

## Appendix 12 Annex 1 - EIA Review

## Included in December

Unique Reference	Directorate	Title	Staffing Impact	Included in December Cabinet	Decision-maker and date of decision/proposed decision	Impact on Residents (Y/ N)	EQIA needed?	Further notes or comments.
AS-2627-S01	Adults Services	Reviewing complex and double handed care for working age adults to optimise independence, often reducing home care hours by replacing two carer teams with single handed care supported by equipment, technology, or reablement, to ensure cost effective, person centred support. Effective optimisation often involves shifting to outcome focused care, reducing long-term dependency.	None - commissioning savings.	Y	Cabinet Approved in 2025/26 Budget Setting Process. Saving is the 2026/27 ongoing effect.	N	N	This is about regularly reviewing need and personalising support in place, with an emphasis on re-enabment and encouraging independence.
AS-2627-S02	Adults Services	Reviewing complex and double-handed care for Older People (65+ years) adults to optimise independence, often reducing home care hours by replacing two carer teams with single handed care supported by equipment, technology, or reablement, to ensure cost-effective, person centred support. Effective optimisation often involves shifting to outcome focused care, reducing long-term dependency.	None - commissioning savings.	Y	Cabinet Approved in 2025/26 Budget Setting Process. Saving is the 2026/27 ongoing effect.	N	N	This is about regularly reviewing need and personalising support in place, with an emphasis on re-enabment and encouraging independence.
AS-2627-S03	Adults Services	Increased use of technology to develop evidence based decision making to improve outcomes for residents and ensuring that care packages are 'right sized', reducing the burden on the Adult Social Care budget.	None - commissioning savings.	Y	Officer operational decision-making	N	N	This is about using technology to optimise care.
AS-2627-S04	Adults Services	Increased use of onsite Extra Care block contract provider, as opposed to commissioning incremental or spot-purchased care, to enhance service stability, manage costs, and provide 24/7 care security.	None - commissioning savings.	Y	Officer operational decision-making	N	N	Change to using block contracts rather than spor purchasing.
AS-2627-S09	Adults Services	Develop priority business intelligence dashboards leading to both increased productivity within the frontline social worker teams and improved strategic commissioning within market management driving down unit costs. □	Deletion 1 FTE Social Worker	Y	Officer operational decision-making	N	N	Proposal improves productivity due to use of dashboards.
AS-2627-S10	Adults Services	Improved triage and better website signposting to services resulting in increased numbers of Online Digital contacts reducing the demand on more traditional Adult Social Care provision.	Deletion 1 FTE Call Handler (Year 2 and Year 3)	Y	Officer operational decision-making	N	N	Proposal improves productivity due to triage, signposting and reduction in demand for more traditional adult social care provision.

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AS-TP-01	Adults Services	Review of the arrangements between Adult Social Care Mental Health Service commissioned with Berkshire Healthcare NHS Trust ensuring SBC continue to meet their Care Act responsibilities whilst demonstrating value for money and providing good outcomes for residents. Furthermore, the review will include financial reviews of individual care packages.	None - commissioning savings.	Y	Cabinet - date to be confirmed	N	Y-with future cabinet paper	A detailed equality impact assessment will be required as part of the forthcoming Cabinet decision.
AS-TP-02	Adults Services	Development of a high level dashboard for the Director of Adult Social Care (DASS) and senior Adult Social Care management to provide key performance data including outstanding care debt, care creditors, deferred payment agreements, processing of financial assessments and corresponding waiting lists. This will provide informed and timely management information resulting in more effective financial management action reducing the potential for bad debt, whilst optimising cash flow and recovery of client contributions towards their social care.	None - commissioning savings.	Y	Officer operational decision-making	N	N	Dashboards will be used to achieve efficiencies.
AS-TP-03	Adults Services	Improved and streamlined preventative triage referral processes to optimise the outcomes to further reduce demand into Adult Social Care and resolve any identified gaps in preventative services.	None - commissioning savings.	Y	Officer operational decision-making	Y- potential adult social care clients - disabled adults and older people (mixed)	Y- now unless there is a decision / new procurement when the EqIA would be undertaken	A detailed review and analysis of demand into adults social care will inform changes to commissioned preventative services. These changes will be made to ensure that these services are preventing demand in adults social care.
AS-TP-04	Adults Services	Increasing the timeliness and volume of Continuing Healthcare (CHC) applications to ensure that the NHS appropriately funds care packages for individuals with a "primary health need."	Invest to Save - Specialist Social Worker 1 FTE (Year 1 & Year 2)	Y	Officer operational decision-making	N	N	The aim is to increase timeliness and volume of applications for continuing healthcare with the objective of increasing contributions from NHS, as appropriate.

