <ol style="list-style-type: none"> 1. A change in the profound and complex needs of the adults we support 2. A change in the needs of people of a transitional age (young people, middle aged people, older adults) 3. Fewer out of county cases and more adults receiving intensive support locally 4. More adults with profound and complex needs living at home 5. Need to revisit the 'block booking' of respite care weeks at two locations in Gwynedd. These services are now unable to meet the needs of the adults with physical needs and more profound behaviour. <p>Also, we need to set a County respite care framework with a menu of choices based on demand, needs and location in order to provide choice and a wide range of services across the county. This is based on the reasons above and also in order to set a system for the way we commission respite care. This would be more cost efficient rather than following the system of spot purchasing additional respite care opportunities. By doing so, it is anticipated that we will create savings by reducing the block booking contract, reducing the use of the spot purchasing system and ending the block booking opportunities that currently exist.</p>	<p>The services offered at this site are specifically for disabled individuals and their families / carers. The needs of each case will be individually assessed and appropriate and appropriate provision will be offered. It is hoped that this plan will strengthen the provision of respite care service in the County.</p>	<p>www.gwynedd.llyw.cymru/Asesiad14</p>
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3.4	Develop 3 Extra Care Housing developments in Gwynedd (Pwllheli, Ffestiniog, South Meirionnydd areas)	£0	£300,000	<p>The Council has already developed two Extra Care Housing provision in Gwynedd - Bala (Awel y Coleg) and Bangor (Cae Garnedd), and the third is in the process of completion in Porthmadog (Hafod y Gest), (with the savings target attached). Based on our experiences thus far, it is estimated that a saving of £200,000 could be made with each new development by having the correct split and balance in relation to care needs in each development. Substantial financial investment will be required to build 3 additional extra care housing developments in Gwynedd, but as well as generating savings that would better meet the true needs of older people.</p> <p>Naturally it would be a long-term plan. A housing association would be responsible for the building. The care costs would be the department's responsibility. There is a possibility of extending the provision to individuals with learning disabilities, physical disabilities and mental health conditions in addition to a provision for older people only. The provision would mean that individuals have their own tenancy and can receive timely support if required to enable them to continue to be independent for as long as possible in their local communities. There is evidence that it would be possible to provide care to individuals with very profound needs within the plans. The plans enable couples to be able to stay together and receive support and would enable families to continue to provide elements of support should they wish to do so.</p>	<p>The investment and change in the way care services will be provided should have a positive impact for everyone who receives a service.</p>	<p>www.gwynedd.llyw.cymru/Asesiad15</p>
3.5	Reduce the dependency on temporary accommodation by investing in appropriate accommodation	£0	£100,000	<p>The Department has a responsibility to provide temporary accommodation to homeless individuals. The Department ensures accommodation in different ways, but are finding it difficult to identify suitable accommodation for some individuals as there is a lack of provision available, and have to contribute to the cost of the provision. A supply of appropriate additional property could help reduce the dependency</p>	<p>The plan is based on the needs of individuals. That will be based on a specific assessment of their circumstances. As the plan is about improving reports and facilities, it should lead to no change or a positive change for those who are supported.</p>	<p>www.gwynedd.llyw.cymru/Asesiad16</p>

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				on more costly accommodation. If the Council can ensure capital investment to ensure that smaller units and alternative accommodation are available, dependency on temporary accommodation could be reduced. Management of the units must be ensured, and that we have direct access to them and maintenance funds to avoid managerial challenges.		
3.6	Install LED lamps to the remainder of street lights	£0	£45,900	We have already changed 10,264 street lighting units to LED. We have received approval for £1.389m through the Government's loans scheme in order to achieve the work that will commence in April 2019 and will be completed in March 2022 to change 7,000 of the 'largest' road lamps to more effective ones. The sum available at the end of the period we would have repaid the loan will be £184,000, but it will only be 45,900 in the initial years. Residents will notice initially, before getting used to the new lights.	No equality impact anticipated	
4.1	Increase the fee for the care club before school from £0.80 to £1	£43,000	£0	We currently charge 80p for the care element before schools and approximately 2,000 children take advantage of the service. By increasing the fee to £1, families would have to pay more for the service, with a danger that some would choose not to continue, and having to change their work patterns in order to cope. It could also mean fewer children coming to have the free breakfast.	It is not envisaged that there will be a significant negative effect on any of the equality characteristics as the fee increase is relatively small . However an impact has been identified on poorer children (eg those who come from families with a disabled member or a member from an ethnic minority group)	www.gwynedd.llyw.cymru/Asesiad17
4.2	Increase the fee to assess the quality of water in order to reflect the cost of providing the service.	£12,500	£12,500	The Public Protection Service is required to inspect and sample private drinking water sources in order to ensure that they are safe. The work range required to do this has changed over the years, and the fee charged should reflect this. Naturally, by increasing the fee, users of private water sources would have to pay more for the service, but only to the degree that it covers the true costs of doing the work.	No equality impact anticipated	

