

Proposal for Officer Options for Savings - Equality Impact Assessment Template (Oct 2012)

Section 1: Your details

EIA lead Officer: Tony Williams

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Head of Section: Chris Hyams

Chief Officer: Surjit Tour

Department: Law, HR & Asset Management

Date: 9 November 2012

Section 2: What Council proposal is being assessed?

Proposed restructure of the Senior Management Structure of Wirral Council (Below Head of Service to PO1 Officers with responsibility for subordinates). The number of employees in this group of employees is 479.

Section 2b: Will this EIA be submitted to a Cabinet or Overview & Scrutiny Committee?

Yes If 'yes' please state which meeting and what date

**Cabinet and Employment and Appointments Committee: 20
December 2012**

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

- Services**
- The workforce**
- Communities**
- Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)

If you have ticked one or more of above, please go to section 4.

- None** (please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 4:

Could the proposal have a positive or negative impact on any of the protected groups (race, gender, disability, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
<p>479 employees in this category</p>	<p>The overall purpose of senior management restructure is aimed at delayering the organisation, making financial savings, and improving accountability and communication.</p> <p>The initial senior management structure at Chief Officer and Head of Service level has been reviewed.</p> <p>This stage focuses on below Head of Service level to Officers graded at PO1 with responsibility for subordinates</p> <p>Negative</p> <p>In view of this, there are a number of posts at risk of redundancy during this process</p>	<p>The Council’s redundancy and redeployment policy sets out the procedure where posts are at risk through organisational change (inc restructuring).</p> <p>The policy sets out the Council’s legal obligation to consult with affected employees, explore alternatives and seeking to avoid a redundancy situation.</p>	<p>Chris Hyams</p>	<p>3-6 months</p>	<p>Not determined at this stage</p>

Women / men	<p>Positive</p> <p>The percentage of women (55.95% - 268 employees) is substantially lower for this group of employees compared to that of the rest of the workforce (66.98% - 3,546 employees)</p> <p>Negative</p> <p>The percentage of men (44.05% - 211 employees) is substantially higher for this group of employees compared to that of the rest of the workforce (33.02% - 1,748 employees)</p>	<p>This is an unintentional disadvantage. A full workforce audit will be undertaken once restructuring has been completed.</p>			
Race	<p>Negative</p> <p>The percentage of BME (2.51% of employees) is higher for this group of employees compared to that of the rest of the workforce (2.17% of employees)</p>	<p>This is an unintentional disadvantage. A full workforce audit will be undertaken once restructuring has been completed.</p>			
Disability	<p>Negative</p> <p>The percentage of disabled (4.18% of employees) is substantially higher for this group of employees compared to that of the rest of the workforce (3.06% of employees)</p>	<p>This is an unintentional disadvantage. A full workforce audit will be undertaken once restructuring has been completed.</p>			
Sexual Orientation	<p>Negative</p> <p>The percentage of Gay employees (1.46% of employees) is substantially higher for this group of employees compared to that of the rest of the workforce (0.62% of employees).</p>	<p>This is an unintentional disadvantage. A full workforce audit will be undertaken once restructuring has been</p>			

	The number of Heterosexual employees (46.76% of employees) is higher for this group of employees compared to that of the rest of the workforce (39.98% of employees).	completed.			
Gender re-assignment	Negative The number of Transgender employees (0%) is higher for this group of employees compared to that of the rest of the workforce (0.23% of employees)	This is an unintentional disadvantage. A full workforce audit will be undertaken once restructuring has been completed.			
Religion and Belief	Negative Christian belief (34.6% of employees) is higher for this group of employees compared to that of the rest of the workforce (31.85% of employees) Non Christian belief (6.88% of employees) is higher for this group of employees compared to that of the rest of the workforce (4.55% of employees)	This is an unintentional disadvantage. A full workforce audit will be undertaken once restructuring has been completed.			
Age	Positive <i>Young = 16-49 year olds</i> The number of employees in this category is significantly lower than the rest of the workforce (54.28% of employees compared to 61.2% of employees) <i>Older = 64 years old plus</i> The number of employees in this category is significantly lower than the rest of the workforce (0.83% of employees compared to 3.5% of employees)	This is an unintentional advantage. A full workforce audit will be undertaken once restructuring has been completed.			

Section 4a: Where and how will the above actions be monitored?

Equality data will be reviewed as key decisions are made by the Human Resources team, to determine if the impact has changed following this stage of the restructure.

This is a proposal for a restructure to assess the potential impact, therefore once the proposal is brought forward for decision making and when it is implemented further Equality Impact Assessments will be undertaken to at each stage to assess the actual impact.

Section 4b: If you think there is no negative impact, what is your reasoning behind this?

n/a

Section 5: What research / data / information have you used in support of this process?

Workforce equality profile data held with Human Resources section.

Section 6: Are you intending to carry out any consultation with regard to this Council proposal?

Yes

If 'yes' please continue to section 8.

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Section 7: How will consultation take place and by when?

The Chief Executive opens statutory consultation under the requirements of the Trade Union and Labour Relations Consolidation (TULRCA) Act 1992 on 9 November 2012 on the potential changes, through the publication of the officer budget options that are being considered that affect the workforce.

This consultation will run throughout the duration of the public consultation on options which will close on January 31st 2013, and the subsequent Council decision making process. This

will run to 90 days plus, and staff will remain at risk until decisions are made regarding their posts.

Consultation will take place with the Trade Unions formally through Joint Consultative Committees, meetings with the Leader and Chief Executive. In addition informal working meetings will take place through the process. Further consultation with all affected staff will be considered.