**New**

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AS-TP-05	Adults Services	Improve ASC External Client Income Collection and Invoicing Processes	None.	N	Officer operational decision-making	N	N	Project will seek to improve income collection.

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CHI-2627-S01	Children's Services	Removal of Budget Line no longer required	None	Y	Accounting adjustment	N	N	No impact- accounting adjustment.

## New

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CHI-TP-01	Children's Services	Children First Integration Programme	Yes - detail to be confirmed	N	Cabinet - date to be confirmed	Y- children (mixed)	Y-with future cabinet paper	An EqIA will be needed when the cabinet paper comes forward, to ensure that staffing and resident impacts from service integration are identified and addressed.
CHI-TP-02	Children's Services	Accommodation Model	None	N	Cabinet - date to be confirmed	Y- care leavers (positive)	Y-with future cabinet paper	This proposal is intended to bring positive impacts to care leavers by improving the accommodation and support offered. An EqIA will be needed when the cabinet paper comes forward, as there will be an impact on care leavers, although this is intended to be positive.
CHI-TP-03	Children's Services	SEND Transformation Programme	TBC	N	Cabinet - date to be confirmed	Y- disabled children (positive)	Y-with future cabinet paper	This proposal is intended to bring positive impacts to SEND children and families through transformation of the SEND service. An EqIA will be needed when the cabinet paper comes forward, to ensure that these positive benefits are maximised and any negative impacts are identified and addressed.

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RHE-2627-S02	Regeneration, Housing & Environment	HRA Recharge Income - grounds and street cleaning	None	Y	Accounting adjustment	Budget adjustment	N	N	Accounting adjustment
RHE-2627-S03	Regeneration, Housing & Environment	Overtime Reduction	Some impact on overtime, however aim to minimise.	Y	Officer - operational decision-making	Budget adjustment	N	Y-now	EqIA setting out the demographic of staff impacted and why we justify this.
RHE-2627-S06	Regeneration, Housing & Environment	Increased Income from Bus Shelters & Advertising Boards	None	Y	Officer - operational decision-making assuming remains within approved policy	Commercial / Income	N	N	
RHE-2627-S07	Regeneration, Housing & Environment	Income through a profit share arrangement with shared e-scooter provider operating in Slough.	None	Y	Officer - operational decision-making	Commercial / Income	N	N	
RHE-2627-S08	Regeneration, Housing & Environment	Income from the installation of 4G/5G "Smart Cells" by Network operators on the Council's street furniture including lighting columns.	None	Y	Officer - operational decision-making	Commercial / Income	N	N	
RHE-2627-S05	Regeneration, Housing & Environment	Step-down / discharge of duty. Saving is accounted for as a reduction in the TA pressure.	None	Y	Officer - operational decision-making	Housing	N	N	
RHE-2627-S04	Regeneration, Housing & Environment	Extend the Controlled Parking Zones (CPZs) to other areas across the borough. Each additional zone will generate additional income through permit sales and penalty charges for non compliance.	Additional CEO required.	Y	Officer - operational decision-making assuming remains within approved policy	Parking and Traffic Management	N	N	Should be able to refer back to original policy, and any future consultation.
RHE-2627-S09	Regeneration, Housing & Environment	OH Business Plan and Opportunity for Property Optimisation (savings arising from OH usage patterns).	None	Y	Officer - operational decision-making	Property	N	N	
RHE-2627-S11	Regeneration, Housing & Environment	Increased Estate Management Efficiencies - Facilities (savings from alternative model of provision).	Changes in operating model may result in changed staffing, to be confirmed.	Y	Cabinet dependent on procurement value	Property	N	Y-with future cabinet paper	
RHE-2627-S01	Regeneration, Housing & Environment	Review of Trade Waste Services.	None	Y	Cabinet if change of policy / fees and charges review	Waste	N	N	