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4.3	Issue penalties on contractors who fail to comply with legislation when working on our roads	£15,000	£0	It is possible to use the technology system more effectively to have better control over the work of statutory contractors. A financial penalty arrangement is in place for failing to conform with legislation. Having better control over the work would lead to identifying any inconsistencies, and attracting penalty notices. A neutral impact on the residents of Gwynedd.	No equality impact anticipated	
4.4	Increase income by ending free Christmas parking from 2019 onwards; increase the number of pay and display car parks and increase parking fees whilst considering how we can maintain or even reduce the cost to residents	£82,500	£97,500	<p>Free parking at Christmas leads to a loss of income of approximately £45,000.</p> <p>Changing the criteria for pay and display car parks would mean that we would start charging in areas that are currently free, in addition to an increase in charges in some locations.</p> <p>Increasing the charges by 10% would obviously generate more income but would impact both visitors and local residents. In the majority of short stay car parks the cost of parking would increase from £1 to £1.10 per hour, whilst parking at long stay car parks for 4 hours would increase from £2 to £2.20.</p> <p>The Council would like to consider the possibility of avoiding this increase to the people of Gwynedd, or even reducing it by reducing the cost of the season ticket for example. Significant work would be required to establish the final plan.</p>	The policy is likely to have an impact on people who are poorer, e.g. families with disabled people, people from an ethnic minority or family with a disabled member. The size of the impact is dependent on the size of the fee.	www.gwynedd.llyw.cymru/Asesiad18
4.5	Increase pest control fees in line with market prices	£5,000	£5,000	Recent work to increase income by increasing fees and attracting new customers has been successful. We remain cheaper than other companies and, therefore, it appears that there is an opportunity to increase fees. There would be a small impact on the residents of Gwynedd in light of a small increase in fees, e.g. treatment of rats in a house would increase from £40 to £45, which is still competitive in comparison to approximately £60 by private companies. Naturally, the situation will need to be monitored carefully to	An initial assessment has been made to see if there was an effect. No significant impact has been identified as the service is not used regularly.	www.gwynedd.llyw.cymru/Asesiad19

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				ensure that we still offer a competitive price in comparison to others.		
4.6	Significantly increase the fees charged to Statutory Contractors for road closures / traffic orders	£12,500	£17,500	This plan entails significantly increasing the fees charged on statutory contractors and others for road closures. The impact on our residents could increase, i.e. costs of holding events with community benefit (events that are not commercial in nature). This could lead to events either being held without informing us, and they might be putting the public in danger, or that events are not held thus reducing community benefit.	The Unit often undertakes actions in response to requests from disabled people and families to deal with situations that pose a risk to them. If the budget was reduced, it may not be possible for the Unit to undertake all its security plans and increase the risk to disabled people and families.	www.gwynedd.llyw.cymru/Asesiad20
4.7	Increase the Occupational Health Service's income by selling more services	£20,000	£0	The Unit generates income by selling its occupational health service to other public organisations. The increase in the income target is based on the Service's performance over the last three years.	No equality impact anticipated	
4.8	Attract additional income by providing services to other public bodies	£46,340	£10,000	We have been discussing our services with external bodies to better reflect the services we offer to them.	No equality impact anticipated	
4.9	Create income by selling our fleet tracking system	£0	£20,000	In Gwynedd, an internal fleet tracking system has been developed, which brings savings of approximately £100,000 to the Highways Department. There is considerable interest from other authorities, following efforts to sell the system to them. Our ability to harvest this saving would depend upon contracts from other partners, but there is an opportunity to raise additional income.	No equality impact anticipated	

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4.10	Generate income by preventing fraud	£0	£40,000	<p>We would set up the service in order to attempt to identify more cases of fraud than is currently identified. Obviously, the sum noted is surplus, which the service would need to generate after considering the costs to set up and run the service. There is a risk that the sum would not realise itself, but we will not know without trying. In light of the Welfare Reform Act 2012, the DWP set up the 'SFIS' fraud detection service, including transferring the Council's former fraud prevention staff to the DWP in 2015/16. Before seeing the result of the SFIS operation, it was not possible to estimate the scale of the likely residual fraud. Of course, it is inevitable that an element of fraud will not have been identified, and it is nearly impossible to estimate how much. There is, therefore, a real risk of depending on this sum.</p>	No equality impact anticipated	
4.11	Attract additional income through an Internal Collection Agency	£0	£100,000	<p>Rather than depending upon external agencies to recover debts, it would be possible to set up our own unit. The sums that the debtors would have to pay (on top of the debt) would still be the same, but the profit made by commercial agencies would come to the Council rather than a private company. The success of such initiatives across north Wales has been varied. There would be costs associated with introducing the service. Also, there is a significant risk of failing to attract the additional income, and a possibility of a deterioration in the tax collection rates.</p>	No equality impact anticipated	
4.12	Standardise parking arrangements by introducing parking fees to areas (e.g. Y Glyn area)	£20,000	£20,000	<p>Parking fees are already payable in some car parks in Padarn Park. It is intended to introduce similar parking fees in additional areas (e.g. the Glyn area) which would reconcile the arrangements. It is important to note that Gwynedd residents are the highest percentage of visitors who use the site for recreational purposes. It would also be an aim to attempt to get other bodies to take responsibility for our country parks, thus reducing the cost for us to provide them. An investment would be required to implement</p>	<p>The policy is likely to have an impact on people who are poorer, e.g. families with disabled people, people from an ethnic minority or family with a disabled member. The size of the impact is dependent on the size of the fee.</p>	<p>www.gwynedd.llyw.cymru/Aseiad18</p>

