

Budget Statement – Integrated Impact Assessment (IIA) **Not** Required Template

To be completed as a record of your decision that an IIA is **not** required

Please ensure you have read the [IIA Guidance](#) before completing this template.

Title of proposal

Overtime – Grip and Control

Purpose of proposed work

Increase in centralised control, process and accountability for overtime costs incurred across all services to improve grip over costs and budget management. Through the review and adherence to organisational overtime policy.

Lead Officer

Martin Clark

Service and Department

Finance and Procurement

Date

09/12/2025

Confirmation that an IIA is **not** required:

	Yes / No
Will your proposal have a meaningful impact on people/groups with Protected Characteristics (including care experienced children and young people)?	No
Will your proposal impact on human rights ?	No
Will your proposal impact on the rights of children and young people ?	No
Will your proposal have a meaningful impact on people experiencing socio economic disadvantage ?	No
Will your proposal impact on climate and nature ?	No

If you have said **No to all the above**, please record your reasoning for this decision below. You must also complete the relevant section of a committee report, as appropriate. This must include confirmation that your proposal:

- has no meaningful relevance to equality
- does not impact in a way that is incompatible with human and children's rights
- has no meaningful relevance to socio economic disadvantage
- has no relevant impact on climate and nature

Record of decision

The saving is delivered through holding existing budget in cash terms into the new financial year and will be delivered by centralised control, process and accountability across Services.

As such, there is not expected to be any additional impact related to equality or socio-economic disadvantage, human and children's rights or climate and nature.

If you have said **yes** to any of the above, please read the [IIA Guidance](#) before completing the [IIA](#) template.

Authorisation by Head of Service

Name and title

Richard Lloyd-Bithell, Service Director: Finance and Procurement

Date

10 December 2025

You are required to retain a copy of your completed template, for your own records, for a period of at least **three** years, unless you need to retain it longer for business reasons, such as historically important projects.