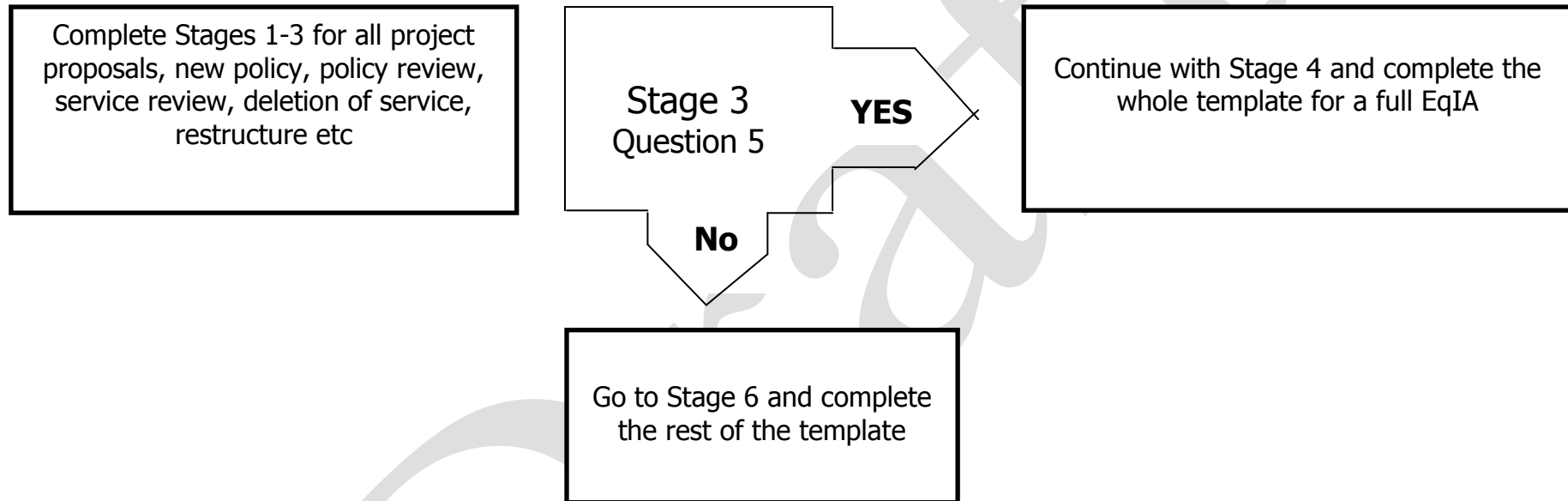


Equality Impact Assessment Template

The Council has revised and simplified its Equality Impact Assessment process (EqIA). There is now just one Template. Lead Officers will need to complete **Stages 1-3** to determine whether a full EqIA is required and the need to complete the whole template.



- In order to complete this assessment, it is important that you have read the Corporate Guidelines on EqIAs and preferably completed the EqIA E-learning Module.
- You are also encouraged to refer to the EqIA Template with Guidance Notes to assist you in completing this template.
- **SIGN OFF:** All EqIAs need to be signed off by your Directorate Equality Task Groups. EqIAs relating to Cabinet Reports need to be submitted to the EqIA Quality Assurance Group at least one month before your Cabinet Report date. This group meets on the first Monday of each month.
- Legal will NOT accept any reports without a fully completed, Quality Assured and signed off EqIA.

The EqIA Guidance, Template and sign off process is available on the Hub under Equality and Diversity

Equality Impact Assessment (EqIA) Template

Type of Decision: Tick ✓	Cabinet	✓	Portfolio Holder	Other (explain)
Date decision to be taken:	18 th February 2016			
Value of savings to be made (if applicable):	£333k staffing (Total saving for re-org is £415k)			
Title of Project:	RESF03 Finance Division Reorganisation			
Directorate / Service responsible:	Resources and Commercial /Finance Division			
Name and job title of Lead Officer:	Dawn Calvert – Director of Finance			
Name & contact details of the other persons involved in the assessment:	Dawn Calvert Dawn.Calvert@harrow.gov.uk			
Date of assessment (including review dates):	November 2015			

