

EQUALITY IMPACT ASSESSMENT (STAFFING)

To be completed and attached to any procedural document when submitted to the appropriate committee for consideration and approval.

Name of service/s affected	Battersea Sports Centre.		
Staffing changes proposed	The proposal recommends closing Battersea Sports Centre which will mean that all staff currently employed at Battersea Sports Centre will be at risk of redundancy.		
No.	Question	Yes/No	Comments
1.	Is there a particularly high number of any of group of staff affected by the change, according to the following categories:		
	<ul style="list-style-type: none"> Ethnicity 	No	28% of the department are BME, whereas 47% of the staff affected by the proposal are BME
	<ul style="list-style-type: none"> Gender 	No	41% of the department are female, whereas 47% of the affected staff are female
	<ul style="list-style-type: none"> Age 	No	75% of employees in the department are under 55, compared to 0% of the staff affected.
	<ul style="list-style-type: none"> Disability 	No	6% of staff in the department are recorded as having a disability, compared to 13% of the staff group affected who are recorded as having a disability Reasonable adjustments will be considered where appropriate.
	<ul style="list-style-type: none"> Religion or belief 	Information not held	
	<ul style="list-style-type: none"> Sexual orientation 	Information not held	
2.	What is the less favourable effect?		Given the low numbers of staff, no adverse impact has been identified by the proposed closure.

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3.	If you have identified potential discrimination or less favourable treatment, are there valid, legal and/or justifiable explanations for this?		Not Applicable.
4.	What alternative options have been considered to minimise the impact on these groups of staff (eg alternatives to compulsory redundancy such as reduced hours, voluntary redundancy etc)?		Staff will be supported by their managers and HR throughout the process. Training on interview skills etc. will be provided as appropriate.
5.	Do any selection criteria being used ensure equality for all groups?		Any selection criteria at any stage will be determined following consultation / agreement with Staff Side.
6.	What assistance is being provided to ensure all staff are equipped for the selection process (eg interviewee techniques training)		Staff will be supported by their managers and HR throughout the process. Training on interview skills etc. will be provided as appropriate.
7.	Can we reduce the impact by taking different action?		The proposals will be subject to detailed consultation with staff and Staff Side.