

Employee Equality Impact Assessment

Reason: Restructure of Adults and Health Performance and Systems Teams

[This document remains live with information being added at each critical milestone]

Project Owner:	Appy Reddy
Date process started:	22 February 2021
Date process ended:	1 April 2021

This EqIA is being undertaken because it is:	<input type="checkbox"/> outlined within the equality scheme relevance assessment table <input type="checkbox"/> part of a project proposal submission to the programme management board <input checked="" type="checkbox"/> a result of organisation change <input type="checkbox"/> other – please specify: Recruitment and Retention payments
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1. Introduction

The area of Adults and Health Performance Information and Systems has undergone a number of changes in recent years in response to service requirements such as Mosaic and external environmental changes.

As the Adults and Health service has changed and the environment in which it operates has changed, it is now essential that the Performance, Information and Systems teams also change to ensure they are best able to support Adults and Health in achieving good outcomes for their service users. The intention of this restructure is to realign existing services and as such it is expected that the impact on staff will be relatively limited.

This EQIA will be used to understand the impacts on these staff as result of this restructure as well as being used as a baseline for any future decision making.

1.1 Aims and objectives of the Performance Information and Systems Restructure

This restructure is planned with the following aims in mind:-

- Delivering services to achieve outcomes as efficiently and effectively as possible
- Improving reporting functions, particularly in analytics of activity and finance resources;
- Supports the delivery of key organisational priorities around Adult Social care improvement, financial sustainability and prevention
- Accurate and timely delivery of statutory functions
- Support and maintenance of Mosaic system
- Improved resilience within the service
- Improvement of staff retention especially in lower grade roles by providing career progression opportunities
- Increased opportunities to support more complex administrative tasks

1.2 Description of the critical milestones

- | | |
|---|--|
| 1 | Opening of Consultation with Staff |
| 2 | Closing of Consultation with Staff |
| 3 | Decision to proceed with the new Structure |

1.3 Key Stakeholders

Staff directly impacted by these proposals

Staff in the wider Adults and Health Service, including those working in partner organisations.

External contractors working with Adults and Health.

The wider Council with linked responsibilities for Adults and Health.

2. Any Anticipated Equalities Issues at each milestone and identified mitigation

2.1 Opening of Consultation with Staff

No equality issues are anticipated with the staff impacted with the restructure.

A copy of the restructure document has been shared with staff on the opening of consultation and a draft copy was shared with the trade unions in advance of opening consultation.

We are not aware of any reasonable adjustments or requirement for particular arrangements arising out of protected characteristics under the Equality Act.

2.2 Closure of Consultation with Staff

The Closure Report has been completed on 26 March 2021 outlining no structural changes from the proposed changes which went to consultation.

There are some proposed changes to be explored further in regard to roles and responsibilities and implementing the changes.

2.3 Confirmation of Decision

The final decision will be made on 12 April 2021 at Constitution and General Purposes Committee.

3. Monitoring Summary

3.1 Table 1- Employee EqIA Profile of the Project (this profile is in accordance with the requirements of the Equality Act 2010 and the Council will collect this information so far as we hold it)

Please note that where the figures are hidden (XX) this is because the number is so low as to have the potential for individual staff to be identified.

Gender

Row Labels	ADULTS & HEALTH		Whole Council	Total %
	Number	%		
Female	262	75.50%	1062	58.74%
Male	78	22.48%	730	40.38%
Unknown	XX	XX%	XX	XX
Grand Total	347	100.00%	1808	100.00%

Age Range

Row Labels	ADULTS & HEALTH		Whole Council	Total %
	Number	%		
		XX	XX	XX
18-21		XX	XX	XX
22-29	31	8.93%	204	11.28%
30-39	78	22.48%	393	21.74%
40-49	72	20.75%	380	21.02%
50-64	144	41.50%	706	39.05%
65-74	12	3.46%	74	4.09%
75+		0.00%	XX	XX%
Under 18		0.00%	XX	XX%
Grand Total	347	100.00%	1808	100.00%

Ethnic Origin

Row Labels	ADULTS & HEALTH		Whole Council	Total %
	Number	%		
BAME	135	38.90%	566	31.31%
NOT KNOWN	48	13.83%	303	16.76%
WHITE	164	47.26%	939	51.94%
Grand Total	347	100.00%	1808	100.00%

Disabled

Row Labels	ADULTS & HEALTH		Whole Council	Total %
	Number	%		
No	253	72.91%	1362	75.33%
Not Known	67	19.31%	361	19.97%