Stage 1: Overview

1. What are you trying to do?

(Explain your proposals here e.g. introduction of a new service or policy, policy review, changing criteria, reduction / removal of service, restructure, deletion of posts etc)

Reduce the cost of the Finance division in 2016/17 by £385k. £333k of this will be delivered through a reduction in staff costs with the remaining £52k saving being found in non staffing budgets. The proposal to deliver the £333k saving reduces the division by a net of 7.5 posts, going from a total of 36.5 posts to 29.0 posts.
 There are a total of 14.5 posts being deleted and 7 posts being created, so a net reduction of 7.5 posts. At this stage I will use the statistics for the 14 staff currently in post to complete the EQIA. Of the 14 staff, 3 members of staff are on Fixed Term contracts covering Finance Officer posts.

2. Who are the main people / Protected Characteristics that may be affected by your proposals? (✓ all that apply)

Residents / Service Users		Partners		Stakeholders	
Staff ✓		Age		Disability	
Gender Reassignment		Marriage and Civil		Pregnancy and	

		Partnership		Maternity	
	Race		Religion or Belief		Sex
	Sexual Orientation		Other		

3. Is the responsibility shared with another directorate, authority or organisation? If so:

- Who are the partners?
- Who has the overall responsibility?
- How have they been involved in the assessment?

Overall responsibility for the savings delivery lies within the Finance Division, however its implementation will require working in partnership with other directorates and services within the Council.

Stage 2: Evidence & Data Analysis

4. What evidence is available to assess the potential impact of your proposals? This can include census data, borough profile, profile of service users, workforce profiles, results from consultations and the involvement tracker, customer satisfaction surveys, focus groups, research interviews, staff surveys, press reports, letters from residents and complaints etc. Where possible include data on the nine Protected Characteristics.

(Where you have gaps (data is not available/being collated for any Protected Characteristic), you may need to include this as an action to address in your Improvement Action Plan at Stage 6)

Protected Characteristic	Evidence				Analysis & Impact
Age (including carers of young/older people)		Whole Council	Excluding Schools	2011 Census	<p>As these proposals are focused on the reduction of staff it is unlikely to impact on residents or other stakeholders.</p> <p>The age profile of the affected staff group is currently</p> <p>7% 50 – 65, 57% 40 - 50, 29% 30 – 40, 7% 20-30</p> <p>There is no disproportionate impact on age based on the statistics above.</p>
		2015	2015		
	Total	4,798	2,042		
	16-24	3.83%	1.37%	13.1%	
	25-34	17.22%	12.93%	16.3%	
	35-44	23.59%	21.89%	14.2%	
	45-54	31.20%	32.62%	13.2%	
	55-64	21.05%	26.25%	10.5%	
65+	3.11%	4.95%	14.1%		
Disability (including carers of disabled people)		2015	2015		<p>As these proposals are focused on the reduction of staff it is unlikely to impact on residents or other stakeholders.</p> <p>None of the affected staff are known to be registered disabled.</p>
	Total	4,798	2,042		
	Yes	1.44%	2.94%		
	8,160 people in Harrow were recipients of Disability Living Allowance (DLA) in February 2012.				