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RHE-TP-01	Regeneration, Housing & Environment	Housing Demand & TA Service Transformation Programme (savings arising from net reduction in numbers of households in TA).	Additional staffing may be required on an invest to save basis.	N	Cabinet for policy approval - some decisions already made. Officer for operational decision-making	Housing	Y- residents in temporary accommodation (mixed)	Y-with future cabinet paper	Needs to cross reference equality analysis for Homelessness Strategy and Housing Strategy
RHE-TP-02	Regeneration, Housing & Environment	Joined up cost recovery approach to enforcement and engagement with Landlords (income through enforcement activities and licenses).	Additional staffing may be required on an invest to save basis.	N	Cabinet - date to be confirmed	Housing	Y- residents in private rented sector (mixed)	Y-with future cabinet paper	
RHE-TP-03	Regeneration, Housing & Environment	Social Housing Transformation: Regulatory Compliance & Service Modernisation Programme (reduction in disrepair costs, reduction in agency/temp staff, reducing repeat repairs, optimising asset investment choices).	Additional staffing may be required on an invest to save basis.	N	Officer - operational decision-making	Housing	N	N	This should be about optimising resources, addressing failure demand
RHE-TP-04	Regeneration, Housing & Environment	Housing Delivery: Scoping the Potential for Modular Housing (reductions in TA costs).	None	N	Cabinet - date to be confirmed	Housing	Y- residents in housing needs (mixed)	Y-with future cabinet paper	
RHE-TP-05	Regeneration, Housing & Environment	Housing Delivery: Slough Letting Agency (Social Lettings Agency Model) (TA cost avoidance, income from management fees, reduced leasehold service charge arrears).	Additional staffing may be required on an invest to save basis.	N	Cabinet - date to be confirmed	Housing	Y- residents in housing needs (mixed)	Y-with future cabinet paper	
RHE-TP-06	Regeneration, Housing & Environment	Housing Delivery: LAHF Match-Funded Delivery (TA cost reduction, reduction in HB subsidy gap, TA cost reduction arising from asset creation).	None	N	Cabinet/Full Council re. capital programme - date to be confirmed	Housing	Y- residents in housing needs (mixed)	Y-with future cabinet paper	
RHE-TP-07	Regeneration, Housing & Environment	Housing Delivery: Maximising Existing Stock Through Adaptations & Conversions (reduction in TA costs)	None	N	Officer - operational decision-making (capital approved as part of budget setting)	Housing	N	N	This is about optimising assets
RHE-TP-08	Regeneration, Housing & Environment	Housing Delivery: Innovative Delivery Through Grant Funding (reduction in TA and homelessness costs).	None	N	Cabinet - date to be confirmed	Housing	N	N	
RHE-TP-09	Regeneration, Housing & Environment	Housing Delivery: Review the Borrowing Model for Housing & Regeneration Priorities (additional contribution to HB subsidy gap reduction).	None	N	Officer - operational decision-making	Housing	N	N	
RHE-TP-10	Regeneration, Housing & Environment	Carbon Neutrality & Sustainability Programme: Solar PV, Battery Storage and Smart Energy Systems Deployment (energy savings, export income).	None	N	Officer - operational decision-making	Other	N	N	Savings to corporate energy costs
RHE-TP-11	Regeneration, Housing & Environment	Workforce Development to Deliver Transformation (enabler).	Workforce development.	N	Enabling work.	Other	N	N	
RHE-TP-12	Regeneration, Housing & Environment	Parking & Transport Charging Optimisation Programme (additional income arising from benchmarking)	None	N	Cabinet - date to be confirmed	Parking and Traffic Management	Y- motorised vehicle users including disabled people (negative)	Y-with future cabinet paper	

