

Employee Equality Impact Analysis (EIA)

1. Delivery Unit/Function and/or Service: Street Scene Delivery Unit	
Date assessment completed: 01/07/16	
Title of project / proposal/policy change / Alternative Delivery model / organisation change being assessed: Street Scene ADM Project	
2.This EIA is being undertaken because it is: Part of a project proposal or Barnet Transformation programme 2016 – 2020	
3.Names and roles of officers completing this assessment:	
Lead officer	Kitran Eastman, Strategic Lead for Clean and Green
Stakeholder groups	Street Scene Delivery Unit (all staff)
Representative from internal stakeholders (please specify)	n/a
Representative from external stakeholders (please specify)	n/a
Delivery Unit Equalities Network rep	n/a
Commissioning Equalities rep (where appropriate)	n/a
HR rep (for employment related issues)	Sharni Kent, HR Business Partner

4. Employee Profile for the Proposal

HR will help you to complete the table below and analyse the equality impacts of the proposal. Please record HR contact above. Please indicate the source of employee data and use the most relevant data (for example Delivery Unit / Service level or team level. The council will also meet its responsibilities under the Data Protection Act and avoid encroaching on individual privacy. No sensitive personal data should be published that will allow identification of individuals. Please use this information in sections 4 – 8 of this EIA.

X = Ten or less.

Protected Characteristic	Team / Workforce Group	Delivery Unit	Barnet Workforce
Total Number of Staff	Not Recorded	477	1633
Gender			
Female	Not Recorded	102	980
Male	Not Recorded	375	642
Age / Date of Birth			
1986 - 1997	Not Recorded	43	217
1976-1986	Not Recorded	85	347
1966-1975	Not Recorded	110	383
1965-1951	Not Recorded	216	625

Protected Characteristic	Team / Workforce Group	Delivery Unit	Barnet Workforce
Total Number of Staff	Not Recorded	477	1633
1950-1941	Not Recorded	22	53
1940 and Earlier	Not Recorded	X	X
Ethnicity			
White British Irish Other White	Not Recorded	323	948
Mixed White and Black Caribbean White and Black African White and Asian Other Mixed	Not Recorded	X	50
Asian and Asian British Indian Pakistani Bangladeshi Other Asian	Not Recorded	32	152
Black or Black British Caribbean African Other Black	Not Recorded	67	242
Chinese or Other Ethnic Group Chinese Other Ethnic Group	Not Recorded	X	14
Disability			
Physical co-ordination (such as manual dexterity, muscular control, cerebral palsy)	Not Recorded	Unknown	Unknown
Hearing (such as: deaf, partially deaf or hard of hearing)	Not Recorded	X	X
Vision (such as blind or fractional/partial sight. Do not include people who wear glasses/contact lenses)	Not Recorded	X	X
Speech (such as impairments that can cause communication problems)	Not Recorded	X	X
Reduced physical capacity (such as inability to lift, carry or otherwise move everyday objects, debilitating pain and lack of strength, breath, energy or stamina, asthma, angina or diabetes)	Not Recorded	X	X
Severe disfigurement	Not Recorded	Unknown	Unknown
Learning difficulties (such as	Not Recorded	X	20