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4.13	Establish parking fees at Dinas Dinlle	£15,000	£35,000	<p>Parking fees are already payable in some car parks near the main beaches. It is intended to introduce similar parking fees in additional areas which are currently free to be consistent with other areas, e.g. Dinas Dinlle. It should be noted that a high percentage of visitors to the beaches (especially out of season) are residents of Gwynedd and it could lead to an increase in street parking.</p>	<p>The policy is likely to have an impact on people who are poorer, e.g. families with disabled people, people from an ethnic minority or family with a disabled member. The size of the impact is dependent on the size of the fee.</p>	<p>www.gwynedd.llyw.cymru/Asesiad18</p>
4.14	Increase launching fees across the beaches of Gwynedd from £10 to £15		£10,000	<p>It is possible to increase launching fees from Council slipways from £10 to £15. An investment is required in order to implement.</p>	<p>No equality impact anticipated</p>	
4.15	Charge the schools more for the archives service	£5,000	£5,000	<p>70 schools have committed to using the archives service this year and they pay 50% of the cost of the service by paying a fee of £254 per school. The option would lead to an increase in the schools' fee to £397 per school, which is an increase of nearly £150 per school (depending on the number of schools which will have committed).</p>	<p>The Service may not continue if School Heads cannot secure the additional budget. That could have a significant impact on the following equality characteristics:</p> <p>Nationality - The materials convey the history of the communities reflecting the Welshness of the County. Awareness of the wider context of their communities for pupils, strengthening identity and sense of place.</p> <p>The Welsh language - As above Pupils, by understanding more about their communities roots, can take pride in the history of their locality and strengthen their personal and community identity.</p> <p>Age - affect children's opportunities to nurture and develop skills and reduce their experiences.</p>	<p>www.gwynedd.llyw.cymru/Asesiad21</p>

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4.16	Increase inspection and licensing fees of multi-occupancy properties from £140 to £180	£0	£20,380	We charge a fee for inspecting and licensing multi-occupancy property, and the licence is then valid for a 5-year period. The fee contributes to the cost of the service, and the fee could be increased whilst staying with the Government guidelines. Currently, £140 is charged per room, and it is anticipated that the fee could be increased to £180 per room. There is a risk for the rent levels to increase for some vulnerable tenants as the cost is transferred.	An initial assessment has been made to see if there was an effect. No impact has been identified	www.gwynedd.llyw.cymru/Aseiad22
4.17	Increase the income from street enforcement by fining more individuals who litter	£10,000	£10,000	We are currently looking at collaborating regionally or extending operating powers to others within the Council in order to implement this.	An initial assessment has been made to see if there was an effect. No impact has been identified	www.gwynedd.llyw.cymru/Aseiad23
4.18	Garden Waste: more income or reduce costs	£25,000	£75,000	There are many options to save money in the field of garden waste. It would be possible to charge an annual fee and/or reducing the service to 9 months is possible, but this might create an element of dissatisfaction amongst approximately a third of residents. A consultation would be required with the residents on the favoured method of saving.	It will affect people on a low income, who can not dispose of their free garden waste at the Recycling Centres. This could include groups of people like those on benefits in relation to disability or pensioners on low incomes. We will look at ways to mitigate these effects.	www.gwynedd.llyw.cymru/Aseiad24
4.19	Charge a fee for re-supplying bins that have been damaged by residents	£6,250	£18,750	In a year, we are required to supply 12,000 waste containers, and it is estimated that approximately 75% of these cases are due to damage by residents. We could ask them to pay for resupplying. As a first step, we will charge for resupplying residual bins only.	An initial assessment has been made to see if there was an effect. No significant impact has been identified	www.gwynedd.llyw.cymru/Aseiad25
4.20	Charge an additional fee for cremating on the same day as the service	£10,000	£10,000	It is possible to change cremation arrangements to an arrangement where we only cremate on the same day if an additional fee is paid.	An initial assessment has been made to see if there was an effect. No impact has been identified	www.gwynedd.llyw.cymru/Aseiad26
4.21	Increase Crematorium fees from £520 to £550	£7,500	£22,500	Increase the cremation fees from £520 to £550.	No equality impact anticipated	

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4.22	Recycling Centres: charge a fee on traders	£5,000	£15,000	Currently, traders are not permitted to take materials to recycling centres. By licensing traders to be able to do this, we could increase income. There would be no impact on residents.	No equality impact anticipated	
4.23	Charge a fee for disposing DIY materials (e.g. Rubble at £3 per bag or £30 per trailer)	£25,000	£75,000	Some nearby councils charge residents to take DIY materials to recycling centres. This material is expensive to recycle and we have concerns about traders bringing material to the sites, and alleging that they are private individuals. It is anticipated charging a fee on goods such as rubble, tyres, asbestos and others. For example, Rubble £3 a bag or £30 for a full trailer, tyres £4 each, asbestos £12 a bag.	No equality impact anticipated	
4.24	Increase waste collection fees for businesses	£0	£100,000	Although we do not have to provide the service, we collect waste from businesses, and this pays for itself. Of course, there are private providers and to a degree, the fact that the Council provides a service helps rationalise the market and helps pay our overhead costs. It would be possible to charge more, but there would be a danger for us to then lose business and would make the others inefficient. There would be no impact on residents, but there would be an impact on 2001 businesses in the County.	No equality impact anticipated	
4.25	Increase income by selling legal services to other public bodies	£33,000	£0	As part of the work to attempt to encourage more income, the Unit has managed to generate more income by doing work for others. This income is already in hand, therefore there would be no impact on the people of Gwynedd.	No equality impact anticipated	
4.26	Increase YGC fees in the civil engineering consultancy work field	£40,000	£0	Increase fees in order to reflect the movement within the market in terms of the private sector costs. Costs to clients would increase of course, but it is considered that this is sustainable considering the current market.	No equality impact anticipated	

