

# Proposal for Officer Options for Savings - Equality Impact Assessment Template (Jan 2013)

## **Section 1: Your details**

**EIA lead Officer:** Graham Burgess

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**Head of Section:** n/a

**Chief Officer:** Graham Burgess, Chief Executive

**Department:** Chief Executive's Department

**Date:** March 2013

## **Section 2: What Council proposal is being assessed?**

This assessment takes into account the workforce implications regarding all employees affected by the phase 1 (December Option) decision, following the budget consultation process. These include management restructures (PO1 to Head of Service) and/or service restructures for the following services: Internal Audit, Adult Social Services, Children and Young Peoples Department, Financial Services, IT Services, Regulation, Regeneration, Housing and Planning, Revenues, Benefits and Customer Services and Technical Services.

At this stage 208 employees are in the category of being ring fenced and/or made redundant. This group of employees equality data is outlined in the action plan in section 5.

Each Department, at all staff levels and their particular service areas will also be included where possible. However in order for any personal equality data not to be identified, the information in section 5 includes the total numbers across all service areas, so as not to infringe any person(s) human rights. A break down by Budget Option is provided in section 5.

A full detailed equality audit of the workforce following completion and implementation of restructuring will be carried out, in year, to fully assess the impact and to further analyse if any unintentional disadvantage has occurred as a result.

The service element implications (that also impacts on potentially affected employees) are included in the phase 2 Budget Options in specific Strategic Services areas.

All individual workforce related phase 1 EIAs can be viewed [here](#)

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

This EIA will be submitted to Employment and Appointments Committee, 8 April 2013

**Please add hyperlink to where your EIA is/will be published on the Council's website**

<http://www.wirral.gov.uk/my-services/community-and-living/equality-diversity-cohesion/equality-impact-assessments/budget-options-eias>

**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](mailto:equalitywatch@wirral.gov.uk) for publishing)

**Section 4: Does the proposal have the potential to maintain or enhance the way the Council ..... (please tick relevant boxes)**

- Eliminates unlawful discrimination, harassment and victimisation
- Advances equality of opportunity

- Fosters good relations between groups of people

**Section 5:**

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.

<b>Which group(s) of people could be affected</b>	<b>Potential positive or negative impact</b>	<b>Action required to mitigate any potential negative impact</b>	<b>Lead person</b>	<b>Timescale</b>	<b>Resource implications</b>
Women/men	<b>Positive</b> Of the 208 people directly affected, there are 112 women (53.33%) that are either in a ring fence or redundant. This affects a lower percentage of women when compared to the rest of the workforce (3549 – 66.99%).				
Race	<b>Positive</b> Of the 208 people directly affected, there are 4 BME employees (1.90%) that are either in a ring fence or redundant. This affects a lower percentage of BME employees when compared to the rest of the workforce (115 – 2.17%).				

Disability	<p><b>Negative</b></p> <p>Of the 208 people directly affected, there are 8 disabled employees (3.81%) that are either in a ring fence or redundant. This affects a higher percentage of disabled employees when compared to the rest of the workforce (162 – 3.06%).</p>	<p>This is an unintentional disadvantage.</p> <p>The Council's redundancy and redeployment policy sets out the procedure where posts are either in a ring fence or redundant through organisational change. This process complies with equality legislation and does not discriminate against any of the protected characteristics.</p> <p>This policy also sets out the Council's legal obligation to consult with affected employees, explore alternatives and seeking to avoid a redundancy situation. The Council has undertaken full and meaningful consultation with all affected staff.</p> <p>Some of the disabled people directly affected, may be successful at securing a job through the ring fence recruitment process.</p>			
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<p>Religion and Belief Services</p>	<p><b>Negative</b></p> <p>Of the 208 people directly affected, there are 12 non Christian employees (5.71%) that are either in a ring fence or redundant. This affects a higher percentage of non Christian employees when compared to the rest of the workforce (244 – 4.61%).</p>	<p>This is an unintentional disadvantage.</p> <p>The Council's redundancy and redeployment policy sets out the procedure where posts are either in a ring fence or redundant through organisational change. This process complies with equality legislation and does not discriminate against any of the protected characteristics.</p> <p>This policy also sets out the Council's legal obligation to consult with affected employees, explore alternatives and seeking to avoid a redundancy situation. The Council has undertaken full and meaningful consultation with all affected staff.</p> <p>Some of the non Christian people directly affected, may be successful at securing a job through the ring fence recruitment process.</p>			
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<p>Sexual Orientation</p>	<p><b>Negative</b></p> <p>Of the 208 people directly affected, there are 3 lesbian, gay or bi-sexual employees (1.43%) that are either in a ring fence or redundant. This affects a higher percentage of lesbian, gay or bi-sexual employees when compared to the rest of the workforce (38 – 0.72%).</p>	<p>This is an unintentional disadvantage.</p> <p>The Council’s redundancy and redeployment policy sets out the procedure where posts are either in a ring fence or redundant through organisational change. This process complies with equality legislation and does not discriminate against any of the protected characteristics.</p> <p>This policy also sets out the Council’s legal obligation to consult with affected employees, explore alternatives and seeking to avoid a redundancy situation. The Council has undertaken full and meaningful consultation with all affected staff.</p> <p>Some of the lesbian, gay or bi-sexual employees people directly affected, may be successful at securing a job through the ring fence recruitment process.</p>			
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Gender Re-assignment	<p><b>Positive</b></p> <p>Of the 208 people directly affected, there are no employees that have changed gender that are either in a ring fence or redundant. This affects a lower percentage of transgender employees when compared to the rest of the workforce (11 – 0.21%).</p>				
Age 19 and under	<p><b>Positive</b></p> <p>Of the 208 people directly affected, there are no employees that are 19 and under that are either in a ring fence or redundant. This affects a lower percentage of employees that are 19 and under when compared to the rest of the workforce (7 – 0.14%).</p>				
Age 20 - 29	<p><b>Positive</b></p> <p>Of the 208 people directly affected, there are 10 employees that are between the age of 20 and 29 that are either in a ring fence or redundant (4.81%). This affects a lower percentage of employees that are between the age of 20 and 29 when compared to the rest of the workforce (502 – 10.21%).</p>				
Age 30 - 39	<p><b>Positive</b></p> <p>Of the 208 people directly affected, there are 32 employees that are between the age of 30 and 39 that are either in a ring fence or redundant (15.38%). This affects a lower percentage of employees that are between</p>				



