JOINT CITY GOVERNMENT AND SCOTTISH GREEN PARTY BUDGET PROPOSALS 2024-27

	2024-25	2025-26	2026-27	TOTAL
	£	£	£	£
Spending Gap				107,700,000
Met By:				
Proposed Budget Options	29,078,000	22,874,500	32,670,500	84,623,000
Revenue Investment	-13,123,000	11,200,000		-1,923,000
Council Tax Assumption for 2025-2027		12,500,000	12,500,000	25,000,000
Net Total	**15,955,000**	**46,574,500**	**45,170,500**	**107,700,000**

BUDGET OPTIONS

Section 1: Revenue Savings

This includes revenue savings options of £84.6 million.

Section 2: Revenue Investment

This includes investments of £13.1 million of which £11.2 million is one off.

Section 3: Capital Investment

This includes Capital investment proposals of £23.1 million.

Section 4: Resource Redirection

This includes resource redirection of £1.7 million which is fully one off.

Equality Impact Assessments

A review of the equality impact of revenue savings options has been completed and the outcome is attached.

Carbon Impact Assessment

A review of the carbon impact assessment of budget options has been completed and identified no significant impacts. A copy will be available on request.

Revenue Budget 2024-25

When allowance is made for these proposals the total estimated gross expenditure in 2024-25 amounts to £2,988.823 million. Service department income is estimated to be £1,041.709 million giving service revenue net expenditure of £1,947.114 million. After the contribution to general fund balances of £18.455 million, this results in total net expenditure of £1,965.569 million. This is summarised on page 2 of this report with net direct expenditure per service detailed on page 3.

After application of government grants of £1,619.690 million the balance to be met from local taxes is £345.879 million representing a freeze on Council Tax in 2024-25 at a Band D Charge of £1,499.00.

JOINT CITY GOVERNMENT AND SCOTTISH GREEN PARTY REVENUE ESTIMATES 2024/25

SUMMARY OF AGGREGATE ESTIMATES

Line No.		Estimate 2024/25
		£
1	Service Expenditure	2,988,822,700
2	Service Income	1,041,708,500
3	Total Net Service Expenditure	1,947,114,200
4	Changes in Balances	18,455,000
5	Total Net Expenditure	1,965,569,200
6	Central Government Grant	1,619,690,000
7	**Balance to be met from Local Taxes**	345,879,200

COUNCIL TAX	2024/25 £
Band A	999.33
Band B	1,165.89
Band C	1,332.44
Band D	1,499.00
Band E	1,969.52
Band F	2,435.88
Band G	2,935.54
Band H	3,672.55

JOINT CITY GOVERNMENT AND SCOTTISH GREEN PARTY
REVENUE ESTIMATES 2024/25

NET EXPENDITURE

Line No.		Estimate 2024/25
1	**Chief Executive's Office**	105,772,300
2	**Education Services**	745,914,100
3	**Financial Services**	148,134,600
4	**Neighbourhoods, Regeneration and Sustainability**	195,364,900
5	**Social Work Services**	538,521,100
6	**Related Companies and Joint Boards**	106,197,100
7	**Net Direct Expenditure**	1,839,904,100
8	**Financing Costs**	128,566,000
9	**Allocations**	-41,000
10	**Contributions to/ from Funds**	-12,849,900
11	**Contribution from Related Companies**	-8,465,000
12	**Net Service Expenditure**	1,947,114,200
13	**Changes in Balances**	18,455,000
14	**Total Net Expenditure**	1,965,569,200

JOINT CITY GOVERNMENT AND SCOTTISH GREEN PARTY

Section 1 - Revenue Savings

Joint City Government and Scottish Green Party Draft Budget 2024 - 2025

Savings Options 2024 - 2025

		Amount Submitted			
		2024/25	2025/26	2026/27	Total
		£	£	£	£
Savings Options 2024/25 - Chief Executive's Office					
24CE13	**Review of City Building Apprenticeship Funding** This option relates to a review of funding for City Building apprentices to reflect current numbers and partnership arrangements with Wheatley Group.	**527,000**	**0**	**0**	**527,000**
24CE14	**Review of Monitoring Arrangements** This option relates to development of a grant management system to deliver more effective and efficient monitoring of externally funded projects.	**0**	**0**	**142,000**	**142,000**
24CE15	**Income Maximisation (Funding)** This option relates to utilising grant available through the second round of the UK Shared Prosperity Fund (SPF), to fund the salary costs of Economic Development staff involved in the delivery of SPF funded activities.	**0**	**711,000**	**0**	**711,000**
24CE16	**Income Maximisation** This option relates to an ongoing review to identify additional income streams within Corporate Procurement, particularly in relation to external use of our current frameworks.	**0**	**138,000**	**0**	**138,000**
24CE18	**Review of Resources - HR** This option relates to the continued service review of Human Resources (HR) and Health & Safety (H&S).	**400,000**	**150,000**	**455,000**	**1,005,000**
24CE19	**Review of Resources - Other** This option relates to reviewing the work carried out across the various Chief Executive's Office divisions to identify FTE reductions where workload can be re-distributed or ceased.	**436,000**	**165,000**	**165,000**	**766,000**
24CE20	**Strategic Review of Chief Executive's Office** This option relates to a medium term Strategic Review of the Chief Executive's Office, encompassing all areas of the service.	**0**	**0**	**1,177,000**	**1,177,000**
24CE40	**Service Redesign and Future Income Generation** This combines several service redesign options, which will either generate additional revenue or realise efficiency savings over the course of the three-year budget period, including waste management and bin-hub roll out, income generation within Glasgow Life, and education service reform. A project team will also be formed to progress business cases to utilise current and upcoming powers from the Scottish Government that have the potential to generate additional revenue for the city, including but not limited to the Transient Visitor Levy, Congestion Charging and the Workplace Parking Levy. This work will be project managed within the Chief Executive's office and a Political Oversight Group will be created, to be chaired by the City Treasurer. Note: This combines options – 24CE17, 24ED25, 24ED26, 24ED27, 24ED33, 24GL02, 24GL05, 24GL09, 24GL12, 24NR40 and 24NR41.	**8,000,000**	**11,454,000**	**14,062,500**	**33,516,500**
Total Savings Options : Chief Executive's Office		**9,363,000**	**12,618,000**	**16,001,500**	**37,982,500**