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4.27	Increase income in the flood prevention field	£25,500	£25,500	Due to the challenge of climate change, the Service has succeeded in acquiring work that would contribute more income for at least the next 5 years. 3 additional officers will need to be employed in order to be able to achieve this work, with a low risk for this work to reduce after 5 years.	No equality impact anticipated	
4.28	Increase income by offering technical, scientific and engineering support to flood risk mitigation plans to Councils across Wales	£7,500	£22,500	The department is developing expertise in the flood prevention field which is not available in many councils, and it is considered that some of this expertise could be sold to other councils in Wales. 2 additional officers would be required in order to do so, but for the next 5 years, the income would be sufficient to meet the cost and generate higher income. There would be a small risk that the work could reduce after the first 5-year period.	No equality impact anticipated	
4.29	Increase income by offering more project management support to Welsh Government on major plans	£10,000	£0	There are further opportunities for the Department to offer a project management function to Welsh Government, and although there is no certainty of being able to acquire it, experience demonstrates that the opportunity is there, and it should be aimed to broaden the department's horizons to attempt to obtain such work.	No equality impact anticipated	
5.1	Transfer some public toilets to others	£0	£50,000	The intention here is to transfer some assets to the Community Council / Town Council, or possibly to a Community Group. If this figure is to be reached, between 6 and 10 toilets will need to be transferred. Achieving the sum will depend upon discovering bodies that will be willing to take them on and maintain them.	Generally will have a positive impact on the characteristics of disability, age (older people and families) and pregnancy and maternity. The proposal is intended not only to achieve financial savings, but to seek to improve the provision of toilets. In developing the proposal, the Council has assessed the needs of their community to try to meet that need in the best possible way, and where appropriate	www.gwynedd.llyw.cymru/Aseiad27

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5.2	Transfer Play Areas to others	£0	£210,000	<p>There are significant costs associated with running play areas but, in some locations, there are local organisations or councils that run them. Consequently, in the current climate, it must be questioned whether the Council can continue to spend on these facilities. The intention here is to offer organisations or councils to receive and run them, or completely cease to maintain them after a specific time.</p>	<p>Potential impact if assets are not successfully transferred to others. The possible result from ending the service could be a negative impact on chance of children and families having somewhere to play outside which is important so that they can keep healthy and fit. If this happens a full equality impact assessment would need to be made.</p>	<p>www.gwynedd.llyw.cymru/Asesiad28</p>
6.1	Reduce the contribution of the Council to GwE by 1%	£6,410	£0	<p>The Council contributes £640,000 to GwE for the schools' improvement service. Reducing the contribution would reduce the resource available to offer schools, but it is difficult to quantify the exact implications, as the practical impact would be a slight reduction in the support for schools, and it is difficult to anticipate when this would have an impact. As it is a small percentage, it is likely that the impact would be minor and the reduction could be focused on those schools where less input is needed.</p>	<p>No equality impact anticipated</p>	
6.2	End Library Services to Schools	£36,780	£36,780	<p>The Libraries Service supports literacy and reading in the primary schools through Lori-Ni which visits the schools at least twice a year in order to enrich children's reading experiences. The Libraries Service also provides resources to support the curriculum at teachers' request, the resources include books, story sacks, interactive materials for the white board, and group reading sets which enrich the nature of the materials and the curriculum experience available for children. Without this resource children would have less access to books and recreational reading experience, and the schools would have fewer curricular resources to enable them to ensure good quality education experiences for children.</p>	<p>It is acknowledged that the proposal will have an impact on children, but that effect is not envisaged to be substantially negative. This is because schools are expected to find alternative ways to provide suitable books that reflect different equality features</p>	<p>www.gwynedd.llyw.cymru/Asesiad29</p>

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6.3	Reduce the frequency of cleaning in some areas within Schools by reducing hours by 1.7%	£17,560	£17,560	<p>We currently clean schools through a specification which generally means cleaning the entire school floors, including toilets and wiping furniture daily, damp mopping and scrubbing the floors of various areas, but not daily, with a deep clean for one week. This all costs £2,045,320. By reducing the budget by £35,120, the frequency of cleaning some areas within the school would have to be reduced, and the only way to do this would be to cut staff hours. This will mean a reduction of 1.7% in the cleaning hours of all sites which could mean, for example, furniture would not be able to be wiped every day. This would lead to a deterioration in schools' hygiene standards unless schools choose to reinforce the budget from their core budget.</p>	<p>It is not expected to have a significant negative impact on any of the equality characteristics as the size of the reduction in hours is relatively small when split across all schools.</p>	<p>www.gwynedd.llyw.cymru/Asesiad30</p>
6.4	Reduce the resource within the Road Safety Unit	£7,500	£2,500	<p>This is a small team of 1.5 officers, who presents the teaching, advertising and training aspects on road safety matters across all ages. It is possible to reduce how much road safety promotional materials the Unit currently distributes to school pupils. This would not have a substantial detrimental impact on the service of teaching vulnerable people. In addition, the number of school crossing patrols currently employed could be rationalised by reviewing the circumstances of individual sites against the existing criteria to establish crossing provisions. This would ensure that only the sites with a low risk for crossing the road would be impacted.</p>	<p>There is the potential that reducing the number of children crossing patrols outside the schools would increase the road safety risk for disabled and non-disabled pupils and parents. The likelihood of collision between the pupils and parents and vehicles would increase without a crossing patrol there to help cross the road.</p>	<p>www.gwynedd.llyw.cymru/Asesiad31</p>

