

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

**Section 1: Your details**

**EIA lead Officer:** Jenny Fletcher

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**Head of Section:** Chris Hyams

**Chief Officer:** Surjit Tour

**Department:** Law, HR & Asset Management

**Date:** 12 December 2012

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

**Proposal to change the Council's Discretionary Severance Scheme to the Statutory Scheme, with uncapped salary.**

**This affects 6333 posts.**

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

**Yes / No**                      **If 'yes' please state which meeting and what date**

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

<https://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:**

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>
All employees	<p>Positive – all employees will be entitled to an enhanced discretionary severance scheme, as the proposal is to use actual weekly pay (uncapped salary). Currently the statutory scheme is capped at £430 per week.</p> <p>Negative – those employees earning less than £430 a week (current statutory cap) will not benefit from the proposal to use actual weekly pay.</p> <p>Negative – all employees will receive less redundancy than the current scheme.</p>	<p>This is an unintentional disadvantage.</p> <p>This is an unintentional disadvantage.</p> <p>The proposal to change the Council's current discretionary severance scheme is part of a range of</p>			

		measures the Council is proposing to make financial savings needed to reduce the budget deficit, and is therefore not intended to discriminate any particular group of employees.			
Women/men	<p>Negative</p> <p>The number of women post holders in the workforce is 64.39% - 4078 posts.</p> <p><b>Earning £430 per week or less</b> Of the 64.39% (4078 posts) of women post holders, 74.64% (3044 posts) earn £430 per week or less.</p> <p><b>Earning more than £430 per week</b> Of the 64.39% (4078 posts) of women post holders, 25.36% (1036 posts) earn more than £430 per week.</p> <p><b>Comparison</b> Negative – more women post holders earn less than £430 per week and therefore will not benefit from the proposal to use actual weekly pay.</p>	<p>This is an unintentional disadvantage.</p> <p>All women post holders are entitled to the statutory scheme based on actual weekly pay, consistent with all other employees.</p>			
Race	Negative				

	<p>The number of BME post holders in the workforce is 2.27% - 144 posts.</p> <p><b>Earning £430 per week or less</b> Of the 2.27% (144 posts) of BME post holders, 64.58% (93 posts) earn £430 per week or less.</p> <p><b>Earning more than £430 per week</b> Of the 2.27% of BME employees, 35.42% (51 posts) earn more than £430 per week.</p> <p><b>Comparison</b> Negative – more BME post holders earn less than £430 per week and therefore will not benefit from the proposal to use actual weekly pay.</p>	<p>This is an unintentional disadvantage.</p> <p>All BME post holders are entitled to the statutory scheme based on actual weekly pay, consistent with all other employees.</p>			
Disability	<p>Negative</p> <p>The number of disabled post holders in the workforce is 2.75% - 174 posts.</p> <p><b>Earning £430 per week or less</b> Of the 2.75% (174 posts) of disabled employees, 64.94% (113 posts) earn £430 per week or less.</p> <p><b>Earning more than £430 per week</b> Of the 2.75% (174 posts) of disabled employees, 35.06% (61 posts) earn more than £430.</p>				

	<p><b>Comparison</b>  Negative – more disabled post holders earn less than £430 per week and therefore will not benefit from the proposal to use actual weekly pay.</p>	<p>This is an unintentional disadvantage.</p> <p>All disabled post holders are entitled to the statutory scheme based on actual weekly pay, consistent with all other employees.</p>			
Religion and Belief	<p>Negative</p> <p>The number of non Christian post holders in the workforce is 3.98% - 252 posts.</p> <p><b>Earning £430 per week or less</b>  Of the 3.98% (252 posts) of non-Christian post holders, 56.75% (143 posts) earn £430 per week or less.</p> <p><b>Earning more than £430 per week</b>  Of the 3.98% (252 posts) of non-Christian post holders, 43.25% (109 posts) earn more than £430 per week.</p> <p><b>Comparison</b>  Negative – more non-Christian post holders earn less than £430 per week and therefore will not benefit from the proposal to use actual weekly pay.</p>	<p>N/A</p> <p>This is an unintentional disadvantage.</p> <p>All non-Christian post holders are entitled to the statutory scheme based on actual weekly pay, consistent with all other employees.</p>			

<p>Sexual Orientation</p>	<p>Positive</p> <p>The number of lesbian, gay or bi-sexual post holders in the workforce is 0.63% - 40 posts.</p> <p><b>Earning £430 per week or less</b> Of the 0.63% (40 posts) of lesbian, gay or bi-sexual post holders, 45% (18 posts) earn £430 per week or less.</p> <p><b>Earning more than £430 per week</b> Of the 0.63% (40 posts) of lesbian, gay or bi-sexual post holders, 55% (22 posts) earn more than £430 per week.</p> <p><b>Comparison</b> Positive – less lesbian, gay or bi-sexual post holders earn less than £430 per week and therefore will not benefit from the proposal to use actual weekly pay.</p>	<p>N/A</p>			
<p>Gender Re-assignment</p>	<p>Negative</p> <p>The number of transgender post holders in the workforce is 0.17% - 11 posts.</p> <p><b>Earning £430 per week or less</b> Of the 0.17% (11 posts) of transgender post holders, 81.82% (9 posts) earn £430 per week or less.</p> <p><b>Earning more than £430 per week</b></p>				