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RHE-TP-13	Regeneration, Housing & Environment	Strategic Prioritisation and Utilisation of S106 for Economic Development (leveraging external funding and investment)	None	N	Officer - operational decision-making	Planning & Economic Development	N	N	
RHE-TP-14	Regeneration, Housing & Environment	Creation of a Self-Funded Planning Service (Trading Account Model) (reduction in general fund costs)	Some changes in structure may be considered.	N	Cabinet - via fees and charges review and new legislative powers	Planning & Economic Development	N	N	
RHE-TP-15	Regeneration, Housing & Environment	Planning Service Income Generation – Highways Development Charging Model (increased income from S38 and S278)	None	N	Cabinet - via fees and charges review	Planning & Economic Development	N	N	
RHE-TP-16	Regeneration, Housing & Environment	Enhanced S106 Income (e.g PPA income)	None	N	Officer - operational decision-making	Planning & Economic Development	N	N	
RHE-TP-17	Regeneration, Housing & Environment	Embed the Corporate Landlord Model (reduced revenue costs from property occupation and reduced maintenance expenditure)	None	N	Cabinet - for service delivery changes and disposal decisions	Property	N	N	
RHE-TP-18	Regeneration, Housing & Environment	Re-procurement of Waste Disposal Contract (contract efficiencies)	None	N	Cabinet - date to be confirmed	Waste	N	N	

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PHP-2627-S01	Public Health & Public Protection	Contain Drug and Alcohol Treatment budget to grant funding levels. (Note, increased from £6k)	None - operational budget reduction.	Y	Officer - operational decision-making	N	N- unless there is service reduction	This is not PH grant funding and has not been allocated. Grant funds for D&A treatment are fully utilised.

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PHP-TP-01	Public Health & Public Protection	Corporate Prevention Framework	TBC	N	To be confirmed	TBC	N/A as yet	any impact from this programme is anticipated to be positive for residents, preventing need for services
PHP-TP-02	Public Health & Public Protection	Increase Income from Enforcement of Housing and Energy Efficiency Standards	TBC	N	Officer - operational decision-making	TBC	Y if there is a disproportionate impact arising from enforcement actions	this is a scheme that has not been run in Slough for some time. It would require investment to relaunch and any income could only be used to administer the scheme itself, it could not contribute towards savings.

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STR-2627-S01	Chief Execs Office	End LGIU Subscription	None	Y	Officer - operational decision-making	N	N	
STR-2627-S02	Chief Execs Office	Termination of software subscriptions	None	Y	Officer - operational decision-making	N	N	

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LAG-2627-S02	Law and Governance	Postal Vote Re-application via email (£4k) and reduction in unnecessary budget (£50k)	Y	Officer-operational decision-making	N	N	The PV RE-application allows the ERO to contact electors by e-mail which reduces cost to the service.

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LAG-TP-01	Law and Governance	Commercialisation of Registration Service	N	Cabinet - fees and charges review and potentially capital programme	Y	N- unless costs go up significantly	

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COR-2627-S03	Corporate Resources	Financial Systems support review	Reduction in vacant posts	Y	Officer - operational decision-making	N	N	
COR-2627-S04	Corporate Resources	Reduction in Training Budget to reflect more training delivered in-house	None	Y	Officer - operational decision-making	N	N	
COR-2627-S05	Corporate Resources	Corporate IT equipment budget adjustment to release unnecessary budget	None	Y	Accounting adjustment	N	N	
COR-2627-S06	Corporate Resources	Termination of tape storage contract following move to cloud-based backup	None	Y	Officer - operational decision-making	N	N	
COR-2627-S07	Corporate Resources	Vacant post removal in Finance	Reduction in vacant posts	Y	Accounting adjustment	N	N	
COR-2627-S08	Corporate Resources	Increased contribution to court costs	None	Y	Officer - operational decision-making	N	N	
COR-2627-S09	Corporate Resources	Increased efficiency in audit planning requiring lower staffing budget	Reduction in vacant posts	Y	Officer - operational decision-making	N	N	
COR-2627-S10	Corporate Resources	ASC Debt Reduction leading to a reduction in the required provision, through work to improve debt recovery.	None	Y	Officer - operational decision-making - policy changes already agreed by Cabinet	N	N	
COR-2627-S11	Corporate Resources	Remove Bad Debt Provision for sundry debt as a result of improved debt recovery.	None	Y	Accounting adjustment	N	N	
COR-2627-S12	Corporate Resources	Printing / Postage savings	None	Y	Officer - operational decision-making	N- unless we are stopping sending out something specific	N- unless we are stopping sending out something specific	
COR-2627-S13	Corporate Resources	Reduction in MS licence level for some users to reflect actual usage	None	Y	Accounting adjustment	N	N	
COR-2627-S14	Corporate Resources	Procurement consultancy budget reduction	None	Y	Accounting adjustment	N	N	