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6.5	Reducing the budget for maintaining public footpaths	£5,000	£5,000	<p>The funds for maintaining public footpaths (Budget of £177,160) goes towards maintaining approximately 1700 kilometres of category 1 and 2 footpaths, and approximately 2200 kilometres of category 3, 4 and uncategoryed footpaths. In accordance with the Council's Public Rights of Way Improvement Plan, we prioritise the work on category 1 and 2 footpaths. Most of the funds are, therefore, concentrated on these Category 1 and 2 paths which are main paths between centres and are used the most e.g. paths around communities, circular foot paths, access to beaches etc.</p> <p>The work involves carrying out reactive work following complaints, e.g. fixing the surface, fixing structures and responding to extreme weather e.g. trees falling during storms, and re-installing signs etc. that is undertaken by this Council. However, this also means managing growth, that is undertaken through an arrangement with some Community Councils.</p> <p>The impact of a £10,000 cut would mean that less of the network would be attended to, and would put increasing pressure on our ability to encourage the Community Council to manage growth.</p>	<p>Access to rights of way may be even more limited to families, older people and disabled people if the Unit could not fully complete its work programme.</p>	<p>www.gwynedd.llyw.cymru/Asesiad5</p>
6.6	Reduce the resource within the Planning Policy Service	£2,500	£2,500	<p>It is possible to somewhat rationalise the unit by changing duties and discovering a saving, but it is noted that a cut of over 30% has already been made to staffing levels over the last 7 years. There will be an impact of reducing expertise and resilience, along with an increase in delay in fulfilling statutory duties on behalf of Gwynedd and Anglesey residents. There will also be delay with advising the Planning Units (Development Control) of both counties on planning applications / advice. The saving needs to be shared with Anglesey 50/50.</p>	<p>An initial assessment has been undertaken to see if there was an effect. No impact has been identified.</p>	<p>www.gwynedd.llyw.cymru/Asesiad32</p>

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6.7	Reduce the budget for the Traffic Orders unit by 33%	£2,500	£7,500	<p>It would be possible to slightly reduce the budget of the Unit involved with traffic orders which would limit the Service's ability to respond to comments from the public, police etc. on safety situations, e.g. speeding and reckless parking. The current budget of £30,000 enables the Service to impose orders on our roads and carry out physical work such as placing yellow line, introducing driving zones and introducing traffic calming measures. This will, possibly, force the Service to consider implementing a quota arrangement to ensure that the expenditure does not exceed the available budget. This type of arrangement would have to be on a first come first serve basis as it would not be practical to collect a list of situations in order to prioritise them in the final quarter of any financial year. Having to consider this type of arrangement would mean that fewer orders would be processed.</p>	<p>The Unit often undertakes actions in response to requests from disabled people, families and older people to deal with situations that pose a risk to them. Reducing the budget for setting the physical measures on the roads might potentially increase the risk to these groups as it would be necessary to prioritize what works takes place.</p>	<p>www.gwynedd.llyw.cymru/Asesiad33</p>
6.8	Reduce seasonal employment of the Tax and Benefits Service by 50%	£42,780	£0	<p>There was a need to make extensive use of overtime as a result of a backlog of 2,000 items after the summers of 2017 and 2018. At busy times such as September/October or the turn of the financial year, without this budget there would be a delay in providing support for the people of Gwynedd to pay their rent, or make necessary adaptations to their Council Tax accounts. It is difficult to quantify what exactly the effect would be without letting it happen to see, but it can be anticipated that it would take longer to clear any work backlog.</p>	<p>In normal years, the remaining budget will be sufficient to cope with seasonal work pressures. In years of unusual pressure the shortage in the overtime budget may result in delays in dealing with tax issues or dealing with benefit applications or Council Tax Relief. Disabled people and individuals from an ethnic minority are statistically more likely to be poor and dealing with benefit claims could, therefore, affect Disabled people and people from ethnic minorities more than the general population. Having said that, as this cut is not expected to cause any delays, the risk is very small.</p>	<p>www.gwynedd.llyw.cymru/Asesiad34</p>

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6.9	Remove a vacant post within the Business Support Service (a reduction of 25% in the number of staff)	£23,000	£0	One post (out of the 4 in the Unit) is already vacant, and whilst it clearly affects the Council's ability to deal with enquiries by individual businesses, the current performance level reflects what can be done without the post. Based on 2016/17 figures, the nature of the enquiries included Land and Property Enquiries (51%); Grants and financial support (31%); Business development support (10%); Business Information (6%) and inward investment (2%). The impact of removing this post would be that the delay in responding to business enquiries would continue, a risk that the Council would not be able to give as much support to each enquiry, and that the Council could not be proactive in raising Gwynedd businesses' awareness of opportunities.	No equality impact anticipated	
6.10	Review parking fee and operational arrangements at Storiel	£10,000	£10,000	Storiel has been established as a museum and gallery in Bangor, with exhibitions being organised in community areas across the county in order to extend access. This proposal involves reviewing the operational arrangements in terms of increasing income, including parking fees.	Raising income targets can affect fees and this can have a significant impact on those who can participate and our principal supporting our communities. It would affect access to specific heritage / arts activities for some races, the Welsh, people of all ages, and disabled people. It can lead to a loss of collaboration opportunity to provide learning opportunities, promote our unique culture, build confidence, engage with minority groups and promote social inclusion.	www.gwynedd.llyw.cymru/Asesiad35

