

Support package offered to staff at risk of redundancy

The council offers a range of support to redeployees once they start their notice period, which includes:

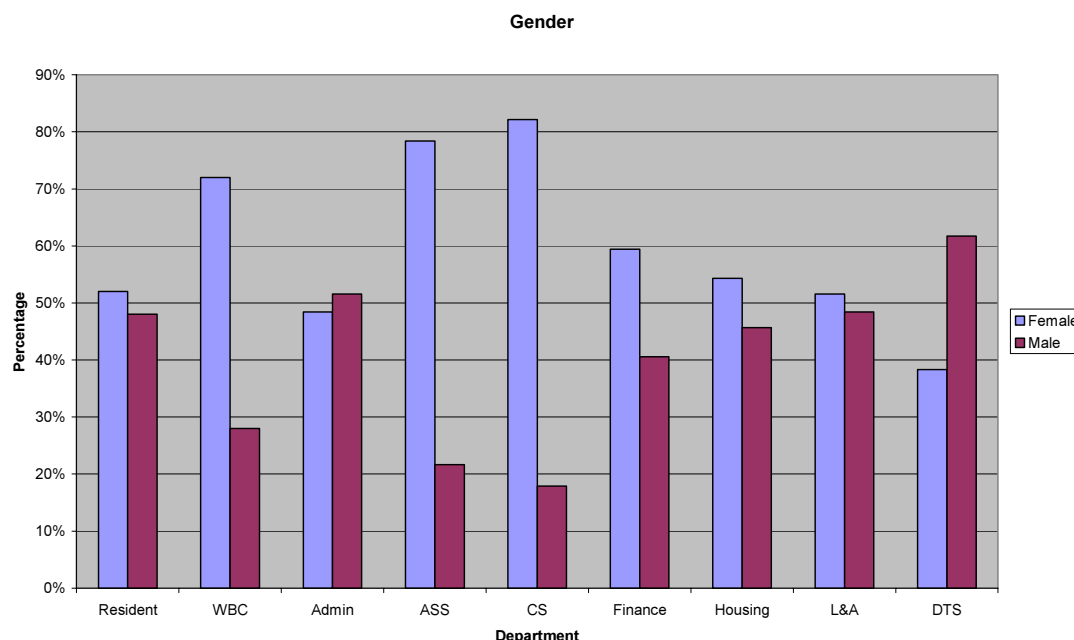
- A redeployment counselling session with a HR Adviser to explain redeployment process is explained and an estimate of redundancy compensation is provided.
- Weekly update of suitable Council vacancies.
- Training support:
 - Job search workshop and practice interviews
 - One to one sessions with an employment support specialist
 - Making the most of your money and setting up a business sessions
 - Other learning and development opportunities are available to enable people to develop their practical skills.
- Weekly job club
- Details of useful job sites
- A free Redundancy Handbook
- A 'support with redeployment' page is on Wandsworthi (the Council's intranet) which provides sources of support for those at risk of redundancy. It is planned to provide up to date information about vacancies as appropriate for redeployees.

Equality Impact Assessment – Impact of service reorganisations

1. The 2011/12 budget process has required all departments to make significant savings. In many services this has led to staff being given notice of redundancy. This Appendix shows the Equality Impact Assessment of the redundancy exercises. It compares the diversity of the current staffing in the Council against that of those members of staff who were given notice of redundancy.