Corporate and Cross Cutting

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COR-2627-S15	Corporate Resources	Continuation of Council Tax hardship scheme with reduced budget (Approved by Cabinet in January)	None	Y	Cabinet decision - January 2026	Y- residents on low income (negative)	Y-completed	
COR-2627-S16	Corporate Resources	Insurance recharges to ensure the correct fund meets the cost of insurance	None	Y	Accounting adjustment	N	N	
COR-2627-S17	Corporate Resources	Removal of unnecessary budget with no current commitments	None	Y	Accounting adjustment	N	N	
COR-2627-S18	Below the Line	Reduction in CTS expenditure (Approved by Full Council in January)	None	Y	Full Council decision - January 2026	Y- residents on low income (negative)	Y- completed	
COR-2627-S01	Below the Line	Reduction in Bad Debt Provision	None	Y	Accounting adjustment	N	N	
COR-2627-S19	Below the Line	Business Rate collection improvement - one-off gain from Rateable Value finder exercise	None	Y	Cabinet decision - 2025	N	N	

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COR-TP-01	Cross Council	Overall Redesign of SBC Front Door	TBC	N	Cabinet - date to be confirmed	Y - residents who use customer services front door (mixed)	Y-with future cabinet paper	
COR-TP-02	Cross Council	Redesign of physical front door (Pilot/Proof of Concept)	TBC	N	Cabinet - date to be confirmed	Y - residents who use customer services front door (mixed)	Y-with future cabinet paper	
COR-TP-03	Cross Council	Digital front door redesign (phase 1 Revs and Bens)	TBC	N	Officer - operational decision-making	Y - residents who use customer services front door (mixed)	Y-with future cabinet paper	
COR-TP-04	Cross Council	Strategic Commissioning - starting with single homeless support	None	N	Cabinet - date to be confirmed	Y- single homeless people (positive)	Y-with future cabinet paper	
COR-TP-05	Cross Council	Corporate Automation & Workflow Programme	TBC	N	Cabinet - date to be confirmed	TBC	Y-with future cabinet paper	
COR-TP-05a	Cross Council	Divert Demand from Contact Centre via AI Chat Assistants		N	To be confirmed	Y-residents who	Y-with future cabinet paper	
COR-TP-05b	Cross Council	Automation of Accounts Payable and Reconciliation Processes		N	To be confirmed via procurement value	N		

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COR-TP-05c	Cross Council	GenAI-Enabled Enhancement of EHCP Drafting and Review	TBC	N	To be confirmed via procurement value	TBC	Y-as plans are developed	High level EQIA on potential impacts of AI to be undertaken that is then kept under review.- See guidance here - <a href="https://www.equalityhumanrights.com/guidance/assessing-equality-impact-ai-based-technology-six-discussion-points">https://www.equalityhumanrights.com/guidance/assessing-equality-impact-ai-based-technology-six-discussion-points</a>
COR-TP-05d	Cross Council	Deployment of AI note taking tool in Adults' and Children's Social Care	TBC	N	To be confirmed via procurement value	TBC		
COR-TP-06	Corporate Resources	Centralised Debt Recovery and Collection Model	None	N	To be confirmed as to whether policy change required	TBC		
COR-TP-07	Corporate Resources	Predictive Analytics for Preventable Demand Reduction (Modelling)	None	N	Officer - operational decision-making			
COR-TP-08	Corporate Resources	Strengthened Commercial & Procurement Management	None	N	Decision maker will depend which contracts are in scope.	N		
COR-TP-09	Corporate Resources	Corporate Income Generation & Fees and Charges Review.	None	N	Cabinet and Licensing Committee dependent on level and whether executive or non-executive functions	Y	Y-with report on Fees and Charges	Pick up any discretionary choices we are making, identify impacts and justify / mitigate