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6.11	Reduce the mobile library service - visiting less locations and less often	£7,500	£2,500	<p>The Libraries Service has 3 mobile community vehicles, namely: Arfon Mobile Library – Mobile and Home Service Dwyfor Mobile Library – Mobile and Home Service Meirionnydd Mobile Library – Mobile and Home Service</p> <p>The mobile libraries visit villages and housing estates throughout the county (140 stops) and fulfils the monthly service 10 times a year. In addition to the mobile libraries service, the vehicles also provide a home delivery service to the users who are housebound or who find it difficult to visit their local library for various reasons.</p> <p>Number of users in 2016-17 Arfon – 103 adults, 0 children, 54 housebound Dwyfor – 156 adults, 1 child, 36 housebound Meirionnydd – 208 adults, 10 children, 84 housebound</p> <p>It is likely that a number of the users who visit the mobile Service in a village stop is eligible to receive a Home Service, but that they choose to use the mobile stop for social purposes.</p> <p>By reducing the service's budget, the mobile library would visit fewer stops across the county and/or would visit stops less often.</p>	<p>The users who are at risk of being affected are older and / or disabled users, who will lose a service altogether, or have to wait for a longer period after applying for a home library service. These users could be socially isolated and faced with access to a public library due to mobility problems or public transport difficulties.</p>	<p>www.gwynedd.llyw.cymru/Asesiad36</p>
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6.12	Remove 1 post from the Economic Development Service (reduce staffing by 33%)	£20,000	£20,000	<p>We would aim to seek grants to fund one post within the Unit but if we are unsuccessful that post would have to be abolished. This would reduce our ability to develop strategic projects as the resource would reduce from three to two officers.</p> <p>The type of schemes these officers achieved in recent years was to target £9m to develop Plas Heli Pwllheli, target £13m to support the development of the Caernarfon Waterfront initiative (Galeri, Castle, Hen Ynys and Welsh Highland Railway); support the development of Plas Heli Pwllheli (£9m); complete an investment of £4.5 in Outdoor initiatives in Meirionnydd (Coed y Brenin, Fishing Hatchery at Trawsfynydd Lake, Antur Stiniog, Glanllyn Bala); Establish a Shop Local programme and Business Improvement District programme (Caernarfon and Bangor BIDS); support the Harlech regeneration initiative; develop the World Heritage Site business case for the slate areas and target £450k Lottery funds for those communities together with establishing a fund to upgrade empty buildings.</p> <p>We are in the process of targeting £25m to upgrade the site and access to Llanbedr airfield and target £4m to regenerate Bangor city centre. With fewer staff, fewer projects would be developed and implemented, leading to less investment in communities to create the conditions to safeguard and create new jobs in the future.</p>	No equality impact anticipated	
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6.13	Remove 1 post and change the management arrangements of the Community Regeneration Service (a 20% reduction)	£37,500	£12,500	Abolishing one post and changing management arrangements would mean less support for Gwynedd Council to support social enterprises and groups. There are 5 officers in the Unit and the type of plans that are currently receiving support are noted below - support o Ddrws i Ddrws to prepare a grant application for a new minibus; The Sportman tavern, Nefyn to prepare a grant application to renovate the public house; Noddfa Café And Cegin Cofi to target various grant funds; Vic, Penygroes to draw up a robust business case to target grants; Nod Glas Company, Dinas Mawddwy, to target match funding; support the Maesywaun Cylch Meithrin to relocate to the Ysgol Bro Tryweryn site; support the Barmouth partnership to review community resources and prepare a business case to transfer assets; advise and support the Maesgeirchen Partnership with a pack of community projects, support Partneriaeth Ogwen with a pack of projects, varying from setting up a land trust, community buildings energy, and options for the library site.	An initial assessment has been undertaken. No effect recognised.	www.gwynedd.llyw.cymru/Asesiad37
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6.14	Remove 1 post from the Tourism and Marketing Service (reduce staffing by 25%)	£12,500	£12,500	<p>This Unit consists of 4 officers coordinating efforts between local, regional and national partners, along with the tourism industry itself in the county in order to attempt to improve and promote Gwynedd as a tourism destination, and market it through social media and the Snowdonia Mountains and Coast website.</p> <p>By abolishing 1 post, an activity will need to be prioritised, that will mean:</p> <ul style="list-style-type: none"> - Reducing marketing activity - the Snowdonia Mountains and coast website, social media, leaflets and booklets, etc. - Reducing the activity of developing the sector, e.g. grant applications for Visit Wales to improve the products and the offer here (grants of over £600,000 had been received over the past three years to improve this offer here in Gwynedd) - Reducing the support to the county tourism partnership; - Reducing the contribution of officers' time and resources to work and strategic partnerships with Visit Wales and North Wales; - Removing the capacity to administer brown and white signage applications. <p>Following the Council's decision to close the Gwynedd Information Centres' network, enquiries from visitors and the industry are still referred to the Council and onwards to the service. Abolishing 1 post would have an impact on the Council's ability to respond to enquiries by Gwynedd businesses, visitors and public sector partners, at a time where a significant increase has been seen in the number of visitors to Gwynedd.</p>	No equality impact anticipated	
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6.15	In the long term, reduce the subsidy to the new Company being established by 20%	£0	£155,000	<p>We are about to set up a commercial company that would help us realise substantial savings (£435,000). This will be based on the Council committing to pay a subsidy of £741,000 to the company in the short-term, at least. It is hoped that in the long-term, the company could reduce the subsidy that the Council would have to pay, either by discovering other markets or reducing the running costs further. Although it would not be possible to do this immediately, it is reasonable to expect this to happen in the long-term.</p>	<p>An assessment will be carried out as the Company develops its proposals for achieving the saving</p>	<p>www.gwynedd.llyw.cymru/Asesiad38</p>
6.16	Reduce the strategic grants budget for the arts by 20%	£0	£18,000	<p>This budget was halved during the Gwynedd Challenge savings process. Implementing this scheme would mean that the Council would not give support to 11 main arts companies in Gwynedd. Several of them lead on projects which have a national effect in terms of the Welsh language and culture. The companies receiving assistance are - Bara Caws; Music in Hospitals; Canolfan Gerdd William Mathias; Cofis Bach; Dawns i Bawb; Galeri Caernarfon; Fran Wen; Plas Glyn y Weddw; Literature Wales; Pontio; Theatr Ardudwy; Theatr y Ddraig Several of these companies note that receiving an element of support from the Council ensures that they can attract funding from the Arts Council of Wales and ensure further investments in the Arts in Gwynedd.</p>	<p>Risk of losing influence with organisations to adopt equal opportunities and Welsh language policies. It can directly affect liveliness and activities in Welsh language</p> <p>Many of those who receive grants work with specific groups or ages in society, e.g. vulnerable individuals, youths, older people health / mental health problems, children and young people, mothers and babies, etc.</p> <p>Loss of opportunity to work together to provide learning opportunities, promote our unique culture, build confidence, engage with minority groups and promote social inclusion.</p> <p>It can have an impact on other services and organizations if there is a reduction in the opportunities to participate e.g. health and wellbeing, activities for young people. i.e. leading to the demand for more social care, hospitals, police.</p>	<p>www.gwynedd.llyw.cymru/Asesiad39</p>