Gender Reassignment	No information collected				As these proposals are focused on the reduction of staff it is unlikely to impact on residents or other stakeholders. None of the affected staff have been involved in gender reassignment as far as is known.
Marriage / Civil Partnership	No Information collected				As these proposals are focused on the reduction of staff it is unlikely to impact on residents or other stakeholders. There is no data on marriage / civil partnership status of affected staff group but no negative impact is anticipated
Pregnancy and Maternity	No information collected				As these proposals are focused on the reduction of staff it is unlikely to impact on residents or other stakeholders. None of the staff affected are on maternity leave and no information is known to management regarding pregnancy.
Race		Whole Council	Excluding schools	Census	As these proposals are focused on the reduction of staff it is unlikely to impact on residents or other stakeholders. Current profile of the affected group of staff is: White 36%, Asian 64%.
		2015	2015		
	Total	4798	2042		
	Asian	27.34%	22.33%	42.59%	
	Black	9.44%	15.03%	8.24%	
	Mixed	2.33%	2.06%	3.97%	
	Any other ethnic group	1.06%	0.73%	2.95%	
	Total BAME	40.18%	40.16%	57.75%	
	White	52.17%	51.42%	42.25%	
	Not Known	7.65%	8.42	0	
		2015	2015		
Religion and Belief		Whole Council	Excluding schools	Census	As these proposals are focused on the reduction of staff it is unlikely to impact on residents or other stakeholders. There is no data on religion and belief of affected staff group but no negative impact is anticipated.
	Year	2015	2015		
	Total	4798	2042		
	Christianity	8.13%	11.41%	37.30%	
	Hinduism	3.48%	4.31%	25.30%	
	Islam	0.90%	1.37%	12.50%	
	Judaism	0.35%	0.49%	4.40%	
	Jainism	0.42%	0.44%	No data	
	Sikh	0.35%	0.49%	1.20%	
	Buddhism	0.17%	0.24%	1.10%	
	Zoroastrian	0.02%	0%	No data	
	Other	0.73%	0.98%	2.50%	
	No Religion	1.71%	2.89%	9.6-%	
Unknown	83.74%	77.38%	6.20%		

Sex / Gender		Whole Council	Excluding schools	Census	As these proposals are focused on the reduction of staff it is unlikely to impact on residents or other stakeholders. Current profile of the affected group of staff is: 57% female 43% male.
		2015	2015		
	Total	4798	2042		
	Male	21.72%	38.05%	49.59%	
	Female	78,28%	61.51%	50.41%	
Sexual Orientation		Whole Council	Excluding schools		As these proposals are focused on the reduction of staff it is unlikely to impact on residents or other stakeholders. There is no data on sexual orientation of affected staff group but no negative impact is anticipated.
		2015	2015		
	Total	4798	2042		
	Heterosexual	14.17%	20.47%		
	Lesbian	0.06%	0.10%		
	Gay	0.17%	0.34%		
	Bi-sexual	0.17%	0.34%		
	Prefer not to say	1.00%	1.52%		
	Other	0.04%	0.00%		
Unknown	84.39%	77.23%			

Stage 3: Assessing Potential Disproportionate Impact

5. Based on the evidence you have considered so far, is there a risk that your proposals could potentially have a disproportionate adverse impact on any of the Protected Characteristics?

	Age (including carers)	Disability (including carers)	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation
Yes									
No	✓	✓	✓	✓	✓	✓	✓	✓	✓

YES - If there is a risk of disproportionate adverse Impact on any **ONE** of the Protected Characteristics, continue with the rest of the template.

- **Best Practice:** You may want to consider setting up a Working Group (including colleagues, partners, stakeholders, voluntary community sector organisations, service users and Unions) to develop the rest of the EqIA
- It will be useful to also collate further evidence (additional data, consultation with the relevant communities, stakeholder groups and service users directly affected by your proposals) to further assess the potential disproportionate impact identified and how this can be mitigated.

NO - If you have ticked 'No' to all of the above, then go to **Stage 6**

- Although the assessment may not have identified potential disproportionate impact, you may have identified actions which can be taken to advance equality of opportunity to make your proposals more inclusive. These actions should form your Improvement Action Plan at Stage 6

Stage 4: Further Consultation / Additional Evidence

6. What further consultation have you undertaken on your proposals as a result of your analysis at **Stage 3**?

Who was consulted? What consultation methods were used?	What do the results show about the impact on different groups / Protected Characteristics?	What actions have you taken to address the findings of the consultation? E.g. revising your proposals

Stage 5: Assessing Impact

7. What does your evidence tell you about the impact on the different Protected Characteristics? Consider whether the evidence shows potential for differential impact, if so state whether this is a positive or an adverse impact? If adverse, is it a minor or major impact?