	the age of 30 and 39 when compared to the rest of the workforce (810 – 16.47%).				
Age 40 - 49	<p><b>Negative</b></p> <p>Of the 208 people directly affected, there are 72 employees that are between the age of 40 and 49 that are either in a ring fence or redundant (34.62%). This affects a higher percentage of employees that are between the age of 40 and 49 when compared to the rest of the workforce (1580 – 32.13%).</p>	<p>This is an unintentional disadvantage.</p> <p>The Council's redundancy and redeployment policy sets out the procedure where posts are either in a ring fence or redundant through organisational change. This process complies with equality legislation and does not discriminate against any of the protected characteristics.</p> <p>This policy also sets out the Council's legal obligation to consult with affected employees, explore alternatives and seeking to avoid a redundancy situation. The Council has undertaken full and meaningful consultation with all affected staff.</p> <p>Some of the employees aged between 40 and 49 that are directly affected,</p>			

		may be successful at securing a job through the ring fence recruitment process.			
Age 50 - 59	<b>Negative</b>  Of the 208 people directly affected, there are 81 employees that are between the age of 50 and 59 that are either in a ring fence or redundant (38.94%). This affects a higher percentage of employees that are between the age of 50 and 59 when compared to the rest of the workforce (1550 – 31.52%).	<p>This is an unintentional disadvantage.</p> <p>The Council’s redundancy and redeployment policy sets out the procedure where posts are either in a ring fence or redundant through organisational change. This process complies with equality legislation and does not discriminate against any of the protected characteristics.</p> <p>This policy also sets out the Council’s legal obligation to consult with affected employees, explore alternatives and seeking to avoid a redundancy situation. The Council has undertaken full and meaningful consultation with all affected staff.</p> <p>Some of the employees aged between 50 and 59</p>			

		that are directly affected, may be successful at securing a job through the ring fence recruitment process.			
Age 60 and above	<b>Positive</b> Of the 208 people directly affected, there are 13 employees that are 60 and over that are either in a ring fence or redundant (6.25%). This affects a lower percentage of employees that are 60 and over when compared to the rest of the workforce (469 – 9.54%).				

Breakdown of 208 posts directly affected (ring fence or redundant) by Budget Option:

<b>Department</b>	<b>Number of posts at risk</b>
Adult Social Services	44
Children and Young People	46
Internal Audit	12
Financial Services	25
IT Services	32
Regeneration, Housing and Planning	22
Revenues, Benefits and Customer Services	0
Regulation	6
Technical Services	21
<b>Total</b>	<b>208</b>

**Section 5a: Where and how will the above actions be monitored?**

Equality data will be reviewed on a quarterly basis by the Human Resources team, to determine if the impact has changed following the restructure of the Council. Additionally, this is to assess the potential impact, therefore once the restructure has been completed and implemented, a further Equality Impact Assessment will be undertaken to assess the actual impact.

Once the restructure has been completed and implemented, a full detailed equality audit of the workforce will be carried out, in year, to fully assess the impact.

**Section 5b: If you think there is no negative impact, what is your reasoning behind this?**

n/a

**Section 6: What research / data / information have you used in support of this process?**

Workforce equality profile data held by the Human Resources section on the directly affected group of employees (those employees either in a ring fence or redundant) compared to the rest of the workforce.

**Section 7: Have you carried out any consultation with regard to this Council proposal?**

Yes – (please delete as appropriate)

If 'yes' please continue to section 8.

If 'no' please state your reason(s) why:

**Section 8: Who did you consult with, when and how?**

The Chief Executive opened statutory consultation under the requirements of the Trade Union and Labour Relations Consolidation (TULRCA) Act 1992 on 12 November 2012 on the potential changes, through the publication of the officer budget options that are being considered that affect the workforce.

This consultation has run throughout the duration of the public consultation on options which closed on January 31<sup>st</sup> 2013, and the subsequent Council decision making process. The Officer Budget Options initially agreed by Cabinet on 20 December 2012, were approved by Full Council on 5 March 2013.

Consultation has taken place with the Trade Unions formally through Joint Consultative Committees, meetings with the Leader and Chief Executive.

In addition, all staff were provided with consultation packs which details the proposals. Consultation with staff and Trade Unions has taken place through group meetings, one to one meetings and departmental Trade Union meetings. All consultation feedback and suggestions have been considered and responded to.

In addition, 'What really Matters' consultation findings resulted in on-line questionnaires, hard copies (which were also available in Easy Read), targeted, face to face consultation and drop in sessions held in over 100 venues across Wirral.