

Equality Impact Assessment Form

Please ensure that you refer to the **'Equality Impact Assessment Guidance'** while completing this form. If you would like further guidance please contact the Equalities Officer or Equalities Team

Details
Name of Initiative to be assessed: Organisational Restructure
Name of responsible officer: Gareth Chapman
Group/Directorate: Corporate
Service Area: Corporate
Date: 15 April 2015

(a) WHAT ARE YOU ASSESSING FOR IMPACT ?

Service/ Function	Policy/ Procedure	Project	Strategy	Plan	Proposal	Information/ Position statement
x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(b) Please name and describe below

Senior Leadership group Corporate restructure

**(c) IS THE DELIVERY OF THIS INITIATIVE AFFECTED BY LEGISLATION OR OTHER DRIVERS SUCH AS CODES OF PRACTICE?
If so, please identify what and how?**

Efficiencies and sustainability

(d) Does the initiative directly affect service users, employees or the wider community?

Yes Continue assessment
 No No need to continue screening or carry out an EqIA

Screening/Relevance Test: Is an equality impact assessment required?

Screening is used to decide whether the initiative you are responsible for has a high or medium negative impact on any of the protected groups and will require a full EqIA. Please highlight the positive impact the decision will have on the protected characteristics.

What will be the effect on :-

Protected Characteristic	Impact? <i>Include Positive and Negative</i>
Age	<p>Due to the level of seniority, where experience is expected before competency is achieved, the youngest of the group is 36, with the oldest at 60. Majority of the employees are between 45 and 55 years of age.</p> <p>The restructure does not have an impact on age, as the group are of similar age. Those nearer to their pensionable age will be disadvantaged if they do not secure a post within the restructure and leave the</p>

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	authority, which would break the LGPS eligibility. As the work to appoint to posts has not been completed, it is not yet clear if this will occur.
Disability	Not known at this point
Gender Reassignment	N/A
Marriage & Civil Partnership	N/A
Pregnancy and Maternity	It is not known whether anyone falls into this category, or may do. However policies do not exclude this group from retaining their post.
Race	There are no known minority races within the group.
Religion or Belief	This is not known
Sex	Of the 18 employees, 7 are female with 11 male. This is a higher level of female/male ratio than was in place previously.
Sexual orientation	N/A
Carers	Not known. The flexible working policy and job share policy would support this group as the rest of the workforce.
Welsh Language	Not known.

If after completing the EqlA screening/relevance test you determine that this service/function/policy/project is not relevant for an EqlA you must provide adequate explanation below (Please use additional pages if necessary).

A more detailed analysis will be required once the slotting in/claiming and recruiting to the corporate structure is complete.

Are you happy that you have sufficient evidence to justify your decision?

Yes No

Signed _____ Position _____

N.B. If the initial screening process has identified actual or potential high or medium negative impact on a particular group or groups then you MUST carry out a full EqlA.

Full Equality Impact Assessment

You should use the information gathered at the screening stage to assist you in identifying possible negative/adverse impact, including positive impact, and clearly identify which protected groups are affected.

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In terms of any disproportionate / negative / adverse impact that the proposal may have on a protected group, what steps (if any) could be taken to reduce that impact for each group identified. Attach a separate action plan if necessary.

There does not appear to be any barrier to protected groups achieving the roles. This group are existing within the Senior Management group, and as such the claims were ring fenced. This limits the opportunity to broaden the opportunity for other protected groups to apply.

If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.

Please highlight positive impacts and actions that have been identified as a result of the assessment process.

Evidence Sources

(i) Give details of any data or research that has led to your reasoning above, in particular, the sources used for establishing the demographics of service users.

(ii) Give details of how you have engaged with service users on the proposals and steps to avoid any disproportionate impact on a protected group and how you have used any feedback to influence your decision.

Are you satisfied that the engagement process complies with the requirements of the Statutory Equality duties?

Decision Log – (detail how Elected Members and Senior Managers have been involved in the decision process (give dates of key meetings and decisions made)

Review

Date of Next Review:

If review is not required, explain why.

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Approved by:

Signature:

Job Title:

Approval date:

Date of Update:

Update recording

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