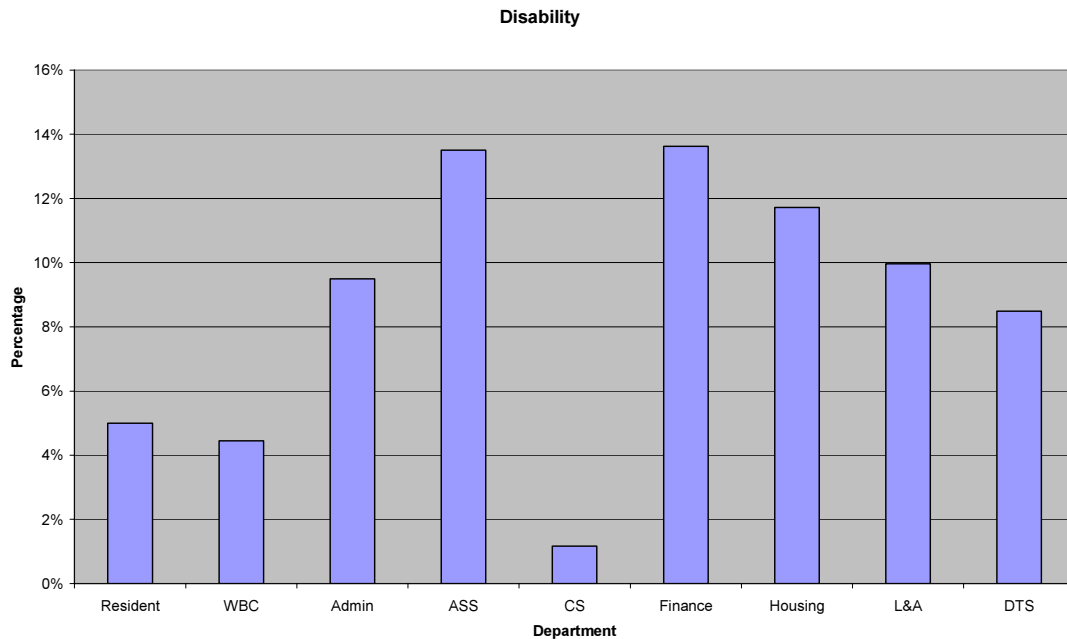
Diversity in the Council

2. The Council's HR Service has produced data for October 2011 on staff shown by gender, ethnicity and disability. This information is included to act as a benchmark when considering the redundancy data. The full data tables are shown below. A total of 3766 members of staff were employed in October 2011.
3. The data provided has been broken down by department.
4. **Gender** – 72% of the staff employed by the Council are female, as compared to 52% of the resident population. There are variations across departments: 82% of staff in Childrens' Services are female compared to Technical Services with 38%.

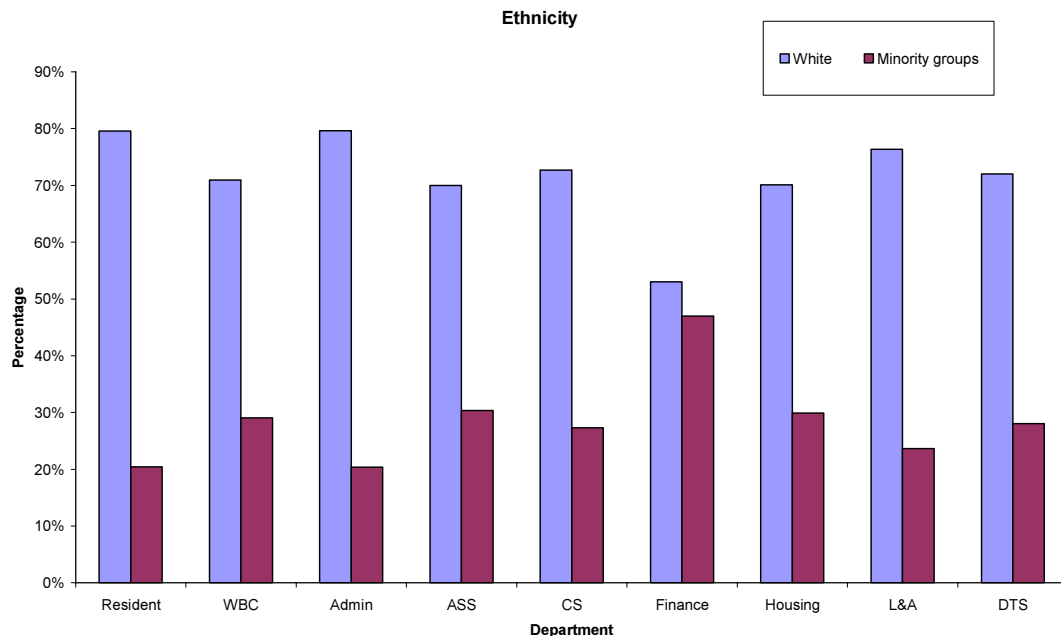


5. **Disability** – 4.45% of the Council's workforce are considered to be disabled in accordance with the provisions of the Equality Act 2010. This compares to the Job Centre Pus estimate of 5.00% for the Borough's