	<p>Of the 0.17% (11 posts) of transgender post holders, 18.18% (2 posts) earn more than £430 per week.</p> <p><b>Comparison</b> Negative – more transgender post holders earn less than £430 per week and therefore will not benefit from the proposal to use actual weekly pay.</p>	<p>This is an unintentional disadvantage.</p> <p>All transgender post holders are entitled to the statutory scheme based on actual weekly pay, consistent with all other employees.</p>			
Age	<p>Negative</p> <p>The number of post holders in the workforce aged between 16-29 is 15.30% - 969 posts.</p> <p><b>Earning £430 per week or less</b> Of the 15.30% (969 posts) of post holders aged between 16-29, 92.05% (892 posts) earn £430 per week or less.</p> <p><b>Earning more than £430 per week</b> Of the 15.30% (969 posts) of post holders aged between 16-29, 7.95% (77 posts) earn more than £430 per week.</p> <p><b>Comparison</b> Negative – more post holders aged between 16-29 earn less than £430 per week and therefore will not benefit from the proposal to use actual weekly pay.</p>	<p>This is an unintentional disadvantage.</p> <p>All post holders aged between 16-29 are entitled to the statutory scheme</p>			



	<p>The number of post holders in the workforce aged between 30-59 is 75.82% - 4802 posts.</p> <p><b>Earning £430 per week or less</b> Of the 75.82% (4802 posts) of post holders aged between 30-59, 64.72% (3108 posts) earn £430 per week or less.</p> <p><b>Earning more than £430 per week</b> Of the 75.82% (4802 posts) of post holders aged between 30-59, 35.28% (1694 posts) earn more than £430 per week.</p> <p><b>Comparison</b> Negative – more post holders aged between 30-59 earn less than £430 per week and therefore will not benefit from the proposal to use actual weekly pay. .</p> <p>The number of post holders in the workforce aged over 60 is 8.87% - 562 posts.</p> <p><b>Earning £430 per week or less</b> Of the 8.87% (562 posts) of post holders aged over 60, 82.38% (463 posts) earn £430</p>	<p>based on actual weekly pay, consistent with all other employees.</p> <p>This is an unintentional disadvantage.</p> <p>All post holders aged between 30-59 are entitled to the statutory scheme based on actual weekly pay, consistent with all other employees.</p>			
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	<p>per week or less.</p> <p><b>Earning more than £430 per week</b> Of the 8.87% (562 posts) of post holders aged over 60, 17.62% (99 posts) earn more than £430 per week.</p> <p><b>Comparison</b> Negative – more post holders aged over 60 earn less than £430 per week and therefore will not benefit from the proposal to use actual weekly pay.</p>	<p>This is an unintentional disadvantage.</p> <p>All post holders aged over 60 are entitled to the statutory scheme based on actual weekly pay, consistent with all other employees.</p>			
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**Section 5a: Where and how will the above actions be monitored?**

The Council will consult with staff and trade unions in relation to this proposal and feedback will be considered. The proposals and consultation feedback will be presented to Cabinet on 20 December 2012. The impact on employees will be monitored by managers with support from Human Resources and Organisational Development. A further EIA will be produced on the impact of application of the enhanced discretionary severance policy where this is appropriate.

**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?**

The Council's budget deficit position: Wirral Council is facing unprecedented cuts to its funding. £108million, one third of the Council net budget will be removed over the next three years.

Research has been conducted through North West Employers and other local authorities across the country to make comparisons against other discretionary severance schemes. A number of Council's use schemes based on the statutory entitlement e.g. Sefton, Wigan, Knowlsey, St Helen's.

Workforce statistics generated for employees who earn £430 per week or less, and workforce statistics for the full workforce.

**Section 7: Are you intending to carry out any consultation with regard to this Council proposal?**

Yes

**Section 8: How will consultation take place and by when?**

Consultation has taken place with the Trade Unions as part of the Corporate Joint Consultative Committee (JCC) process where meetings are held every three weeks. In addition there have been and will be ongoing specific meetings with The Leader and The Chief Executive in relation to terms and conditions of employment, including the proposed change to the enhanced discretionary severance scheme. A decision will be made by Cabinet in December 2012.

All employees affected by the proposal to change the Council's Enhanced Discretionary Severance Scheme were written to on 23 November 2012. The letter informed employees that the Council had opened consultation with the Trade Unions in relation to changing the current scheme to a scheme that was more affordable for the Council.