

Addendum to the Interim Trade Union Feedback Report Considered by Executive on 04 February 2014 (Document BC)

Corporate Workforce Equality Impact Assessment

1 Summary

- 1.1. Executive considered the interim Trade Union Feedback on the Council's initial budget proposals for 2014/2015 and 2015/2016 on 04 February 2014. (Document BC).
- 1.2. In addition Executive considered an Addendum to that Report at their meeting on the 18 February 2014 detailing additional Trade Union feedback on the Council's budget proposals for 2014/2015 and 2015/2016.
- 1.3. This further Addendum to the report of the 04 February 2014 addresses the review of the Corporate Workforce Equality Impact Assessment in the light of the amended budget proposals tabled by Executive on 18 February 2014.

2 The Corporate Workforce Equality Impact Assessment

- 2.1. The Corporate Workforce Equality Impact Assessment on the Council's initial budget was tabled for ongoing consultation with the Trade Unions on the 28 November 2013 and subsequently reviewed on the 11 December 2013 and 06 February 2014.
- 2.2. Trade Union feedback on the Corporate Workforce Equality Impact Assessment was detailed in Appendix 11 of the 04 February 2014 report.
- 2.3. In light of the Addendum made to the Executive's budget proposals the Council's Workforce Equality Impact Assessments have been reviewed. Please see Appendix 1.
- 2.4. The primary change to the Equality Impact Assessment relates to the potential reduction of full time posts over the next 2 years (2014 to 2016). In the Section 188 letter the Trade Unions were notified of potential post reductions of 696 FTE over the two year period. In the light of the Executive amended budget proposals this figure is estimated to be 656 FTE's.
- 2.5. In relation to assessing the potential impact of the amended budget proposals on employees who share a protected characteristic there is no further amendment required to the Corporate Workforce Equality Impact Assessment at this stage.
- 2.6. Further Workforce Equality Impact Assessments will be carried out on an ongoing basis at a Departmental level following the budget decisions being made.

Report Contacts:

Deb Maclean
Workforce Strategy Manager
18 February 2014

Equality Impact Assessment Form

Reference –

Potential Impact Assessment - Workforce**Appendix 1**

Department	Corporate Assessment	Current Version no	V2.2
Assessed by	Gill Charlesworth	Date created	V1 - 22/10/13
Approved by	Deb Maclean	Date approved	V1.1 -25/10/13
Updated by	Gill Charlesworth	Date updated	V1.2 - 5/11/13
Final approval	Deb Maclean	Date signed off	6/11/13
Minor amend	Gill Charlesworth	Date updated	V1.3 -28/11/13
Updated to V2	Gill Charlesworth	Date updated	24/1/14
Updated to V2.1	Gill Charlesworth (S3.1)	Date updated	25/1/14
Updated to V2.2	Gill Charlesworth (S 1.1, 1.2, 4.1 & 4.2)	Date updated	18/2/14

Section 1: What is being assessed?**1.1 Name of proposal to be assessed:**

Budget proposals relating to the setting of the Council Budget – potential workforce implications

1.2 Describe the proposal under assessment and what change it would result in if implemented:

The effect from the budget proposals in the two year period 2014/16 on staffing numbers could potentially result in the reduction of 656 full time equivalent posts across the whole Council.

Section 2: What the impact of the proposal is likely to be

The Equality Act 2010 requires the Council to have due regard to the need to-

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it

2.1 Will this proposal advance equality of opportunity for people who share a protected characteristic and/or foster good relations between people who share a protected characteristic and those that do not? If yes, please explain further.
N/A**2.2 Will this proposal have a positive impact and help to eliminate discrimination and harassment against, or the victimisation of people who share a protected characteristic? If yes, please explain further.**

2.3 Will this proposal potentially have a negative or disproportionate impact on people who share a protected characteristic? If yes, please explain further.

It is anticipated the impact of reductions in staffing will potentially have implications for staffing with regard to age. It is more likely that those employees who are 55 and over will volunteer for redundancy as at that age they are able to access their pensions and, in anticipation of forthcoming changes in pension regulations, this group may take advantage of early access to pension at 55.

The proposals may affect have a minimal effect on the disability profile of the organisation. The incidence of disability tends to increase with age so the staffing profile relating to disabled staff may be marginally affected

Due to the existing staffing profile it is also likely that more women will be affected by these decisions rather than men as the Council employs more women than men.

