

## EQUALITY IMPACT ASSESSMENT – STAFFING EIA

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

No.	Question	Yes/No	Comments
1.	<b>Does the proposed change affect one group less favourably than another on the basis of:</b>		
	<ul style="list-style-type: none"> <li>Ethnicity</li> </ul>	N	52.6% of the people in the teams affected have a declared origin of “white British”, and 47.4% have a declared origin as BME. Within the teams affected by the proposal the ratios comparable with DESS as a whole – 53.6% and 46.4%.
	<ul style="list-style-type: none"> <li>Gender</li> </ul>	N	100% of the staff in the teams affected are female, and this will continue to be the case. This compares to wider DESS figures which show that 76% of DESS staff are female.
	<ul style="list-style-type: none"> <li>Religion or belief</li> </ul>	Not known	Information not available.
	<ul style="list-style-type: none"> <li>Sexual orientation</li> </ul>	Not known	Information not available.
	<ul style="list-style-type: none"> <li>Age</li> </ul>	N	84% of staff in the teams affected are currently under 55. This is slightly more than the wider DESS figure of 77.5% but broadly comparable.
	<ul style="list-style-type: none"> <li>Disability</li> </ul>	N	16% of staff in the teams affected currently consider themselves to be disabled and have made this known. The wider DESS figure is 7.5%.
2.	<b>What is the less favourable effect?</b>	N/A	
3.	<b>If you have identified potential discrimination or less favourable treatment, are there valid, legal and/or justifiable explanations for this?</b>	N/A	
4.	<b>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)?</b>		An option to retain the work within the Council was considered. However, it was felt that a broader range of services could be provided to a broader range of people with greater value for money should services be grouped together in one contract and subject to tender.

5.	<b>How does any selection criterion being used ensure equality for all groups?</b>		The staff concerned would be transferred to a new provider with TUPE protection because the functions carried out would be transferred to the new provider.
6.	<b>What assistance is being provided to ensure all staff are equipped for the selection process?</b>		Staff members have been offered an opportunity to discuss the process, and will be supported by senior management throughout the contracting process.
7.	<b>What alternatives are there to achieving the change guidance without the impact?</b>		Retaining the work in-house was considered, and this would have removed the impact. However, the desired improvement in service breadth and integration would not have been achieved.