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6.17	Reduce the budget of the books fund by 10%	£19,500	£0	<p>The Books Fund budget was reduced by 25% during the Gwynedd Challenge exercise. By reducing this a further 10%, the choice available to the residents of Gwynedd will clearly be much less, and the waiting time for books would increase, making it less attractive for residents.</p>	<p>The cut will affect the equality characteristics groups: Welsh Language, Disability, Age - children and older people, Sexual Orientation, as well as a large number of users from these groups who live on a low income.</p>	<p>www.gwynedd.llyw.cymru/Asesiad40</p>
6.18	Review physical disability care packages and look to achieve objectives through alternative ways	£25,000	£75,000	<p>We have cases that cost over £1000 a week for the Department (out of county placements and care packages that have been inherited from other counties under the ordinary resident regulations). By reviewing these packages, it is considered that the needs could be met in alternative ways. The figure is based on similar work that has already been achieved in the field of Learning Disabilities and there will be a key element of invest to save by investing in suitable homes and extra care housing developments.</p> <p>A social worker will need to be appointed for an 18 month period to work on the plan to review all out of county cases and complete an analysis of the need that exists now and in future.</p> <p>It is possible that considerable investment will be required beforehand in order to ensure suitable resources to provide the care locally. A positive impact if it is possible for individuals to return to receive care locally.</p> <p>It must be borne in mind that some individuals have received care for many years, therefore managing any change and expectations will be key. There is an element of over-servicing in the ordinary residence packages, and it will be a process of change over time in order to cope and the support provided in an alternative way.</p>	<p>The plan is about supporting and delivering services based on need. As a result, the method of support can be different and more local or with a different provider. The plan should not have a negative impact on any individual / group. The needs of each individual will be assessed separately.</p>	<p>www.gwynedd.llyw.cymru/Asesiad41</p>