There are a number of proposals that will potentially impact on lower paid workers.

The proposals may have a minimal effect on the ethnicity profile of the organisation. As the majority of the workforce identify themselves as "White British" it is likely that more employees from this ethnic category will be affected by the proposals.

The proposals are unlikely to affect those with a protect characteristic of pregnancy and maternity.

Gender reassignment, religious belief, and sexual orientation of employees are not collected by the Council, however it not anticipated that there will be any disproportionate effect within any of these groups.

2.4 Please indicate the level of negative impact on each of the protected characteristics?

(Please indicate high (H), medium (M), low (L), no effect (N) for each)

Protected Characteristics:	Impact (H, M, L, N)
Age	H
Disability	L
Gender reassignment	N
Race	L
Religion/Belief	N
Pregnancy and maternity	N
Sexual Orientation	N
Sex	H
Marriage and civil partnership	N
Additional consideration:	
Low income/low wage	H

2.5 How could the disproportionate negative impacts be mitigated or eliminated?

It is proposed to use the existing Managing Workforce Change and the Restructure, Redeployment and Redundancy procedures to move this process forward, in consultations with Trade Unions.

All employees will be supported through redeployment, retraining or redundancy processes irrespective of their protected characteristics and will be treated fairly and consistently.

The Equality Impact Assessment process will be used to carry out ongoing assessment of the impacts of the proposed changes.

Allowing those over 55 to take redundancy wherever possible reduces the effect on other groups of workers. Employees who volunteer to take redundancy mitigate the effect of potential compulsory redundancy.

Although more women are likely to be affected by the proposals because of the staffing profile, it is unlikely that this will affect the actual proportion of female staff within the workforce.

Although more employees identifying themselves as “White British” are likely to be affected by the proposals because of the staffing profile, it is unlikely that this will affect the actual workforce profile.

In respect of certain budget proposals which relate to changes in terms and conditions which potentially may impact on low paid workers, there may be an opportunity in certain cases to mitigate against the impact through, for example, changes to working patterns.

Section 3: What evidence you have used?

3.1 What evidence do you hold to back up this assessment?

The following information gives the current workforce profile and will be used as the basis for comparison if and when proposals progress into actions:

- Total headcount 9361
- Full Time Equivalent staff 7294

- Males Head count 3290 = 35.14 % of the headcount
- Female Headcount 6071 = 64.85% of the headcount
- Male Full Time Equivalent 3042 = 41.7% of FTE
- Female Full Time Equivalent 4252 = 58.29% of FTE

- Black and Ethnic Minority (BME) headcount 2007 = 21.44% of the headcount
- Non-BME staff headcount 7026 = 75.06% of the headcount

- Those under 20 years of age ~ 59 = 0.63% of the headcount
- Those between 20 and 24 years ~ 218 = 35.3% of the headcount
- Those between 25 and 29 years of age ~ 569 = 6.07% of the headcount
- Those between 30 and 39 years of age ~ 1829 = 19.53% of the headcount
- Those between 40 and 49 years of age ~ 2930 = 31.30% of the headcount
- Those between 50 and 54 years of age ~ 1706 = 18.22% of the headcount
- Those between 55 and 59 years of age ~ 1301 = 13.90% of the headcount

- Those between 60 and 64 years of age ~ 607 = 6.48% of the headcount
 - Those between 65 and 69 years of age ~ 113 = 1.2% of the headcount
 - Those 70 and over = 29 = 0.31% of the headcount
-
- Disabled staff ~ 380 = 4.06% of the headcount

3.2 Do you need further evidence?

More detailed staffing information on the-proposals will become clearer as the process goes forward following the budget decisions being made on 20 February at Full Council. These will be incorporated into both the corporate workforce EIA and departmental or budget line EIAs.

Section 4: Consultation Feedback

4.1 Results from any previous consultations

Nil

4.2 Feedback from current consultation

The corporate workforce equality impact assessment has been shared with the Trade Unions and reviewed as part of the ongoing consultation process. It has been further reviewed in the light of the Executive's amended budget proposals on 18 February 2014.

4.3 Your departmental response to this feedback – include any changes made to the proposal as a result of the feedback