Budget Options

Joint City Government and Scottish Green Party Draft Budget 2024 - 2025

Savings Options 2024 - 2025

		Amount Submitted			
		2024/25 £	2025/26 £	2026/27 £	Total £
Savings Options 2024/25 - Education Services					
24ED20	**Reduction in Primary Devolved School Management** Reduction in primary devolved school supplies budgets.	**46,000**	**44,000**	**44,000**	**134,000**
24ED22	**Early Learning and Childcare Efficiencies** Further efficiencies in operating costs including a reconfiguration of management structures across the range of delivery models and sizes across settings.	**0**	**0**	**3,000,000**	**3,000,000**
24ED28	**Proposed Increase in School Meal Charges** It is proposed to increase the cost of a school meal from £2.00 to £2.10 from August 2024 In Secondary Schools.	**43,000**	**27,000**	**0**	**70,000**
Total Savings Options : Education Services		**89,000**	**71,000**	**3,044,000**	**3,204,000**

Joint City Government and Scottish Green Party Draft Budget 2024 - 2025

Savings Options 2024 - 2025

		Amount Submitted			
		2024/25	2025/26	2026/27	Total
		£	£	£	£
Savings Options 2024/25 - Financial Services					
24FS10	**Review of Governance and Service Development (Financial Services)** This option relates to delivering savings by consolidating governance and service development activity across Financial Services resulting in a reduced staffing structure.	**0**	**65,000**	**22,000**	**87,000**
24FS12	**Review of Council Tax Single Person Discount Against Council Tax Reduction Accounts** This option relates to generation of additional council tax income through the review of Single Person Discount for accounts in receipt of Council Tax Reduction.	**0**	**537,000**	**0**	**537,000**
24FS13	**Review of Resources - Corporate Finance** This option relates to a range of small to medium projects, across Corporate Finance that would be carried out to highlight business processes which can be reengineered or ceased to result in FTE capacity savings. Extensive reviews of the accounting and financial administrative work carried out across the Division will be examined with a view to identifying non-critical areas of work.	**0**	**148,000**	**78,000**	**226,000**
24FS24	**Reduction in Statutory Valuation and Electoral Registration Resources** This option relates to a reduction in staffing resources across both Statutory Valuation and Electoral Registration Services. They provide statutory council tax and non-domestic rates valuation services leading to a reduction in service level for Glasgow taxpayers and CBS.	**0**	**0**	**108,000**	**108,000**
24FS25	**CBS - Automation** This option relates to completing a spend to save programme to increase transactional automation in CBS activities by using proprietary robotics solutions. Note: Report to Digital Board	**0**	**0**	**713,000**	**713,000**
24FS26	**Internal Audit - Data Analytics** This option relates to Internal Audit developing a more mature approach to data analytics across the Council Family, for the purposes of providing better and more efficient assurance over key risks.	**0**	**0**	**46,000**	**46,000**
24FS28	**Non-Domestic Rates - Empty Property Relief** The current Non-Domestic Rates Empty Property Relief policy will be amended to limit all EPR awards to 100% for 3 months and 10% for a further 12 months. This will apply to all claims from the 1st April 2024.	**12,700,000**	**801,000**	**0**	**13,501,000**
24FS29	**Council Tax - Second Home Premium** Introduce second home council tax premium in 25/26.	**0**	**720,000**	**0**	**720,000**
24FS32	**Review of Resources (Catering and Facilities Management)** This option relates to three areas for review. A reduction in employee costs with the introduction of agile working and technology to achieve efficiency in how work is delivered with fewer resources. A full review of menu and production costs which may result in changes to our menu offering across the estate, and a full review of Encore site performance and where appropriate efficiency savings through the offering in some sites moving to vending only. Note: Changes to the Botanic Tea rooms and to cleaning rotas are not included in this option. In addition this option does not include any changes to Breakfast Clubs.	**0**	**600,000**	**254,000**	**854,000**
Total Savings Options : Financial Services		**12,700,000**	**2,871,000**	**1,221,000**	**16,792,000**

Budget Options

Joint City Government and Scottish Green Party Draft Budget 2024 - 2025

Savings Options 2024 - 2025

		Amount Submitted			
		2024/25 £	2025/26 £	2026/27 £	Total £
Savings Options 2024/25 - Glasgow Life					
24GL01	**Core Income** Glasgow Life will increase core income streams by a total of £7.105m. £2.602m in 2024-25, £2.866m in 2025-26 and £1.637m in 2026-27 equivalent to 66% of the £10.8m of budget options requested by GCC across the three year planning cycle.	**2,602,000**	**2,866,000**	**1,637,000**	**7,105,000**
24GL03	**Catering at Kelvingrove Art Gallery & Museum and Riverside Museum** Review the catering provision at the Kelvingrove Art Gallery & Museum and the Riverside Museum, to identify best commercial and delivery model.	**20,000**	**190,000**	**0**	**210,000**
24GL04	**Training Academy (Including Coach Education)** Glasgow Sport Training Academy will deliver in 2024-25 and 2025-26 the Certificate of Work Readiness (CoWR) programme, however for the first time this will be funded through No One Left Behind via GCC Economic Development Team, achieving full core staff cost recovery. Similarly, the Training Academy will continue to deliver the Coach Core (modern apprenticeship), with full cost recovery of core staff costs achieved through funding from Skills Development Scotland Modern Apprenticeship fund.	**65,000**	**0**	**0**	**65,000**
24GL10	**Service Review of Communities Team** Service review of Communities team to deliver a transformed service to provide the flexibility to respond to the priorities identified in the 2024-27 CLD Plan and externally funded services.	**158,000**	**0**	**149,000**	**307,000**
24GL11	**Removal of the RSNO Grant** This option removes the annual grant to the RSNO over a 3 year period.	**50,000**	**50,000**	**50,000**	**150,000**
24GL13	**School Libraries Review** Glasgow Life will conduct the first full service review of the secondary school library service since taking on responsibility for the service 13 years ago.	**0**	**67,000**	**33,000**	**100,000**
24GL14	**Cleaning Services: Utility Budget Reductions** The proposal is to align the cleaning hours delivered by GCC Catering and Facilities Management (C&FM) with the Glasgow Life operational hours of each venue. By reorganising the cleaning schedule, we could delay activating the main building systems by one or more hours per day, achieving a reduction in energy consumption and carbon emissions.	**0**	**0**	**55,000**	**55,000**
24GL15	**Great Scottish Run** The current contract for the Great Scottish Run has come to an end. A procurement exercise has commenced to tender for the delivery and make this a self-financing event.	**0**	**55,000**	**0**	**55,000**
24GL17	**Corporate Services Restructure** Review of corporate services function to streamline the function and its operations.	**0**	**50,000**	**200,000**	**250,000**
24GL18	**Emirates Arena Operational Review** Review of the existing operational model for the Emirates Arena to meet current, and future service requirements.	**32,000**	**100,000**	**100,000**	**232,000**
Total Savings Options : Glasgow Life		**2,927,000**	**3,378,000**	**2,224,000**	**8,529,000**