Yes	27	7.78%	95	5.25%
Grand Total	347	100.00%	1808	100.00%

Sexual Orientation

Row Labels	ADULTS & HEALTH		Whole Council	Total %
	Number	%		
NOT KNOWN	45	12.97%	260	14.38%
BISEXUAL	XX	XX	XX	XX
GAY MAN	XX	XX	XX	XX
GAY WOMAN/ LESBIAN	XX	XX	XX	XX
HETEROSEXUAL	245	70.61%	1232	68.14%
PREFER NOT TO SAY	41	11.82%	266	14.71%
OTHER	XX	XX	XX	XX
Grand Total	347	100.00%	1808	100.00%

Religion

Row Labels	ADULTS & HEALTH		Whole Council	Total %
	Number	%		
NOT KNOWN	42	12.10%	222	12.28%
AGNOSTIC	11	3.17%	54	2.99%
ATHEIST	16	4.61%	79	4.37%
BUDDHIST	XX	XX	XX	XX
CHRISTIAN	146	42.07%	727	40.21%
HINDU	21	6.05%	80	4.42%
HUMANIST	XX	XX	XX	XX
JAIN	XX	XX	XX	XX
JEWISH	12	3.46%	41	2.27%
MUSLIM	15	4.32%	92	5.09%
NO FORM RETURNED	XX	XX	XX	XX
NO RELIGION	39	11.24%	246	13.61%
NO RESPONSE ON FAITH	XX	XX	XX	XX
OTHER FAITH	XX	XX	XX	XX
PREFER NOT TO SAY	26	7.49%	138	7.63%
SIKH	XX	XX	XX	XX
Grand Total	347	100.00%	1808	100.00%

Civil Status

Row Labels	ADULTS & HEALTH		Whole Council	Total %
	Number	%		
CIVIL PARTNER	XX	XX	XX	XX
COHAB	29	8.36%	130	7.19%
DIVORCED	XX	XX	XX	XX
MARRIED	128	36.89%	557	30.81%
PREFER NOT TO SAY	17	4.90%	90	4.98%
SEPERATED	XX	XX	XX	XX
SINGLE	125	36.02%	727	40.21%
UNKNOWN	25	7.20%	165	9.13%
WIDOW	XX	XX	XX	XX
WIDOWER	XX	XX	XX	XX
Grand Total	347	100.00%	1808	100.00%

Main Carer for Child or Young Person with Disability

Row Labels	ADULTS & HEALTH		Whole Council	Total %
	Number	%		
Not known	194	55.91%	1086	60.07%
No	143	41.21%	686	37.94%
Prefer Not to Say	XX	XX	XX	XX
Yes	XX	XX	XX	XX
Grand Total	347	100.00%	1808	100.00%

Main Carer for Adult

Row Labels	ADULTS & HEALTH		Whole Council	Total %
	Number	%		
Not known	195	56.20%	1092	60.40%
No	141	40.63%	690	38.16%
Prefer not to say	XX	XX	XX	XX
Yes	XX	XX	XX	XX
Grand Total	347	100.00%	1808	100.00%

Foster Carer

Row Labels	Column Labels		Whole Council	Total %
	ADULTS & HEALTH			
	Number	%		
Not known	199	57.35%	1103	61.01%
No	148	42.65%	701	38.77%
Prefer not to say	XX		XX	XX
Yes	XX		XX	XX
Grand Total	347	100.00%	1808	100.00%

Milestone 2 and 3 will be updated once the restructure has been completed.

1. 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.

Notes:

The analysis behind this Equality Impact Assessment is based the EHRC guidance, which states that patterns of variances of greater than +/-3% should be investigated further and individual variances greater than +/-5% should be investigated further.

Equality Strand	Affected?	Explain how affected
1. Age	No	Positive <input type="checkbox"/> Negative <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>

Explanation of impact:

These proposals are not expected to disproportionately affect older staff. Adults workforce profile suggests that Adults age profile closely matches the corporate age profile.

Equality Strand	Affected?	Explain how affected
2. Disability	No	Positive <input type="checkbox"/> Negative <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>

Explanation of impact:

Adults percentage of disabled staff is slightly higher than the corporate average. Where staff require reasonable adjustments to be made in respect of this restructure relating to interviews, redundancy selection or the communication of information, Barnet will ensure that such measures are in place..

Indicate any action planned or taken to mitigate negative impact?

Equality Strand	Affected?	Explain how affected
3. Gender reassignment	Yes <input type="checkbox"/> / No <input type="checkbox"/>	Positive <input type="checkbox"/> Negative <input type="checkbox"/> Neutral X

Explanation of impact:

No impact

Indicate any action planned or taken to mitigate negative impact?