population. Again there are variations between departments; in Finance the figure is 13.62% and in Children's services, including schools, it is 1.17%.



6. **Ethnicity** – 29.6% of Council staff are from a minority background, as compared to 20.41% of the resident population. Across the departments there are significant differences in the ethnicity of staff. In Finance 46.96% of the workforce are from minority backgrounds and in Administration this is 20.36%.



Impact of redundancies

7. Following the service reorganisations since October 2010, 82 members of staff have been given notice of redundancy. The staff who were given notice of redundancy broadly matched the overall make up of the Council.
8. **Gender** – the majority of the members of staff who have been given notice of redundancy are female (57.1%), however, this should be taken with the fact that the majority of Council staff are female. There is an even split of gender at the stage when people are leaving as a result of redundancy. Female employees were more likely than male employees to be redeployed; almost 87% of redeployees were female.
9. **Ethnicity** – Most staff that have been given notice of redundancy are of white ethnic background (58.4%). Again, the majority of Council staff is of white ethnic background. This trend continues to the stage when actual redundancies are being made, when the proportion is 61.3%. At the redeployment stage, 46.7% of staff who were redeployed were from white ethnic backgrounds.
10. **Disability** – The percentage of disabled staff being given notice of redundancy is higher than the Council's overall percentage at 11.0%. This trend also continues to the stage when actual redundancies are made. However, 25% of staff redeployed were disabled.
11. **Analysis** – An analysis of the data across the Council does not show any group is being significantly disadvantaged by the redundancy exercises. However, all managers will continue to be supported closely by HR at all stages when selection decisions are being made, to ensure that all decisions taken are fair and fully justifiable in all the circumstances.
12. It should be noted that staff who volunteered for redundancy have been excluded from the data, as they have waived their rights to redeployment and the associated support and could distort the figures. It should also be noted that as there were a total of 82 staff being given notice, with 52 being made redundant, the statistics reflecting the equality impact are influenced by the relatively small numbers involved.

Impact of redundancies shown by ethnicity, gender and disability

	White	Minority	Male	Female	Yes	No
Total for Council Employees	70.9%	29.1%	28.0%	72.0%	4.5%	95.6%
Notice Issued	58.4% (48)	41.6% (34)	42.9% (35)	57.1% (47)	15.6% (13)	84.4% (69)
Actual redundancies made	61.3% (32)	38.7% (20)	50.0% (26)	50.0% (26)	16.1% (8)	83.9% (44)
Successful redeployments	43.8% (7)	56.2% (9)	12.5% (2)	87.5% (14)	25.0% (4)	75.0% (12)

Council employees shown by gender, ethnicity and disability

		Borough population	WBC	Admin	ASSD	CSD	Finance	Housing	L&ASD	DTS
Ethnicity (2001 Census for local population)	White Background	79.59%	70.94%	79.64%	69.97%	72.69%	53.04%	70.10%	76.36%	71.98%
	BAME	20.41%	29.06%	20.36%	30.32%	27.31%	46.96%	29.90%	23.65%	28.02%
Gender (2001 Census for local population)	Female	52%	72%	48.42%	78.38%	82.12%	59.42%	54.31%	51.57%	38.30%
	Male	48%	28%	51.58%	21.62%	17.88%	40.58%	45.69%	48.43%	61.70%
Disability	(Job centre plus estimate for Borough population)	5.00%	4.45%	9.50%	13.51%	1.17%	13.62%	11.72%	9.97%	8.49%

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