Budget Options

Joint City Government and Scottish Green Party Draft Budget 2024 - 2025

Savings Options 2024 - 2025

		Amount Submitted			
		2024/25 £	2025/26 £	2026/27 £	Total £
Savings Options 2024/25 - Jobs & Business Glasgow					
24JBG02	**Service Reform - Commercial Property Management** Review of JBG Commercial Property Management.	**14,000**	**41,000**	**0**	**55,000**
24JBG03	**Property Income Maximisation** Additional letting income from JBG properties, including new tenancies.	**81,000**	**77,000**	**76,000**	**234,000**
24JBG04	**Reduction to Employability Training Placements** A reduction of eight Employability training placements provided by JBG.	**0**	**48,000**	**48,000**	**96,000**
Total Savings Options : Jobs & Business Glasgow		**95,000**	**166,000**	**124,000**	**385,000**

Joint City Government and Scottish Green Party Draft Budget 2024 - 2025

Savings Options 2024 - 2025

		Amount Submitted			
		2024/25 £	2025/26 £	2026/27 £	Total £
Savings Options 2024/25 - Neighbourhoods, Regeneration and Sustainability					
24NR29	**Road Development Inspection Charges** Increase of the charging rates for Road Development Inspections. The scheme will provide greater income generation due to an increase in the current inspection charges.	**160,000**	**0**	**0**	**160,000**
24NR30	**Increase of Multi Storey Car Park Charges** After reviewing the tariffs at other multi storey car parks within Glasgow and the price/chargeable hours of surrounding on-street parking, it is deemed appropriate to increase prices. A 5% loss of patronage has been assumed.	**454,000**	**5,000**	**0**	**459,000**
24NR31	**Increase of Off-Street Surface Car Park Charges** As a result of the review of the price/chargeable hours of on-street parking, it is deemed appropriate to increase prices of off-street surface car parks.	**167,000**	**8,000**	**0**	**175,000**
24NR32	**Standardisation of Chargeable Hours Across Parking Zones** To provide maximum benefit for permit holders and encourage model shift, standardise the hours for parking charges across all parking zones to 7 days a week, 8am to 10pm.	**0**	**0**	**686,000**	**686,000**
24NR33	**Income Generation - Increase of On-Street Pay and Display Charges (Inner)** Aligned to encouragement of modal shift, it is proposed to increase on street pay & display charges (inner).	**558,000**	**615,000**	**560,000**	**1,733,000**
24NR34	**Income Generation - Increase of On-Street Pay and Display Charges (Outer)** Aligned to encouraging modal shift, an increase is proposed of on-street pay and display charges (outer).	**1,940,000**	**1,950,000**	**1,750,000**	**5,640,000**
24NR35	**Income Generation - Increase of Residents Visitor Parking Permits** Following a review of Resident's visitor permits it is proposed to increase the price of these as the current price has been in place for over 20 years.	**360,000**	**0**	**0**	**360,000**
24NR36	**Income Generation - Increase of Business Parking Permits** Business Parking Permits provide a self-managed solution to support local organisations where there are parking controls. To encourage modal shift where possible permit prices are proposed to be increased.	**125,000**	**115,000**	**140,000**	**380,000**
24NR43	**Income Generation - Increase Bulk Uplift Charge** Increase the charge to residents for bulk uplifts for white goods only. No change to existing rates for other items.	**0**	**82,500**	**0**	**82,500**
24NR44	**Property Investment Proposals** To invest in replacement Boilers, outdated Lighting Management & Building Management Systems (BMS) supported by a Utilities Management Team. Note: This option requires £5.600 million of capital expenditure.	**211,000**	**995,000**	**0**	**1,206,000**
24NR45	**Enhanced Parking Management Measures** In line with the Council's approved "Strategic Parking and Kerbside Management Plan" expand the work programme for policy management measures. Note: This option requires £1.393 million of capital expenditure.	**-168,000**	**-249,000**	**2,562,000**	**2,145,000**
24NR46	**LED Street Lighting Conversion** Fast track LED Conversion of all remaining street lighting units. There are c30,000 units requiring conversion to LED and this action will provide the associated reductions in energy consumption and carbon emissions. Note: This option requires £8.930 million of capital expenditure. Includes a future year saving of £0.952 million in 2027/28.	**0**	**0**	**3,600,000**	**3,600,000**

Budget Options

Joint City Government and Scottish Green Party Draft Budget 2024 - 2025

Savings Options 2024 - 2025

		Amount Submitted			
		2024/25	2025/26	2026/27	Total
		£	£	£	£
24NR61	**Review of Cleansing Services** A review of Cleansing Services including the Commercial Waste function and the staffing structure. The review will be aligned to changes affecting the waste sector. Note: Includes 24NR38.	**0**	**0**	**200,000**	**200,000**
24NR64	**Income Generation - New Controlled Parking Zones** Implementation of new controlled parking zones across the city.	**0**	**151,000**	**408,000**	**559,000**
24NR80	**Community Safety and Regulatory Service - Service Reform** Review of staffing costs to meet savings targets resulting in the re-alignment, reduction or ceasing of services. Note: Includes 24NR22 and 24NR23.	**97,000**	**98,000**	**150,000**	**345,000**
Total Savings Options : Neighbourhoods, Regeneration and Sustainability		**3,904,000**	**3,770,500**	**10,056,000**	**17,730,500**
Total Savings Options : All Services		**29,078,000**	**22,874,500**	**32,670,500**	**84,623,000**

