

Equalities Screening Record Form

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| Date of Screening: 2 February 2012 | Directorate: Corporate Services | Section: Human Resources | | |
| 1. Activity to be assessed | Revenue Budget 2012/13 Employment Implications | | | |
| 2. What is the activity? | <input type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input checked="" type="checkbox"/> Organisational change | | | |
| 3. Is it a new or existing activity? | <input checked="" type="checkbox"/> New <input type="checkbox"/> Existing | | | |
| 4. Officer responsible for the screening | Tony Madden | | | |
| 5. Who are the members of the EIA team? | Alison Sanders/Pat Butler | | | |
| 6. What is the purpose of the activity? | Make Organisational Change necessary to achieve the required budget savings. | | | |
| 7. Who is the activity designed to benefit/target? | Staff | | | |
| Protected Characteristics | Please tick yes or no | Is there an impact? What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason. | What evidence do you have to support this? E.g equality monitoring data, consultation results, customer satisfaction information etc Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data | |
| 8. Disability Equality | Y ✓ | N | Adverse | Equality monitoring data indicates 10% of redundant staff are disabled compared to 1.79% of the workforce |
| 9. Racial equality | Y ✓ | N | Adverse | Equality monitoring data indicates 14.9% of redundant staff are BME compared to 4.3% of the workforce |
| 10. Gender equality | Y | N ✓ | | |
| 11. Sexual orientation equality | Y | N ✓ | | |

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| 12. Gender re-assignment | Y | N ✓ | |
| 13. Age equality | Y ✓ | N | Adverse |
| 14. Religion and belief equality | Y | N ✓ | |
| 15. Pregnancy and maternity equality | Y | N ✓ | |
| 16. Marriage and civil partnership equality | Y | N ✓ | |
| 17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carer's/ex-offenders) and on promoting good community relations. | N/A | | |
| 18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason? | N/A | | |
| 19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected? | <p>Initial proposals on potential redundancies are structured around</p> <p>(a) discretionary services and then</p> <p>(b) other services</p> <p>The personal characteristics of employees to be made redundant are not known at the initial stages ie when the decisions are taken to close/reduce service areas.</p> <p>The numbers of staff involved are very small which leads to disproportionate effect on the percentage figures. 7 out of 67 people being made redundant are disabled; 5 out of 67 people being made redundant are BME, age is linked to disability (all 7 disabled staff are over the age of 50); the age profile is also linked to the nature of the major services potentially closing.</p> | | |
| 20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties? | Y | N ✓ | See comments in 19 above. In addition: There is no evidence that discrimination is a factor in the selection of services to be reduced or employees to be made redundant. |
| 21. What further information or data is required to better understand the impact? Where and how can that information be obtained? | None. | | |

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| 22. On the basis of sections 7 – 17 above is a full impact assessment required? | Y | N ✓ | The explanations offered above are deemed sufficient not to warrant a full EIA. |
| 23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? | | | |
| Action | Timescale | Person Responsible | Milestone/Success Criteria |
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| 24. Which service, business or work plan will these actions be included in? | | | |
| 25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening? | | | |
| 26. Chief Officers signature. | Signature: Tony Madden | | Date: 2 nd Feb 2012 |