

Equality Impact Assessment Form **Reference –**

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| **Department** | Childrens Services  Education & Learning | **Version no** | 1 |
| **Assessed by** | Sue Lowndes AD Schools Education and Learning | **Date created** | 16112022 |
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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 different groups; and
* foster good relations between different groups

# Section 1: What is being assessed?

**1.1 Name of proposal to be assessed.**

The Education Partnership Team restructure Business Case

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

Due to the council budget pressures, especially within Childrens Servces. A Business case

has been submitted to consider the deletion of all posts in the Education Partnerships

Team

This would result in all 3 staff being placed on the redeployment register. In the event they

did not secure an alternative position they would be made redundant

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

* 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

* 1. **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.**

**N/A**

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

The team consists of 3 female employees. The protected characteristics include Sex; Race; Religion; Disability and pregnancy.

**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 | N |
| Disability | H |
| Gender reassignment | N |
| Race | H |
| Religion/Belief | H |
| Pregnancy and maternity | H |
| Sexual Orientation | N |
| Sex | H |
| Marriage and civil partnership | N |
| **Additional Consideration:** |  |
| Low income/low wage | N |

* 1. **How could the disproportionate negative impacts be mitigated or eliminated?**

All staff will be able to seek work via the redeployment process and will have access to Health and Wellbeing support during this stressful time.

Unfortunately we are unable to mitigate the proposed post deletions as no alternative funding streams are available.

# Section 3: Dependencies from other proposals

**3.1 Please consider which other services would need to know about your proposal and the impacts you have identified. Identify below which services you have consulted, and any consequent additional equality impacts that have been identified.**

N/A

# Section 4: What evidence you have used?

**4.1 What evidence do you hold to back up this assessment?**

The HR records have been reviewed to confirm protected characteristics

**4.2 Do you need further evidence?**

No

# Section 5: Consultation Feedback

**5.1 Results from any previous consultations prior to the proposal development.**

N/A

**5.2 The departmental feedback you provided on the previous consultation (as at 5.1).**

N/A

**5.3 Feedback from current consultation following the proposal development (e.g. following approval by Executive for budget consultation).**

No equality feedback received

**5.4 Your departmental response to the feedback on the current consultation (as at 5.3) – include any changes made to the proposal as a result of the feedback.**

N/A