JOINT CITY GOVERNMENT AND SCOTTISH GREEN PARTY

Section 2 – Revenue Investment

Joint City Government and Scottish Green Party Draft Budget 2024 - 2025

Revenue Investment Options 2024 - 2025

		Amount Submitted 2024/25 £
Revenue Investment Options 2024/25 - Corporate		
24GF30	**Bin Hub Roll Out** This budget option will meet the revenue costs of a £7.200 million capital investment.	**423,000**
Total Revenue Investment Options : Corporate		**423,000**
Revenue Investment Options 2024/25 - Chief Executive's Office		
24CE31	**Childrens Holiday Food Programme** Continuing investment into the successful Children's Holiday Food and Activity programme. This investment will bring the recurring total back to £2 million a year.	**1,500,000**
24CE39	**Bringing Property in to Productive Use** Support for people to progress on bringing empty heritage buildings to secure futures for these buildings including support for CPO and re-purposing. We will also fund a Strategic Acquisition Officer over 2 years to work with Empty Homes, Housing Investment and Homelessness teams and link in with RSLs to prioritise areas and house types where there is an opportunity to increase housing acquisition, making increased use of compulsory purchase and other powers. Note: This is a one-off investment.	**1,700,000**
24CE40	**Support for Service Redesign and Future Income Generation** This fund would provide funding to develop a team based in Chief Executive Dept who would develop business cases and consultation for future income generation. Areas to explore would include Workplace Parking Levy and Congestion Charging as opportunities to invest in affordable, better integrated public transport. As an early priority, this will also progress work on the Transient Visitor Levy, which, subject to legislative approval, we want to be implemented by 2026 so that we can use funds raised to support local services, including street cleaning, parks, public toilets, and to support city heritage, arts and culture. This fund would also support enabling works around roll-out of bin hubs and project management support for option 24CE30. Further investment to progress work being undertaken by the Climate Investment manager in economic development to develop a Glasgow Green Investment Model, such as the Bristol Leap or London Edge models, has been identified from existing sources and will be brought to committee for approval. Note: This is a one-off investment.	**2,000,000**
Total Revenue Investment Options : Chief Executive's Office		**5,200,000**

Joint City Government and Scottish Green Party Draft Budget 2024 - 2025

Revenue Investment Options 2024 - 2025

		Amount Submitted 2024/25 £
Revenue Investment Options 2024/25 - Glasgow Life		
24GL24	**Improving Public Health Fund** Provided to Glasgow Life to support their work around social prescribing and increasing access to culture and sport. Note: This is a one-off investment.	**1,000,000**
Total Revenue Investment Options : Glasgow Life		**1,000,000**
Revenue Investment Options 2024/25 - Neighbourhoods, Regeneration and Sustainability		
24NR68	**Feminist City Action Fund** Funding to progress local public realm infrastructure projects, working together with women and people of marginalised genders to assess their priorities, which could include, but is not limited to, lighting, public realm space, toilets, park and street design and considering how we can make toilets in public buildings more accessible. Note: This is a one-off investment.	**500,000**
24NR79	**Investing in the Fabric of the City** Funding provided to Neighbourhoods, Regeneration and Sustainability to invest in public realm as follows: £4.94m roads, £1m footpaths, £60k to expand the number of legal walls in the city. Note: This is a one-off investment.	**6,000,000**
Total Revenue Investment Options : Neighbourhoods, Regeneration and Sustainability		**6,500,000**
Total Revenue Investment Options : All Services		**13,123,000**

JOINT CITY GOVERNMENT AND SCOTTISH GREEN PARTY

Section 3 – Capital Investment

Joint City Government and Scottish Green Party Draft Budget 2024 - 2025

Capital Investment Options 2024 - 2025

		Amount Submitted 2024/25 £
Capital Investment Options 2024/25 - Neighbourhoods, Regeneration and Sustainability		
24NR56	**Spend to Save - Property Investment Proposals** To invest in replacement Boilers, outdated Lighting Management & Building Management Systems (BMS) supported by a Utilities Management Team to support delivery of the associated net saving. Note: Savings option 24NR44.	**5,600,000**
24NR57	**Spend to Save - Enhanced Parking Management Measures** In line with the Council's approved "Strategic Parking and Kerbside Management Plan" expand the work programme for policy management measures to support the delivery of the associated net saving. Note: Savings option 24NR45.	**1,393,000**
24NR58	**Spend to Save - LED Street Lighting Conversion** Fasttrack LED Conversion of all remaining streetlighting units. There are c30,000 units requiring conversion to LED and this investment will provide the associated reductions in energy consumption and carbon emissions and support the delivery of the associated net saving. Note: Savings option 24NR46.	**8,930,000**
24NR59	**Bin Hub Roll Out** Investment required to support bin hub rollout.	**7,200,000**
Total Capital Investment Options : Neighbourhoods, Regeneration and Sustainability		**23,123,000**
Total Capital Investment Options : All Services		**23,123,000**

JOINT CITY GOVERNMENT AND SCOTTISH GREEN PARTY

Section 4 – Resource Redirection

Joint City Government and Scottish Green Party Draft Budget 2024 - 2025

Resource Redirection Options 2024 - 2025

		Amount Submitted 2024/25 £
Resource Redirection Options 2024/25 - Chief Executive's Office		
24CE38	**Glasgow Loves Local** Redirection of unused balance of funds from the Glasgow Loves Local gift card scheme.	**-1,200,000**
24CE34	**Tackling Poverty Fund** Provided to the Financial Inclusion team within Glasgow City Council to distribute among projects that have a particular focus on tackling poverty, including the causes of poverty. This would build upon the work delivered through the Cost-Of-Living Fund. This will also pilot a 'cash-first' approach to support people facing food insecurity, reducing the need for foodbanks. Note: A paper will be brought to committee outlining how this funding has been allocated.	**1,200,000**
Total Resource Redirection Options : Chief Executive's Office		**0**
Resource Redirection Options 2024/25 - Neighbourhoods, Regeneration and Sustainability		
24NR71	**Income Generation - Low Emission Zones** Redirection of income from first year of LEZ operation in accordance with the requirements of the scheme.	**-500,000**
24NR72	**Trees for Glasgow's streets** Redirecting income from Glasgow's Low Emission Zone to support urban greening, in particular street trees, which can help tackle the climate and nature emergencies, mitigate flood risk, and improve public amenity. Match funding will be sought from local partners and by initiating a partnership with the charity Trees for Streets.	**250,000**
24NR73	**Supporting local community climate action** Funding for local organisations focused on local climate action and supporting a local circular economy in Glasgow. Initiatives could include projects to increase active travel, community transport, sharing infrastructure, repair and reuse, growing, community waste infrastructure and community energy projects.	**250,000**
Total Resource Redirection Options : Neighbourhoods, Regeneration and Sustainability		**0**
Total Resource Redirection Options : All Services		**0**

JOINT CITY GOVERNMENT AND SCOTTISH GREEN PARTY

Equality Impact Assessments

Joint City Government and Scottish Green Party Proposals 2024 to 2027

Assessment of Equality Impacts of Budget Proposals

1. Introduction and Legislative Background

The Equality Act 2010 requires Council to pay due regard to the need to eliminate discrimination and promote equality. The law requires that this duty to pay "due regard" be demonstrated in the decision making process. The process for doing this is described as equality impact assessment (EQIA). The Equality Act protects people from discrimination on the basis of "protected characteristics". These are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

In addition, on 1st April 2018 the Fairer Scotland Duty came into force. This duty aims to make sure that strategic decisions are carefully considered in order that they are as effective as possible in tackling socio-economic disadvantage and reducing inequalities of outcome. To fulfill this obligation of the duty potential impacts on socio economy have been considered as part of the EQIA process.