Protected Characteristic	Team / Workforce Group	Delivery Unit	Barnet Workforce
Total Number of Staff	Not Recorded	477	1633
dyslexia)			
Mental illness (substantial and lasting more than a year)	Not Recorded	X	X
Mobility (such as wheelchair user, artificial lower limb(s), walking aids, rheumatism or arthritis)	Not Recorded	X	X
Gender Identity			
Transsexual / Trans-gender (people whose gender identity is different from the gender they were assigned at birth)	Not Recorded	X	X
Pregnancy and Maternity			
Pregnant	Not Recorded	X	X
Maternity Leave (current)	Not Recorded	X	32
Maternity Leave (in last 12 months)	Not Recorded	X	63
Religion or Belief			
Christian	Not Recorded	203	687
Buddhist	Not Recorded	X	X
Hindu	Not Recorded	23	84
Jewish	Not Recorded	X	39
Muslim	Not Recorded	22	75
Sikh	Not Recorded	X	X
Other religions	Not Recorded	23	52
No religion	Not Recorded	97	226
Not stated	Not Recorded	15	37
Sexual Orientation			
Heterosexual	Not Recorded	328	1089
Bisexual	Not Recorded	X	X
Lesbian or Gay	Not Recorded	X	32
Marriage and Civil Partnership			
Married	Not Recorded	136	556
Single	Not Recorded	169	534
Widowed	Not Recorded	X	X
Divorced	Not Recorded	25	70
In Civil partnership	Not Recorded	X	14

5. How are the equality strands affected? Please detail the positive / negative or neutral effect on each equality strand, and any mitigating action you have taken / required. Please include any relevant data and source. If you do not have relevant data please explain why and when you will capture the data.

Equality Strand	Affected?	Explain how affected	Indicate any action planned or taken to mitigate negative impact?
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Staff Equality Impact Assessment - Form

1. Age	Yes	The type of impact is not yet known.	To be assessed.
2. Disability	No	Neutral	n/a
3. Gender reassignment	No	Neutral	n/a
4. Pregnancy and maternity	No	Neutral	n/a
5. Race / Ethnicity	Yes	The type of impact is not yet known.	To be assessed.
6. Religion or belief	Yes	The type of impact is not yet known.	To be assessed.
7. Gender / sex	Yes	The type of impact is not yet known.	To be assessed.
8. Sexual orientation	Yes	The type of impact is not yet known.	To be assessed.
9. Marital Status	No	Neutral	n/a
10. Other key groups?	No	Neutral	n/a
Carers	Unknown	Unknown	

6. Overall impact and Scale		
Positive impact	Negative Impact	Impact Not Known
Minimal Significant	Minimal Significant	X

7. Outcome			
No change to decision	Adjustment needed to decision	Continue with decision <i>(despite adverse impact / missed opportunity)</i>	If significant negative impact - Stop / rethink
X			

8. Please give full explanation for how the overall assessment and outcome was decided
<p>This initial EIA assessment has been carried out in the context of not yet being able to determine the type of impact (positive, negative, neutral) which the Street Scene ADM project will have on Delivery Unit Staff with certain protected characteristics. This is due to not yet knowing which of the proposed alternative delivery options will be implemented.</p> <p>It has, however, been possible to estimate the likely scale of impact which the Street Scene ADM project will have on Delivery Unit staff with certain protected characteristics. The scale has been measured in two ways; first, by comparing the statistic for any given characteristic against the total number of Delivery Unit staff and, second, by comparing this with the council-wide equivalent.</p> <p>For example; the Delivery Unit has a predominantly male workforce (375 out of 477) when compared to the wider council (642 out of 1633). It is therefore reasonable to assume that any changes resulting from the ADM project will have a significant impact on male Delivery Unit staff.</p> <p>The overall result of the assessment shows that the following protected characteristics are likely to be impacted by the ADM project, owing to the relatively high proportion of Delivery Unit staff to which these characteristics are attributed when compared to (both) the total number of Delivery Unit staff and / or the council-wide equivalent. However, it is not yet known if these groups will definitely be affected and, if so, to what extent:</p> <ul style="list-style-type: none"> ▪ Male ▪ Aged 41-65 ▪ White ▪ Christian

- Heterosexual

As the project progresses, a further EIA will be conducted in line with project consultation requirements and in accordance with Barnet project management methodology. It is expected that the revised EIA will show both the scale and type of impact on Delivery Unit staff.

Equality Improvement Plan

This is to be assessed as part of the revised Equality Impact Analysis. There is currently insufficient data about the type of impact on identified protected characteristics to identify possible mitigation.

Equality Mitigation	Action	Officer responsible	By when	