

## Equality Analysis (EqA)

### Questionnaire

Please refer to the guidance before completing this form.

<b>1. Details of function, policy, procedure or service:</b>	
Title of what is being assessed: <b>SENIOR MANAGEMENT AND COMMISSIONING POSITIONS</b>	
Is it a new or revised function, policy, procedure or service? <b>Functional and structural changes</b>	
Department and Section: Commissioning Structure with some effect on other areas of the Council.	
Date assessment completed: 18 June 2014	
<b>2. Names and roles of officers completing this assessment:</b>	
Lead officer	Mark Grimley
Stakeholder groups	Senior management (as identified in the proposals) Trade Unions Councillors
Representative from internal stakeholders	Individuals Trade Unions (GMB, Unison)
Representative from external stakeholders	Not applicable
Delivery Unit Equalities Network rep	Not applicable
Performance Management rep	Not applicable
HR rep (for employment related issues)	Susan White
<b>3. Full description of function, policy, procedure or service:</b>	

The proposals to restructure the Commissioning Group, with associate impacts on statutory functions within the Delivery Units, other commissioning functions and lower tier structures. The full proposal is set out in the report with the rationale.

17 employees are within the tiers affected, with 10 positions having no change, 1 position having minor changes to responsibilities and 7 positions directly affected. Of those 7 positions, there is a proposed net reduction of 2 posts.

**4. How are the equality strands affected?** *Please detail the effects on each equality strand, and any mitigating action you have taken so far. Please include any relevant data. If you do not have relevant data please explain why.*

Equality Strand	Affected?	Explain how affected	What action has been taken already to mitigate this? What action do you plan to take to mitigate this?
1. Age	No	The proposals affect employees aged 32 to 57 years old. The average age of the group is 46.7 years. Those directly affected with potential risk of redundancy have an average age of 48 years.	There is no direct or indirect impact on any particular age group.
2. Disability	No	There are no members of this group with a declared disability.	Not applicable.
3. Gender reassignment	No	There are no members of this group with a declaration of gender reassignment, or potential gender reassignment.	Not applicable.

<b>4.</b> Pregnancy and maternity	No	There are no known members of the group in this position.	Not applicable.
<b>5.</b> Race / Ethnicity	No	There are no known members of the group in this position.	Not applicable.
<b>6.</b> Religion or belief	No	There are no known members of the group in this position.	Not applicable.
<b>7.</b> Gender / sex	No	There are 10 females and 7 males affected by these proposals. Those directly affected with a potential risk of redundancy are 5 females and 2 males, in proportion to the distribution of the gender profile.	Not applicable.
<b>8.</b> Sexual orientation	No	There is no bias towards any particular sexual orientation identified.	Not applicable.
<b>9.</b> Marital Status	No	There is no bias towards any particular marital status identified.	Not applicable.
<b>10.</b> Other key groups?	No	Not applicable.	Not applicable.

<b>5. What will be the impact of delivery of any proposals on satisfaction ratings amongst different groups of residents?</b>
<p>No direct impact on residents.</p>
<b>6. How does the proposal enhance Barnet's reputation as a good place to work and live?</b>
<p>Delivering value for money, reduced management overheads, greater accountability for commissioning, outcomes and performance management.</p>
<b>7. How will members of Barnet's diverse communities feel more confident about the council and the manner in which it conducts its business?</b>
<p>Stronger role for commissioners and accountability for outcomes for Barnet residents.</p>
<b>8. What measures and methods have been designed to monitor the application of the policy or service, the achievement of intended outcomes and the identification of any unintended or adverse impact? Include information about the groups of people affected by this proposal. Include how frequently will the monitoring be conducted and who will be made aware of the analysis and outcomes? Include these measures in the Equality Improvement Plan (section 15)</b>
<p><i>The effectiveness of the Commissioning Group and Delivery units is scrutinised by Councillors.</i></p>
<b>9. How will the new proposals enable the council to promote good relations between different communities? Include whether proposals bring different groups of people together, does the proposal have the potential to lead to resentment between different groups of people and how might you be able to compensate for perceptions of differential treatment or whether implications are explained.</b>

No direct or indirect impact.

**10. How have residents with different needs been consulted on the anticipated impact of this proposal? How have any comments influenced the final proposal? Please include information about any prior consultation on the proposal been undertaken, and any dissatisfaction with it from a particular section of the community.**

Not required.

## Overall Assessment

11. Overall impact			
Positive Impact  <input type="checkbox"/>	Negative Impact or Impact Not Known <sup>1</sup>  <input type="checkbox"/>	No Impact  X	
12. Scale of Impact			
Positive impact:  Minimal <input type="checkbox"/> Significant <input type="checkbox"/>	Negative Impact or Impact Not Known  Minimal <input type="checkbox"/> Significant <input type="checkbox"/>		
13. Outcome			
No change to decision  X	Adjustment needed to decision  <input type="checkbox"/>	Continue with decision <i>(despite adverse impact / missed opportunity)</i>  <input type="checkbox"/>	If significant negative impact - Stop / rethink  <input type="checkbox"/>
14. Please give full explanation for how the overall assessment and outcome was decided			
Analysis of individual members of staff in the positions outlined within the report.			

<sup>1</sup> 'Impact Not Known' – tick this box if there is no up-to-date data or information to show the effects or outcomes of the function, policy, procedure or service on all of the equality strands.

## 15. Equality Improvement Plan

Please list all the equality objectives, actions and targets that result from the Equality Analysis (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Objective	Action	Target	Officer responsible	By when

<b>1<sup>st</sup> Authorised signature (Lead Officer) Andrew Travers</b>	<b>2<sup>nd</sup> Authorised Signature Mark Grimley</b>
<b>Date:</b>	<b>Date:</b>