The purpose of the EQIA is to ensure that decision makers are fully informed at a formative stage in the decision-making process. Identification of a potentially adverse impact does not mean that the option cannot go forward. However, where there is a potentially adverse impact, measures should be considered that minimise that impact should the option be approved. If an adverse impact could amount to unlawful discrimination, then adjustments should be made to avert this.

2. Equality Impact Assessment Summary of Budget Savings Options

The Budget papers set out details of 48 Budget savings options, totalling £84.623 million, 1 was assessed as high, 2 as medium/high, 3 as medium, 22 as low/medium and the remaining 20 as low impact.

3. Investment Options

The proposed budget also sets out investment proposals. As approved investment and resource redirection options are implemented, services and ALEOS will require to ensure that the requirements of the public sector equality duty are taken into account and detailed EQIA's are conducted where appropriate.

4. Cumulative Impact

In setting its priorities for spending for 2025 to 2027, the Council aims to protect and improve services to citizens and therefore our budget has a strong focus on efficient use of our assets and changing the way the Council Family works and delivers services.

However, Glasgow's population is continuing to grow and is increasingly diverse, which in turn drives up demand for many of our services, such as social care and education. We also know that many of our citizens are experiencing financial pressures. Our Equality Outcomes 2021 to 2025 take account of the particular impact of economic inequality.

We continue to monitor and assess cumulative impacts, which fall into the following areas:

Staff impacts:

- Some options are still at an early stage in development. Any changes to staff duties will be subject to an HR equality impact assessment.

Citizen impacts:

- Health and Social Care — Further impact assessment may be required as details of changes to service delivery are developed by the IJB.

Socio economic impacts:

- A number of potential socio-economic impacts have been identified across a range of services. Cumulative impacts across these areas should be considered.

5. Next steps and recommendations

We will continue to monitor the impact on equality and cumulative impacts. Potential impacts on staff across the Council Family Group will continue to be considered as part of our workforce planning strategy.

Members are requested to note the equality impact assessment of the 2024 to 2027 budget.

Appendix: Equality Impact Assessment Summary

Key: Impact Level consideration*

Low	Where evidence indicates that no significant impacts are anticipated at this stage of consideration.
Low/ Medium	Further evidence gathering may be required to determine whether some impacts are at low or medium level.
Medium	Potential impacts identified for service users and/ or staff. If option agreed further work may be required to look at areas of identified impact and understand how they can be managed or mitigated effectively.
Medium/ High	Further evidence gathering will be required to determine whether some impacts are at medium or high level.
High	Significant potential impacts identified for service users and/or staff. If option agreed further work will be required to look at areas of identified impact and understand how they can be managed or mitigated effectively.

*All potential impact levels are assessed based on best available evidence from Services at the time of the option consideration. As many options are at early stage this cannot be considered as definitive or exhaustive assessment.

Budget 24/25 Ref.	Budget Option (£ Total Saving 24/25,25/26 and 26/27)	Assessment of Impact on Equality	Comment	Impact
Chief Executive's Department				
24CE13	**Review of City Building Apprenticeship Funding- £527,000** This option relates to a review of funding for City Building apprentices to reflect current numbers and partnership arrangements with Wheatley Group.	No direct impact on equality groups have been identified at this stage.		Low
24CE14	**Review of Monitoring Arrangements - £142,000** This option relates to development of a grant management system to deliver more effective and efficient monitoring of externally funded projects.	No direct impact on equality groups have been identified at this stage.		Low
24CE15	**Income Maximisation (Funding) - £711,000** This option relates to utilising grant available through the second round of the UK Shared Prosperity Fund (SPF), to fund the salary costs of Economic Development staff involved in the delivery of SPF funded activities.	No direct impact on equality groups have been identified at this stage. Dependent on the sustainability of funding, this may need to be reviewed.		Low/ Medium
24CE16	**Income Maximisation - £138,000** This option relates to an ongoing review to identify additional income streams within Corporate Procurement, particularly in relation to external use of our current frameworks.	No direct impact on equality groups have been identified at this stage.		Low

Budget 24/25 Ref.	Budget Option (£ Total Saving 24/25,25/26 and 26/27)	Assessment of Impact on Equality	Comment	Impact
24CE18	**Review of Resources – HR - £1,005,000.** This option relates to the continued service review of Human Resources (HR) and Health & Safety (H&S).	No direct impact on equality groups have been identified at this stage.		Low
24CE19	**Review of Resources – Other - £766,000.** This option relates to reviewing the work carried out across the various Chief Executive's Office divisions to identify FTE reductions where workload can be re-distributed or ceased.	It will be important to consider workforce profile when considering changes to staffing resource. Further work to assess the level of impact on equality and poverty will be required as part of an ongoing service review and consideration of service delivery impact on equality groups.		Low/ Medium
24CE20	**Strategic Review of Chief Executive's Office – £1,177,000.** This option relates to a medium term Strategic Review of the Chief Executive's Office, encompassing all areas of the service.	It will be important to consider workforce profile when considering significant changes to staffing resource. Further work to assess the level of impact on equality and poverty will be required as part of an ongoing service review and consideration of service delivery impact on equality groups.	In terms of the staffing impact and dependencies these are unknown at this time but will be considered as the review progresses and has more defined outcomes.	Low/ Medium
24CE40	**Service Redesign and Future Income Generation - £33,516,500** This combines several service redesign options, which will either generate additional revenue or realise efficiency savings over the course of the three year budget period, including waste management	Potential significant socioeconomic, equality and disability impacts for service users including children and young people and staff. It will be important to consider workforce profile when considering changes to staffing resource.		High