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6.19	Review of the Continuous Health Care packages	£50,000	£150,000	<p>When reviewing continuous health care packages, we attempt to ensure that Health pays a fair contribution towards the care packages given to individuals in accordance with the rules established. This important work needs to continue in terms of the 'best value' principle, but also in terms of responsibility for the support/care package. We are reviewing the CHC/DST procedure jointly with Health and aim to receive more benefits from this work.</p> <p>The intention here is to chase up the most intensive cases and, whilst we are quite confident that approximately £100k could be achieved, the entire £150k will be a considerably greater challenge. The Learning Disabilities Service has already implemented the easier and less controversial cases by achieving savings of £600k in terms of reviewing packages, achieving best value for money service principles, and has challenged health for their contribution. It is not possible to challenge packages more than once.</p> <p>There are staff capacity implications to do the work, and a risk of receiving legal challenges and complaints. Additional capacity is required to scrutinise the needs assessment and the DST, and to attend dispute meetings with health when the agency disagrees with the decision in terms of the CHC level.</p>	<p>This plan involves rationalising and improving working arrangements between the Local Authority and the Health Board. It's about the systems and relationships behind a program to support individuals and not on the support itself. On that basis, no direct impact is anticipated on any individual, as it does not add to the existing joint assessment arrangements.</p>	<p>www.gwynedd.llyw.cymru/Aseiad42</p>
6.20	Waste collection calendars in electronic form only	£22,500	£7,500	<p>Currently, we distribute waste collection calendars on paper form to all 62,500 houses in the county. Providing them on-line or on request only would create a substantial saving for us. 34,382 individuals have a self-service on-line accounts and we already correspond with these people through this method in relation to the garden waste service.</p>	<p>An initial assessment has been made to see if there was an effect. No significant impact has been identified</p>	<p>www.gwynedd.llyw.cymru/Aseiad43</p>

Appendix 3

6.21	Barmouth Bridge – stopping payment to Network Rail for the right of way over the bridge	£0	£35,000	This is a plan that came to the forefront during the Gwynedd Challenge exercise, but at the time, it was decided that the budgets should not be cut, but that this was subject to reaching a target of substantially reducing the cost for the Council of contributing to its future. We still pay £35,000 to Network Rail as it was not be possible to reduce the cost for us. By ceasing to pay the contribution to Network Rail, it is a matter for them whether they would close it for the use of the Coastal Path and the National Cycling Path. There would be a negative impact locally and in terms of tourism attraction if Network Rail decided not to keep it open.	No differential effect as Network Rail own the bridge	www.gwynedd.llyw.cymru/Asesiad44
6.22	Reduce the budget of Women's Aid by 20%	£8,080	£2,690	It would be possible to reduce the budget for Women's Aid by 20% by removing the children's worker within the South Gwynedd Women's Aid and Domestic Violence. The contribution is optional and is available to any family that has suffered or is living in a domestic violence situation, not just for families known to the Council's services. Gwynedd is the only authority in the North that maintains a service level agreement with Women's Aid. A reduction by the Council does not mean that the organisation could not carry on providing as they have access to other sources of funding. Women's Aid note that they make use of the agreement with the Council to attract other funding and grants to the organisation, but it is difficult to receive confirmation of this. The remainder of the Council's resources will also be available to provide a statutory service to Women who need it.	No significant impact has been identified on children and young people as there is hope that the organization will be able to use alternative source of money	www.gwynedd.llyw.cymru/Asesiad45

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6.23	Reduce the advocacy budget by 6%	£1,570	£520	<p>Providing advocacy to children and young people in care, who are disabled or who receive a care and support plan is a statutory requirement in the 2014 Act. A reduction of 6% would have no significant impact on the number of children and young people being referred to the service as the take-up of the advocacy service by the eligible children and young people is low compared to the capacity within the allocated budget. There is a regional agreement and after 3 years of implementation, it is clear that 6% could be reduced without having an impact on the direct service for children based on 3 year data. It is a regional agreement with contributions by the 5 other authorities in North Wales. It is likely that other authorities would reduce their contributions in time.</p>	<p>It is not expected that there will be a change in the way in which children and young people will have access to the Service, due to the low take-up</p>	<p>www.gwynedd.llyw.cymru/Asesiad46</p>
6.24	Halve the foster parents' recruitment and training budget	£5,420	£0	<p>Recruitment and marketing activity is expensive, but it is possible to maximise our activity on low-cost social media and websites and make more use of the Council's communication resources. It is therefore anticipated that this would have a low impact on children and families, due to the small risk that the new arrangements would not be as effective.</p>	<p>It is possible to reduce the budget using alternative methods such as social forums that are cheaper than traditional methods so no impact is predicted</p>	<p>www.gwynedd.llyw.cymru/Asesiad47</p>
6.25	Reduce the Council's contribution to the Youth Justice Service by 7%	£12,390	£1,770	<p>There would be a need to lose 0.4 FTE staff by sharing the reduction across secondments and the Restorative Justice team's funding (non-statutory), and there would be some impact on children and families by reducing the ability to do proper work with victims; holding fewer community projects and cutting the contact hours with children and young people.</p>	<p>Not a substantial effect on young people, however we will need to monitor the impact of reduced capacity within our supporting projects (Health and Wellbeing and Accommodation Support). The year on year reduction of children and young people accessing the service helps to alleviate the impacts of these reductions.</p>	<p>www.gwynedd.llyw.cymru/Asesiad48</p>

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6.26	Reduce resource within the Legal Unit to support the work of other departments	£7,500	£7,500	Past research shows that this work cannot be obtained at a lower cost by sourcing it externally. Nevertheless, it is considered that more efficiency could be squeezed out of the system accepting that there would be a risk of seeing more matters facing delay - without realising it, it is difficult to say how much. There would also be a need to find a resource to fill in when elections are held.	No equality impact anticipated	
6.27	Restructure the Building Control Unit by reducing the number of team leaders	£23,000	£0	Restructuring would reduce the Unit's number of staff and, through this, there is a risk for the time it takes to check full planning applications to increase from 13 days to 15 days. The customer satisfaction review score has decreased from 9.6 this year to 9.0. Every effort will be made to reduce the impact on the Unit's customer satisfaction.	No equality impact anticipated	