

# Initial Equality Implications Assessment for Commissioning Panel

**NOTE: The purpose of this short assessment is to highlight to the Commissioning Panels any potential equality implications which your proposals may have on the community as well as the workforce based on the evidence (data and research) you have available at this stage. If your proposal is agreed, the usual equality impact process will need to be followed.**

Directorate:	E&E	Officer completing the template:	Venetia Reid-Baptiste
What are the proposals being assessed? (Please also indicate the reference Number from the S1 form)		E&E05 Savings Proposal to generate staff efficiencies across the Division	

<p>1. What are the aims, objectives, and desired outcomes of your proposals? (Explain proposals e.g. reduction / removal of service, deletion of posts, change of criteria etc)</p>	To reduce the back-office support service costs by reducing the Contracts and the Policy and Performance teams to save £207k
<p>2. Who are the main people / groups who may be affected by your proposals? For example who are the external/internal customers, communities, partners, stakeholders, the workforce, the elderly, disabled etc.</p>	Staff
<p>3. What data, information, evidence, research, statistics, surveys, and consultation(s) have you considered to undertake this assessment? <i>(include the actual data, statistics and evidence based on the different protected characteristics)</i></p>	Division staff and union consulted. Written consultation Document plus meetings with all the teams in the Division. No response in terms of equalities impact received.
<p>4. Could your proposals disproportionately affect more people of one group (disabled, minority ethnic groups etc) than another?</p>	No

<p><b>5. A - Assessment Relevance</b></p> <p>How relevant are your proposals to each protected characteristic?</p> <p><b>Example:</b> Reviewing the criteria of freedom passes will be of 'High' relevance for Age and Disability and of 'Low' relevance to the other protected characteristics.</p> <p><b>B - Assessment of potential impact</b></p> <p>When you consider the impact on people in relation to each protected characteristic, it should be defined as positive, neutral or negative:</p>
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- **Positive:** where the impact is expected to have a particular benefit for this protected characteristic or improve equality of opportunity and / or foster good relations.
- **Neutral:** where there will be a neutral impact, neither positive nor negative
- **Negative:** where there is a risk that impact could disadvantage one or more of the people described in relation to a protected characteristic. This disadvantage may be differential, where the negative impact on one particular group of individuals or protected characteristic is likely to be greater than on another.

**C - Assessing Negative impact – what are the risks?**

When you have considered the likelihood and impact on people in relation to the protected characteristic against each protected characteristic in the end column C.

Unlawful discrimination	5
Disproportionate disadvantage	4
Moderate disadvantage	3
Minor adjustments required	2
Minimal considerations necessary	1
<b>SEVERITY OF IMPACT</b>	

Certain to occur	5
Very likely to occur	4
Likely to occur	3
Possible to occur	2
Very unlikely to occur	1
<b>LIKELIHOOD</b>	

<b>LIKELIHOOD</b>	5	5	10	15	20	25
	4	4	8	12	16	20
	3	3	6	9	12	15
	2	2	4	6	8	10
	1	1	2	3	4	5
	0	1	2	3	4	5
	<b>IMPACT</b>					

Calculating the score - Severity of Impact X Likelihood = Score

Protected Characteristic	A Relevance	B Impact	Describe the impact(s) (negative or positive) your proposals may have on this protected characteristic	Reason for the Assessment of Potential Impact (What evidence, data, and information did you use to assess this?)	C Assessing Negative Impact Score
	Low/ Medium/ High	Positive/ Negative/ Neutral			
Age (including carers of young/older people)	Low	Neutral			0
Disability (including carers)	Low	Neutral			0

of disabled people)					
Gender Reassignment	Low	Neutral			0
Marriage and Civil Partnership	Low	Neutral			0
Pregnancy and Maternity	Low	Neutral			0
Race	Low	Neutral			0
Religion or Belief	Low	Neutral			0
Sex	Low	Neutral			0
Sexual orientation	Low	Neutral			0

<b>Summary and Recommendations (this section must be included in the project proposal reports for the Commissioning Panel)</b>	
Summary / Conclusion of assessment: (include the key findings and equality implications.	Not possible to identify affected staff at this stage so unable to identify if a specific group will be disproportionately affected.
Do you think that your proposals will have a cumulative effect upon a particular protected group in light of other council proposals that you are aware of? If yes, please explain the cumulative impact and on which groups.	No

Signature - Lead Officer		Date	4 <sup>th</sup> August 2014
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