Budget 24/25 Ref.	Budget Option (£ Total Saving 24/25,25/26 and 26/27)	Assessment of Impact on Equality	Comment	Impact
	and bin-hub roll out, income generation within Glasgow Life, and education service reform. A project team will also be formed to progress business cases to utilise current and upcoming powers from the Scottish Government that have the potential to generate additional revenue for the city, including but not limited to the Transient Visitor Levy, Congestion Charging and the Workplace Parking Levy. This work will be project managed within the Chief Executive's office and a Political Oversight Group will be created, to be chaired by the City Treasurer. Note: Combines options 24ED25, 24ED26, 24ED27, 24ED33, 24GL02, 24GL05, 24GL09, 24GL12, 24NR40 and 24NR41.	Further work to assess the level of impact on staff and service users will be required if this option is approved, when plans for implementation are more fully developed.		
Education Services				
24ED20	**Reduction in Primary Devolved School Management - £134,000.** Reduction in primary devolved school supplies budgets.	There are potential impacts on children and young people's learning and development if supply budget is reduced. Further work to assess the level of impact on vulnerable children will be required if these options are approved, and further impact work will need to be undertaken.		Medium

Budget 24/25 Ref.	Budget Option (£ Total Saving 24/25,25/26 and 26/27)	Assessment of Impact on Equality	Comment	Impact
24ED22	**Early Learning and Childcare Efficiencies- £3,000,000.** Further efficiencies in operating costs including a reconfiguration of management structures across the range of delivery models and sizes across settings.	No significant impact has been identified for protected groups at this stage. Further work to assess the level of impact on equality and poverty will be required as part of an ongoing service review and consideration of service delivery impact on equality groups.	Further work and analysis to access the level of impact would be undertaken.	Low
24ED28	**Proposed Increase in School Meal Charges - £70,000.** It is proposed to increase the cost of a school meal from £2.00 to £2.10 from August 2024 in Secondary Schools.	Further work to assess the level of impact on equality and poverty of those who are not eligible for free school meals and who are just above the threshold, will be required if these options are approved, when plans for implementation are more developed.		Low/ medium
Financial Services				
23FS10	**Review of Governance and Service Development (Financial Services) - £87,000.** This option relates to delivering savings by consolidating governance and service development activity across Financial Services resulting in a reduced staffing structure.	No significant impact has been identified for protected groups at this stage. It will be important to consider workforce profile when considering changes to staffing resource, when plans are more developed.		Low
24FS12	**Review of Council Tax Single Person Discount against Council Tax Reduction Accounts - £537,000.** This option relates to generation of additional council tax income	Further work to assess the level of impact on equality and poverty will be required if these options are approved, when plans for implementation are more fully developed and the level of increase has been established.	This option relates to checking all those in receipt of Single Person Discount are entitled to this. This discount is clearly for households with only 1 adult resident. The caseload that will be reviewed is for those	Low

Budget 24/25 Ref.	Budget Option (£ Total Saving 24/25,25/26 and 26/27)	Assessment of Impact on Equality	Comment	Impact
	through the review of Single Person Discount for accounts in receipt of Council Tax Reduction.		already in receipt of Council Tax Reduction which is the benefit available to those with disabilities/caring responsibilities/low income.	
24FS13	**Review of Resources – Corporate Finance - £226,000.** This option relates to a range of small to medium projects, across Corporate Finance that would be carried out to highlight business processes which can be reengineered or ceased to result in FTE capacity savings. Extensive reviews of the accounting and financial administrative work carried out across the Division will be examined with a view to identifying non-critical areas of work.	No significant impact has been identified for protected groups at this stage. Further work to assess the level of impact on staff will be required if these options are approved, when plans for implementation are more developed and the level of increase has been established.		Low
24FS24	**Reduction in Statutory Valuation and Electoral Registration Resources - £108,000.** This option relates to a reduction in staffing resources across both Statutory Valuation and Electoral Registration Services. They provide statutory council tax and non-domestic rates valuation services leading to a reduction in service level for Glasgow taxpayers and CBS.	No significant impact has been identified for protected groups at this stage. Further work to assess the level of impact on staff and service users will be required if these options are approved, when plans for implementation are more fully developed. Particularly considering the low turnout for national elections, we want to ensure that any service reform ensures that those who are socioeconomically marginalised are not impacted by potential service change.	The Electoral registration service is dictated by statute on the level and methods of contact and service that is provided in order to ensure all individuals are captured on the Electoral Register. Our obligations in this respect will not change.	Medium

Budget 24/25 Ref.	Budget Option (£ Total Saving 24/25,25/26 and 26/27)	Assessment of Impact on Equality	Comment	Impact
24FS25	**CBS – Automation - £713,000.** This option relates to completing a spend to save programme to increase transactional automation in CBS activities by using proprietary robotics solutions.	It will be important to consider workforce profile when considering changes to staffing resource. Further work to assess the level of impact on equality and poverty will be required as part of an ongoing service review and consideration of service delivery impact on equality groups.	Staffing reductions will be offset through the use of proprietary robotics solutions and delivered through natural attrition.	Low
24FS26	**Internal Audit – Data Analytics - £46,000.** This option relates to Internal Audit developing a more mature approach to data analytics across the Council Family, for the purposes of providing better and more efficient assurance over key risks.	No significant impact has been identified for protected groups at this stage. Further work to assess the level of impact on equality will be required as part of an ongoing service review and consideration of service delivery impact on equality groups.		Low
24FS28	**Non-Domestic Rates – Empty Property Relief - £13,501,000.** The current Non-Domestic Rates Empty Property Relief policy will be amended to limit all EPR awards to 100% for 3 months and 10% for a further 12 months. This will apply to all claims from the 1st April 2024.	No significant impact has been identified for protected groups at this stage.		Low
24FS29	**Council Tax - Second Home Premium - £720,000** Introduce second home council tax premium in 25/26	No direct impact on equality groups has been identified at this stage. Further work to assess the level of impact will be required if this option is approved.		Low