N/A

Equality Strand	Affected?	Explain how affected
4. Pregnancy and maternity	Yes <input type="checkbox"/> / No <input type="checkbox"/>	Positive <input type="checkbox"/> Negative <input type="checkbox"/> Neutral X

Explanation of impact:

Barnet will ensure all pregnant staff involved in this restructure are fully consulted and will make appropriate adjustments where needed.

Indicate any action planned or taken to mitigate negative impact?

Equality Strand	Affected?	Explain how affected
5. Race / Ethnicity		Positive <input type="checkbox"/> Negative X Neutral <input type="checkbox"/>

Explanation of impact:

Adults and Health has a higher number of BAME staff compared to the corporate figures so we have registered a degree of negative impact. However, we do not anticipate that this restructure will significantly or disproportionately impact upon staff from these backgrounds. Managers will ensure that staff are appropriately supported in respect of the proposals and if any concerns are raised around fair and equal treatment these will be dealt with through the consultation.

Indicate any action planned or taken to mitigate negative impact?

Equality Strand	Affected?	Explain how affected
6. Religion or belief	Yes <input type="checkbox"/> / No <input type="checkbox"/>	Positive <input type="checkbox"/> Negative <input type="checkbox"/> Neutral X

Explanation of impact:

Not applicable, insufficient data

Indicate any action planned or taken to mitigate negative impact?

N/A

Equality Strand	Affected?	Explain how affected
7. Gender / sex		Positive <input type="checkbox"/> Negative X Neutral <input type="checkbox"/>

Explanation of impact:

Adults is a predominantly female workforce and as such the restructure will disproportionately impact upon female staff across the workforce. In recognising this it is important that Barnet as an employer ensures that employee relations issues which tend to disproportionately affect women are recognised and that where possible mitigating action is put in place to support staff. This includes but is not limited to ensuring that flexible working is encouraged across the department and that staff with caring responsibilities are appropriately supported.

Equality Strand	Affected?	Explain how affected
8. Sexual orientation	Yes <input type="checkbox"/> / No X <input type="checkbox"/>	Positive <input type="checkbox"/> Negative Neutral X

Explanation of impact:

Not analysed – insufficient data

Indicate any action planned or taken to mitigate negative impact?

N/A

Equality Strand	Affected?	Explain how affected
9. Marital Status	No	Positive <input type="checkbox"/> Negative <input type="checkbox"/> Neutral <input type="checkbox"/>

Explanation of impact:

No impact

Indicate any action planned or taken to mitigate negative impact?

N/A

Equality Strand	Affected?	Explain how affected
10. Other key groups? Carers	Yes <input type="checkbox"/> / No X Yes <input type="checkbox"/> / No X	Please assess Young, Parent and Adult carer. Not recorded but could have an impact on staff groups. Positive <input type="checkbox"/> Negative <input type="checkbox"/> Neutral <input type="checkbox"/>

Explanation of impact:

No impact

3.3 List below available data and research that will be used to determine impact on different equality groups

HR data provided from transactional HR
Staff/Trade Union/Stakeholder feedback

3.4 Evidence gaps

There are no evidence gaps

3.5 Solution, please explain how you will fill any evidence gaps?

See 3.4
No solution required as no gaps identified

4. Project Milestone Outcomes, Analysis and Actions

4.1 Summary of the outcomes at each milestone

4.1.1 Milestone 1 Consultation Period

Ensure that all staff have access to the key information enabling them to make decisions in respect of their position within the restructure.

4.1.2 Milestone – 2 Closure of Consultation Period

Publish feedback from the consultation, response from Senior Management and any planned changes due to feedback.

4.1.3 Milestone 3 – Publishing The Decision

To publish the final decision and ensure all stakeholder are aware of the changes involved in the structure, the timing of those changes, selection process for ring-fenced roles and implementation planning.

1. 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
Ensure staff consultation is accessible to all	<p>Monitor consultation for any potential barriers for particular staff groups</p> <p>Ensure accessible consultation methods are provided for those who need them e.g. staff members with disabilities.</p>	N/A	Appy Reddy	Throughout consultation period.
Restructure proposals and processes take account of equalities issues	<p>Take account of feedback received during consultation period and make amendments to proposals where possible.</p> <p>Ensure equalities issues and special circumstances are reflected in selection processes adopted and reasonable adjustments applied.</p> <p>Ensure any voluntary redundancy process takes account of equalities issues.</p>	N/A	Appy Reddy	Throughout restructure process

1st Authorised signature (Lead Officer)

2nd Authorised Signature (Delivery Unit management team member)

Date: Appy Reddy

Date: Courtney Davis