

IMPACT ASSESSMENT					
	1	2	3	4	5
	Negligible	Low	Medium	High	Very High
<b>Financial</b>	No or very minor loss that is unlikely to have an impact on ability to deliver services.	Loss of a scale that would have a minor impact on ability to deliver some services. Loss/overspend under £50K - or contained within Section/Team	Loss of a scale that would noticeably impact on ability to deliver some services. Loss/overspend £50K - £250K or contained within the Directorate	Loss of a scale that would significantly impact on ability to deliver services. Loss/underspend £250K - £1m Budget adjustments across Directorates	Loss of a scale that would threaten the ability to continue to deliver services. Loss/underspend over £1m - Corporate budget realignment
<b>Service Delivery</b>	No impact to the quality and effectiveness of Service Delivery, all demand for Services can be met and can be delivered in a sustainable manner	Minor impact to the quality and effectiveness of Service delivery but not resulting in disruptions, minor impact to strategic partnerships, ability to meet nearly all demand for Services and with minimal environmental impact.	Moderate impact to the quality and effectiveness of Service delivery resulting in short term disruptions limited to a single service, moderate impact to strategic partnerships. The majority of demand for most Services can be met and delivered with no environmental impact. Moderate impact on achievement of one or more objectives	Major impact to the quality and effectiveness of multiple Services and long term disruptions resulting in required standards, including environmental standards not being met. More than one strategic partnership affected. Demand cannot be met for some key services (e.g. waste) Impact on achievement of a key target(s)/objective(s)	Catastrophic impact to the quality and effectiveness of Service delivery for high number of key Services and key required standards including environmental standards are consistently not met. All strategic partnerships are significantly affected with long term adverse impacts and demand cannot be met for key Services. Catastrophic impact on achievement of several key targets/objectives
<b>Reputation</b>	No customer awareness and contained internally within the Council and no complaints received. No or insignificant impact on relationships with Strategic Partners. No adverse publicity	Contained within Directorate or minor customer awareness. No media concerns. Low level of complaints received from the community and minor impact to some strategic partners	Limited local public and media concern with "short lived" local coverage. Moderate level of complaints received from the public/customers and strategic partners moderately impacted.	Significant regional public ad media concern with the potential to escalate to national coverage. Significant level of complaints received from the public/customers and strategic partner adversely impacted.	Sustained national public and media coverage resulting in long term adverse impacts for the Council. Significant levels of complaints received wider than the District. Strategic partners experience long term catastrophic impacts.
<b>Compliance/Regulatory/Legal</b>	No legal proceedings brought against the Council and EFDC is compliant with all required policies and procedures.	No legal proceedings brought against the Council but minor breaches to some policies and procedures have occurred	The Council is subject to a low number of legal proceedings and some policies and procedures have been breached. Moderate breaches of regulations and standards with financial penalties involving Ombudsman and/or regulators	The Council is subject to a significant number of legal proceedings which are likely to be successful. A number of policies and procedures have been breached by a significant number of EFDC staff. Moderate sanctions by the Regulator	The Council is subject to high profile legal proceedings which is likely to be successful. There has been organisational breaches of all major policies and procedures which will in turn likely to further legal proceedings or sanctions from regulators
<b>Health &amp; Wellbeing of EFDC Staff</b>	No work related fatalities and no adverse impact on staff health and wellbeing. Insignificant impact to staff morale and engagement.	No work related fatalities but potential impact on staff health and wellbeing (e.g. short term absence and sickness rates). Minor impact to staff morale and engagement. There is a diverse workforce where the majority of staff feel equal and included	No work related fatalities but significant impact on staff health and wellbeing (e.g. longer term absences/sickness) Increased numbers of vacancies. Minor impact to staff morale and engagement. Not all staff feel equal and included.	Potential work related fatalities or serious injury. Significant impact on staff and wellbeing, significant impact to staff morale and engagement. Short to medium terms implications with culture the workforce lacks diversity and a significant number of staff are made to feel unequal/excluded	Work related fatalities or multiple serious injuries and staff are affected across all Services. Long term impact to staff morale and engagement and sustained impact to EFDC culture. The workforce lacks any diversity at all and the majority of staff feel unequal/excluded
<b>Partnership/key contractor (objectives/ deadline)</b>	No impact on partnership.	Breach of contract with significant stakeholder Minimal impact on Partnership	Breach of contract with significant stakeholder. Adverse effect on partnering arrangements	Significant impact on Partnership/key contractor or most of expected benefits fail.	Complete failure/breakdown of partnership or key contractor with failure of achieving fundamental objectives
<b>Community health and wellbeing</b>	No impact on the health and wellbeing on the community. No individuals are at risk of physical or mental harm	Minor impact on the health and wellbeing of the community. Low level of individuals are at risk of physical or mental harm and communities are largely unaffected. Minor increase in high street vacancy rate up to 3 months. Minor increase in unemployment up to 3 months. Minor increase in homelessness	Moderate impact to the health and wellbeing of the community. Some individuals are at risk of physical or mental harm and specific communities are adversely impacted. Moderate increase in high street vacancy rate 3-6 months. Moderate increase in unemployment between 3 - 6 months. Failure to support delivery technology resulting in areas 'left behind' unable to embrace change. Moderate increase in homelessness 3 - 6 months period	Major failure to protect the health and wellbeing of the community and physical and mental harm to a high number of individuals is impacted. Communities are unable to thrive. Noticeable increase in high street vacancy rate 6-12 months. Noticeable long term increase in unemployment between 6 - 12 months impacting social services and deprivation. Noticeable long term increase in homelessness between 6 - 12 months.	Catastrophic failings to protect the health and wellbeing of the community. Almost all communities experience physical or mental harm and suffer long term adverse impacts. Significant increase in high street vacancy rate to over the UK National average greatly impacting high street viability. High increase in unemployment level impacting social deprivation with continued rise of unemployment for more than 12 months. High increase in homeless for longer than 12 months.
<b>Environment and/or Public Health</b>	Near miss or resolved without adverse impact	Short term local impact. No lasting detrimental effect on the environment or the community e.g. noise, fumes, dust etc	Moderate impact to the local environmental or social impact	Long term environmental or social impact such as a chronic and/or significant discharge of pollutant	Extensive long term impact. Major public health/environmental incident or loss of significant community facility