Budget 24/25 Ref.	Budget Option (£ Total Saving 24/25,25/26 and 26/27)	Assessment of Impact on Equality	Comment	Impact
24FS32	**Review of Resources (Catering and Facilities Management) - £854,000.** This option relates to three areas for review. A reduction in employee costs with the introduction of agile working and technology to achieve efficiency in how work is delivered with fewer resources. A full review of menu and production costs which may result in changes to our menu offering across the estate, and a full review of Encore site performance and where appropriate efficiency savings through the offering in some sites moving to vending only.	There is a potential for socio economic and equality impact on both staffing and service delivery, and this would require further consideration if the option were approved. Further work to assess the level of impact on equality and poverty due to the high staff reduction, which will be required if these options are approved.		Low/ Medium
Glasgow Life				
24GL01	**Core Income – £7,105,000.** Glasgow Life will increase core income streams by a total of £7.105m. £2.602m in 2024-25, £2.866m in 2025-26 and £1.637m in 2026-27 equivalent to 66% of the £10.8m of budget options requested by GCC across the three-year planning cycle.	Potential socioeconomic impact on equality groups that cannot compete with increased pricing for services. Equality groups, such as disadvantaged families and young children that access these services. Further work to assess the level of impact on equality groups will be required if these options are approved, when plans for implementation are more fully developed	Additional research and analysis will be undertaken to identify mitigation to reduce any potential detrimental impact on groups with protected characteristic, subject to this proposal being implemented. socio-economic disadvantage.	Medium
24GL03	**Catering at Kelvingrove Art Gallery & Museum and Riverside Museum - £210,000.** Review the catering provision at the Kelvingrove Art Gallery & Museum and the Riverside Museum, to	Potential equality impact on staff due to change in service delivery. Further work to assess the level of impact on staff and poverty will be required if	Additional research and analysis to access the level of impact will be carried out if these options are approved. Implementation plans will specify measures to mitigate any differential negative impact, where	Low/ Medium

Budget 24/25 Ref.	Budget Option (£ Total Saving 24/25,25/26 and 26/27)	Assessment of Impact on Equality	Comment	Impact
	identify best commercial and delivery model.	these options are approved, when plans for implementation are more fully developed. It will be important to consider workforce profile when considering changes to staffing resource.	possible, on groups with protected characteristics. Given the demographics of the general catering workforce, this proposal will specifically consider the impact on women, younger people, people with caring responsibilities and people with disabilities. They will also consider socio-economic impact. Mitigation will be considered where feasible, given wider operational requirements and budgetary constraints.	
24GL04	**Training Academy (Including Coach Education) – £65,000.** Glasgow Sport Training Academy will deliver in 2024-25 and 2025-26 the Certificate of Work Readiness (CoWR) programme, however for the first time this will be funded through No One Left Behind via GCC Economic Development Team, achieving full core staff cost recovery. Similarly, the Training Academy will continue to deliver the Coach Core (modern apprenticeship), with full cost recovery of core staff costs achieved through funding from Skills Development Scotland Modern Apprenticeship fund.	No direct impact on equality groups have been identified at this stage as they are now being externally funded by Skills Development Scotland.		Low

Budget 24/25 Ref.	Budget Option (£ Total Saving 24/25,25/26 and 26/27)	Assessment of Impact on Equality	Comment	Impact
24GL10	**Service Review of Communities Team - £307,000.** Service review of Communities team to deliver a transformed service to provide the flexibility to respond to the priorities identified in the 2024-27 CLD Plan and externally funded services.	It will be important to consider workforce profile when considering changes to staffing resource. Where appropriate, consideration of impacts on staff with childcare and/or caring responsibilities if this option is approved. Further work to assess the level of impact on staff, will be required if these options are approved, when plans for implementation are more fully developed.	It is anticipated that additional research and analysis to assess the level of impact will be carried out if these options are approved. Implementation plans will specify measures to mitigate any differential negative impact, where possible, on groups with protected characteristics. They will also consider socio-economic impact. Mitigation will be considered where feasible, given wider operational requirements and budgetary constraints.	Low/ Medium
24GL11	**Removal of the RSNO Grant - £150,000.** This option removes the annual grant to the RSNO over a 3 year period.	There is potential for socioeconomic impact on the local communities, service users (particularly on school children and elderly people). Further work to assess the level of impact on service users, will be required if these options are approved, when plans for implementation are more fully developed.		Low/ Medium
24GL13	**School Libraries Review - £100,000.** Glasgow Life will conduct the first full service review of the secondary school library service since taking on responsibility for the service 13 years ago.	There is a potential for socioeconomic impact on children and young people. It will be important to consider workforce profile when considering changes to staffing resource. Further work to assess the level of impact will be required if this option is approved, when plans for implementation are more fully developed.		Low/ Medium

Budget 24/25 Ref.	Budget Option (£ Total Saving 24/25,25/26 and 26/27)	Assessment of Impact on Equality	Comment	Impact
24GL14	**<u>Cleaning Services: Utility Budget Reductions - £55,000.</u>** The proposal is to align the cleaning hours delivered by GCC Catering and Facilities Management (C&FM) with the Glasgow Life operational hours of each venue. By reorganising the cleaning schedule, we could delay activating the main building systems by one or more hours per day, achieving a reduction in energy consumption and carbon emissions.	It will be important to consider workforce profile when considering changes to staffing resource. There is a potential impact on staff and the change in operational hours may have disproportionate impacts across the workforce – staff may have childcare and/or caring responsibilities.		Low
24GL15	**<u>Great Scottish Run - £55,000.</u>** The current contract for the Great Scottish Run has come to an end. A procurement exercise has commenced to tender for the delivery and make this a self-financing event.	No direct impact on equality groups have been identified at this stage. Further work to assess the level of impact will be required if this option is approved, when plans for implementation are more fully developed.		Low
24GL17	**<u>Corporate Services Restructure - £250,000.</u>** Review of corporate services function to streamline the function and its operations.	It will be important to consider workforce profile when considering changes to staffing resource. Further work to assess the level of impact on staff and staffing profile will be required if this option is approved, when plans for implementation are more fully developed.		Low

Budget 24/25 Ref.	Budget Option (£ Total Saving 24/25,25/26 and 26/27)	Assessment of Impact on Equality	Comment	Impact
24GL18	**Emirates Arena Operational Review - £232,000.** Review of the existing operational model for the Emirates Arena to meet current, and future service requirements	It will be important to consider workforce profile when considering changes to staffing resource. Further work to assess the level of impact on staff and staffing profile will be required if these options are approved, plans for implementation are more fully developed.		Low/ Medium
Jobs and Business Glasgow				
24JBG02	**Service Reform – Commercial Property Management - £55,000.** Review of JBG Commercial Property Management.	No significant impact has been identified for protected groups at this stage. Further work to assess the level of impact will be required if these options are approved, plans for implementation are more fully developed.		Low
24JBG03	**Property Income Maximisation - £234,000.** Additional letting income from JBG properties, including new tenancies.	No significant impact has been identified for protected groups at this stage.		Low
24JBG04	**Reduction to Employability Training Placements - £96,000.** A reduction of eight Employability training placements provided by JBG.	Potential impacts on service users and accessibility to employability training placements. It will be important to consider the profile to determine the impact. Further work to assess the level of impact on service users will be required as part of an ongoing service review and consideration of service delivery impact on equality groups.		Low/ Medium

