

APPENDIX 4: EQUALITY IMPACT ASSESSMENT

Name of service/s affected	DESS Operational Staff seconded to the Mental Health Trust under the section 75 agreement
Staffing changes proposed	<p>The proposed changes include:</p> <ul style="list-style-type: none"> • The return of the Council staff seconded to the mental health trust to Council management • A possible move in location for some staff dependent on the option selected by committee • Changes in management structure to reflect the change in management lines <p>The proposed changes will not result in any compulsory redundancies as the new structure will reflect the current structure in numbers and posts deleted are either vacant or the post holder transferred to an equivalent post in the new structure.</p>

No.	Question	Yes/No	Comments
1.	Does the proposed change affect one group less favourably than another on the basis of:	No	
	<ul style="list-style-type: none"> • Ethnicity 	No	<p>47% of staff are black, 42% are White, 5% Asian and 5% Other.</p> <p>The selection criteria in terms of post allocation will be administered equally to all parties concerned and the Council's recruitment and equality guidelines will be adhered to.</p>
	<ul style="list-style-type: none"> • Gender 	No	<p>There are more female staff in the affected staff group, 74%. However, the selection criteria in terms of post allocation will be administered equally to all parties concerned and the Council's recruitment and equality guidelines will be adhered to.</p>
	<ul style="list-style-type: none"> • Religion or belief 	Information not held	
	<ul style="list-style-type: none"> • Sexual orientation 	Information not held	
	<ul style="list-style-type: none"> • Age 	No	<p>42% of the affected staff group are over 55. The Council's recruitment and equality guidelines will be adhered to.</p>
	<ul style="list-style-type: none"> • Disability 	No	<p>5% of the affected staff group are recorded as having a disability. The Council's recruitment and equality guidelines will be adhered to.</p>

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2.	What is the less favourable effect?		N/A
3.	If you have identified potential discrimination or less favourable treatment, are there valid, legal and/or justifiable explanations for this?		N/A
4.	What alternative options have been considered to minimise the negative impact on these groups of staff (e.g. alternatives to compulsory redundancy such as reduced hours, voluntary redundancy etc)?		Staff on Council contracts will not be made redundant. Their posts will be transferred to council management.
5.	How does any selection criterion being used ensure equality for all groups?		Whilst all staff will be allocated a post in the new structure, as there is a change in team structure, staff will be asked to express preference for which team they are placed in. The Council will try to meet preferences when ever possible. If more staff chose a particular team as their preference than there are posts available, then a competitive process will be put in place. This process will adhere to the council's recruitment and equality guidelines.
6.	What assistance is being provided to ensure all staff are equipped for the selection process?		If a competitive process is necessary then staff will be offered support, including interview skills training to support them in this process.
7.	What alternatives are there to achieving the change guidance without the impact?		The decision has already been made by committee to bring the staff back to council management. This option minimises the impact of this on existing staff by replicating the existing staffing numbers.