

Equalities Screening Record Form

Date of Screening: February 2011	Directorate: Corporate Services	Section: Human Resources						
1. Activity to be assessed	It is essential to set an achievable budget; this will inevitably impact on staffing and lead to the need to reduce staff numbers to meet required financial limits. This activity is the redundancy selection process to achieve staff cuts.							
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 type="checkbox"/> New <input checked="" type="checkbox"/> Existing							
4. Officer responsible for the screening	Tony Madden, Chief Officer: Human Resources							
5. Who are the members of the EIA team?	Tony Madden, Chief Officer: Human Resources							
6. What is the purpose of the activity?	It is essential that the Council sets a realistic budget and initiates the necessary actions to balance that budget. The scale of the pressures is around £2 ¼ million. Having reviewed service provision this has led to 39 redundancies across the Council.							
7. Who is the activity designed to benefit/target?								
8. a Racial equality - 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.	<table border="1" style="width: 100%;"> <tr> <td style="width: 30px; text-align: center;">Y</td> <td style="width: 30px; text-align: center;">N</td> <td></td> </tr> <tr> <td></td> <td style="text-align: center;">✓</td> <td></td> </tr> </table>	Y	N			✓		This impacts on a number of staff across all grades and departments and applies irrespective of racial origin; there is no evidence to support any belief that there is a disproportionate impact. Attached is a breakdown of the equality monitoring data in respect of the 28 staff from across all services and then the 11 staff employed in the Family Tree Nursery. The racial split is in line with the Councils general workforce.
Y	N							
	✓							
8. b What evidence do you have to support this? E.g equality monitoring data, consultation results, customer satisfaction information etc.	It is a corporate wide issue, we have contemporary monitoring statistics on all staff available. Attached is a breakdown of the equality monitoring data in respect of the 28 staff from across all services and then the 11 staff employed in the Family Tree Nursery.							
9. a Gender equality - 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.	<table border="1" style="width: 100%;"> <tr> <td style="width: 30px; text-align: center;">Y</td> <td style="width: 30px; text-align: center;">N</td> <td></td> </tr> <tr> <td></td> <td style="text-align: center;">✓</td> <td></td> </tr> </table>	Y	N			✓		This impacts on a number of staff across all grades and departments and applies irrespective of gender; there is no evidence to support any belief that there is a disproportionate impact. The gender split is in line with the Council's general workforce.
Y	N							
	✓							
9. b What evidence do you have to support this?	It is a corporate wide issue, we have contemporary monitoring statistics on all staff available.							
10. a Disability equality - 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.	<table border="1" style="width: 100%;"> <tr> <td style="width: 30px; text-align: center;">Y</td> <td style="width: 30px; text-align: center;">N</td> <td></td> </tr> <tr> <td></td> <td style="text-align: center;">✓</td> <td></td> </tr> </table>	Y	N			✓		This impacts on a number of staff across all grades and departments and applies irrespective of disability; there is no evidence to support any belief that there is a disproportionate impact. No one with a disability is being made redundant.
Y	N							
	✓							
10. b What evidence do you have to support this?	It is a corporate wide issue, we have contemporary monitoring statistics on all staff available.							
11. a Age equality - 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.	<table border="1" style="width: 100%;"> <tr> <td style="width: 30px; text-align: center;">Y</td> <td style="width: 30px; text-align: center;">N</td> <td></td> </tr> <tr> <td></td> <td style="text-align: center;">✓</td> <td></td> </tr> </table>	Y	N			✓		There is a slightly higher % of those in the 50+ age bracket selected for redundancy than the workforce %; this is explained by the Council's policy of considering volunteers for redundancy before moving to compulsory redundancies and those in the 50+ age bracket being much more willing to volunteer because they are able to access their pension if made redundant.
Y	N							
	✓							
11. b What evidence do you have to support this?	See attached breakdown.							

12. a Religion and belief equality - 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.	Y	N ✓	This impacts on a number of staff across all grades and departments and applies irrespective of religion and belief; there is no evidence to support any belief that there is a disproportionate impact. The religion and belief split is in line with the Councils general workforce.
12. b What evidence do you have to support this?	It is a corporate wide issue, we have contemporary monitoring statistics on all staff available.		
13. a Sexual orientation equality - 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.	Y	N ✓	This impacts on a number of staff across all grades and departments and applies irrespective of sexual orientation; there is no evidence to support any belief that there is a disproportionate impact. There are no statistics available on this from which any conclusion can be drawn.
13. b What evidence do you have to support this?	It is a corporate wide issue, we have contemporary monitoring statistics on all staff available, equality monitoring data on those affected by the redundancy programme is attached.		
14. 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.	None		
15. 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		
16. 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?	N/A		
17. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?	Y	N ✓	No - The Council is also required to meet its legal duties under the various Employment Acts in respect of Unfair Dismissal which prevent selection for redundancy on the grounds of anything other than demonstrably fair grounds.
18. What further information or data is required to better understand the impact? Where and how can that information be obtained?			
19. On the basis of sections 7 – 17 above is a full impact assessment required?	Y	N ✓	Please see evidence above.
20. 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? Please complete the action plan in full, adding more rows as needed.			
Action	Timescale	Person Responsible	Milestone/Success Criteria

The Council's budget consultation from December 2010 to February 2011 enabled consultation with equality groups on the budget proposals; trades unions have been consulted on the redundancy programme and the Employment Committee will ratify the redundancies.	December 2010 to April 2011	CO: HR	Redundancies agreed
21. Which service, business or work plan will these actions be included in?			
22. Have any current actions to address issues for any of the groups or examples of good practice been identified as part of the screening?	N/A		
23. Chief Officers signature.	Signature:	Tony Madden	Date: February 2011
24. Which PMR will this screening be reported in?	CS Q1 PMR 2011/12		