Budget 24/25 Ref.	Budget Option (£ Total Saving 24/25,25/26 and 26/27)	Assessment of Impact on Equality	Comment	Impact
Neighbourhoods, Regeneration and Sustainability				
24NR29	**Road Development Inspection Charges - £160,000.** Increase of the charging rates for Road Development Inspections. The scheme will provide greater income generation due to an increase in the current inspection charges.	No direct impact on equality groups have been identified at this stage.		Low
24NR30	**Increase of Multi Storey Car Park Charges - £459,000.** After reviewing the tariffs at other multi storey car parks within Glasgow and the price/chargeable hours of surrounding on-street parking, it is deemed appropriate to increase prices. A 5% loss of patronage has been assumed.	Potential socioeconomic and poverty impacts on service users with lower incomes. Further work to assess the level of impact on service users will be required if this option is approved, when plans for implementation are more fully developed.		Low/ Medium
24NR31	**Increase of Off-Street Surface Car Park Charges - £175,000.** As a result of the review of the price/chargeable hours of on-street parking, it is deemed appropriate to increase prices of off-street surface car parks.	Potential socioeconomic and poverty impacts on service users with lower incomes. Further work to assess the level of impact on service users will be required if this option is approved, when plans for implementation are more fully developed.		Low/ Medium

Budget 24/25 Ref.	Budget Option (£ Total Saving 24/25,25/26 and 26/27)	Assessment of Impact on Equality	Comment	Impact
24NR32	**Standardisation of Chargeable Hours Across Parking Zones - £686,000.** To provide maximum benefit for permit holders and encourage model shift, standardise the hours for parking charges across all parking zones to 7 days a week, 8am to 10pm.	Potential socioeconomic and poverty impacts on service users with lower incomes. Depending on the geographic areas this is applied to, further work to assess the level of impact on service users will be required if this option is approved, when plans for implementation are more fully developed.		Low/ Medium
24NR33	**Income Generation – Increase of On-Street Pay and Display Charges (inner) - £1,733,000.** Aligned to encouragement of modal shift, it is proposed to increase on street pay & display charges (inner).	Potential socioeconomic and poverty impacts on service users with lower incomes. Further work to assess the level of impact on service users will be required if this option is approved, when plans for implementation are more fully developed.		Low/ Medium
24NR34	**Income Generation – Increase of On-Street Pay and Display Charges (outer) - £5,640,000.** Aligned to encouraging modal shift, an increase is proposed of on-street pay and display charges (outer).	Potential socioeconomic and poverty impacts on service users with lower incomes that cannot compete with increase. Further work to assess the level of impact on service users will be required if this option is approved, when plans for implementation are more fully developed.		Low/ Medium

Budget 24/25 Ref.	Budget Option (£ Total Saving 24/25,25/26 and 26/27)	Assessment of Impact on Equality	Comment	Impact
24NR35	**Income Generation – Increase of Residents Visitor Parking Permits - £360,000.** Following a review of Resident's visitor permits it is proposed to increase the price of these as the current price has been in place for over 20 years.	Potential socioeconomic and poverty impacts on service users with lower incomes. Further work to assess the level of impact on service users will be required if this option is approved, when plans for implementation are more fully developed.		Low/ Medium
24NR36	**Income Generation – Increase of Business Parking Permits - £380,000.** Business Parking Permits provide a self-managed solution to support local organisations where there are parking controls. To encourage modal shift where possible permit prices are proposed to be increased.	Potential socioeconomic and poverty impacts on service users with lower incomes. Further work to assess the level of impact on service users will be required if this option is approved, when plans for implementation are more fully developed.		Low/ Medium
24NR43	**Income Generation – Increase Bulk Uplift Charge - £82,500.** Increase the charge to residents for bulk uplifts for white goods only.	Potential socioeconomic and poverty impacts on service users with lower incomes. Potential impacts on disability will need to be assessed. Further work to assess the level of impact on service users will be required if this option is approved, when plans for implementation are more fully developed.		Medium/ High

Budget 24/25 Ref.	Budget Option (£ Total Saving 24/25,25/26 and 26/27)	Assessment of Impact on Equality	Comment	Impact
24NR44	**Property Investment Proposals - £1,206,000** To invest in replacement Boilers, outdated Lighting Management & Building Management Systems (BMS) supported by a Utilities Management Team. Note: This option requires £5.600 million of capital expenditure.	No direct impact on equality groups have been identified at this stage.		Low
24NR45	**Enhanced Parking Management Measures - £2,145,000.** In line with the Council's approved "Strategic Parking and Kerbside Management Plan", expand the work programme for policy management measures.	Potential socioeconomic and poverty impacts on service users with lower incomes for parking prices introduced. Further work to assess the level of impact on service users will be required if this option is approved, when plans for implementation are more fully developed.		Low/ Medium
24NR46	**LED Street Lighting Conversion - £3,600,000.** Fast track LED Conversion of all remaining street lighting units. There are c30,000 units requiring conversion to LED and this action will provide the associated reductions in energy consumption and carbon emissions. Note: This option requires £8.930 million of capital expenditure. Includes a future year saving of £0.952 million in 2027/28.	No direct impact on equality groups have been identified at this stage.		Low

Budget 24/25 Ref.	Budget Option (£ Total Saving 24/25,25/26 and 26/27)	Assessment of Impact on Equality	Comment	Impact
24NR61	**Review of Cleansing Services – £200,000** A review of Cleansing Services including the Commercial Waste function and the staffing structure. The review will be aligned to changes affecting the waste sector. Note: Includes 24NR38.	Potential socioeconomic and poverty impacts relating to proposed staff change. It will be important to consider workforce profile when considering changes to staffing resource. Further work to assess the level of impact will be required if these options are approved, when plans for implementation are more fully developed.		Low/ Medium
24NR64	**Income Generation - New Controlled Parking Zones - £559,000.** Implementation of new controlled parking zones across the city.	Socio-economic impact will need to be considered as part of implementation. Further work to assess the level of impact on equality will be required as part of an ongoing service review.		Low/ Medium
24NR80	**Community Safety and Regulatory Service - Service Reform - £345,000** Review of staffing costs to meet savings targets resulting in the re-alignment, reduction or ceasing of services. Note: Includes 24NR22 and 24NR23	Potential impacts on service users that lack accessibility if technology replaces face-to-face contact. It will be important to consider workforce profile when considering changes to staffing resource. Further work to assess the level of impact on service users and service delivery will be required if this option is approved, when plans for implementation are more fully developed.		Medium/ High