Protected Characteristic	Positive Impact ✓	Adverse Impact		Explain what this impact is, how likely it is to happen and the extent of impact if it was to occur. Note – Positive impact can also be used to demonstrate how your proposals meet the aims of the PSED Stage 7	What measures can you take to mitigate the impact or advance equality of opportunity? E.g. further consultation, research, implement equality monitoring etc (Also Include these in the Improvement Action Plan at Stage 6)
		Minor ✓	Major ✓		

Age (including carers of young/older people)					
Disability (including carers of disabled people)					
Gender Reassignment					
Marriage and Civil Partnership					
Pregnancy and Maternity					
Race					
Religion or Belief					

Sex					
Sexual orientation					
8. Cumulative Impact – Considering what else is happening within the Council and Harrow as a whole, could your proposals have a cumulative impact on a particular Protected Characteristic? If yes, which Protected Characteristics could be affected and what is the potential impact?				Yes	No
9. Any Other Impact – Considering what else is happening within the Council and Harrow as a whole (for example national/local policy, austerity, welfare reform, unemployment levels, community tensions, levels of crime) could your proposals have an impact on individuals/service users socio economic, health or an impact on community cohesion? If yes, what is the potential impact and how likely is it to happen?				Yes	No
Stage 6 – Improvement Action Plan					
List below any actions you plan to take as a result of this Impact Assessment. These should include: <ul style="list-style-type: none"> Proposals to mitigate any adverse impact identified Positive action to advance equality of opportunity Monitoring the impact of the proposals/changes once they have been implemented Any monitoring measures which need to be introduced to ensure effective monitoring of your proposals? How often will you do this? 					

Area of potential adverse impact e.g. Race, Disability	Proposal to mitigate adverse impact	How will you know this has been achieved? E.g. Performance Measure / Target	Lead Officer/Team	Target Date
No areas of adverse impact have been identified	The impact of this change will be reviewed after six months of implementation and then as part of the annual planning process on an ongoing basis.	Progress reports through management line.	Dawn Calvert	Sept 2016

Stage 7: Public Sector Equality Duty

<p>10. How do your proposals meet the Public Sector Equality Duty (PSED) which requires the Council to:</p> <ol style="list-style-type: none"> 1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010 2. Advance equality of opportunity between people from different groups 3. Foster good relations between people from different groups 	<p>1 The change proposed is not likely to have any direct impact however if they do, we will always seek to support the Council in eliminating discrimination, harassment and victimisation.</p> <p>2.The change proposed is not likely to have any direct impact however if they do, we will always seek to support the advancement of equality of opportunity.</p> <p>3.The change proposed is not likely to have any direct impact however if they do, we will always seek to support the fostering of good relations between different groups.</p>
---	--

Stage 8: Recommendation

11. Please indicate which of the following statements best describes the outcome of your EqIA (✓ tick one box only)	
Outcome 1 – No change required: the EqIA has not identified any potential for unlawful conduct or disproportionate impact and all opportunities to advance equality of opportunity are being addressed.	✓
Outcome 2 – Minor Impact: Minor adjustments to remove / mitigate adverse impact or advance equality of opportunity have been	

identified by the EqIA and these are listed in the Action Plan above.	
Outcome 3 – Major Impact: Continue with proposals despite having identified potential for adverse impact or missed opportunities to advance equality of opportunity. In this case, the justification needs to be included in the EqIA and should be in line with the PSED to have 'due regard'. In some cases, compelling reasons will be needed. You should also consider whether there are sufficient plans to reduce the adverse impact and/or plans to monitor the impact. (Explain this in Q12 below)	
12. If your EqIA is assessed as outcome 3 explain your justification with full reasoning to continue with your proposals.	

Stage 9 - Organisational sign Off

13. Which group or committee considered, reviewed and agreed the EqIA and the Improvement Action Plan?	None at this stage		
Signed: (Lead officer completing EqIA)	Dawn Calvert	Signed: (Chair of DETG)	Dawn Calvert
Date:		Date:	
Date EqIA presented at the EqIA Quality Assurance Group (if required)		Signature of DETG Chair	