

Employee Equality Impact Assessment

Reason: Restructure of Community Safety Team

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

Project Owner:	Declan Khan
Date process started:	1 November 2021
Date process ended:	TBC

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:
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1. Introduction

This assessment arises out of proposals to restructure the Community Safety Team. Consultation with staff opened on 3 November 2021 and closes on 3 December 2021.

The aim of the Community Safety Restructure is to add substantive capacity to enforcement as well as putting in place a management structure which supports the effective delivery of Community Safety activity across the borough, in view of the changes in structure and establishment as the Team move from Environment to Assurance on a substantive basis.

The intention of this assessment is to evaluate the impact of this change from the perspective of Equality, Diversity and Inclusion within Community Safety and across the council.

1.1 Aims and objectives of the Community Safety Restructure

As noted above the aims of the Community Safety Structure are: -

- To bring together the Community Safety Team under Assurance on a substantive basis
- To provide a strengthened and established enforcement team able to respond to ongoing challenges including Covid-19 enforcement and other activities.
- Establishing a management structure which ensures effective management and co-ordination of activities across a co-ordinated Community Safety Team and the wider council.

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 Community Safety Team structure

1.3 Key Stakeholders

- Staff directly impacted by these proposals
- Staff in the wider Assurance Directorate
- The Council workforce
- Partners in the law enforcement and health sectors who work with Community Safety to provide community protection, support and prevention services.

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

Completed on 9 December 2021

2.3 Confirmation of Decision

A decision will be made on 6 January 2021 at the 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)

Gender

Row Labels	Community Safety %	Whole Council %
Female	14.8%	58.7%
Male	81.5%	40.4%
Unknown	3.7%	0.9%
Grand Total	100.0%	100.0%

Age Range

Row Labels	Community Safety %	Whole Council %
	3.7%	1.6%
18-21	7.4%	1.0%
22-29	11.1%	11.3%
30-39	22.2%	21.7%
40-49	14.8%	21.0%
50-64	40.2%	39.1%
65-74		4.1%
75+		0.2%
Under 18		0.2%
Grand Total	100.0%	100.0%

Ethnic Origin

Row Labels	Community Safety %	Whole Council %
BAME	37.0%	31.3%
NOT KNOWN	11.1%	16.8%
WHITE	51.9%	51.9%
Grand Total	100.0%	100.0%

Disabled

Row Labels	Community Safety %	Whole Council %
No		75.3%
Not Known	94.8%	20.0%
Yes	3.7%	5.3%
Grand Total	100.0%	100.0%

Sexual Orientation

Row Labels	Community Safety %	Whole Council %
NOT KNOWN	11.1%	14.4%
BISEXUAL		0.8%
GAY MAN		0.8%
GAY WOMAN/ LESBIAN		1.1%
HETEROSEXUAL	88.9%	68.1%
PREFER NOT TO SAY		14.7%
OTHER		0.2%
Grand Total	100.0%	100.0%

Religion

Row Labels	Community Safety %	Whole Council %
NOT KNOWN	29.6%	12.3%
AGNOSTIC	3.7%	3.00%
ATHEIST	3.7%	4.4%
BUDDHIST		0.4%
CHRISTIAN	33.3%	40.2%
HINDU		4.4%
HUMANIST		0.2%
JAIN		0.3%
JEWISH		2.3%
MUSLIM	18.5%	5.1%
NO FORM RETURNED		0.2%
NO RELIGION		13.6%
NO RESPONSE ON FAITH		2.8%
OTHER FAITH	3.7%	2.8%
PREFER NOT TO SAY		7.6%
SIKH	7.4%	0.4%

Grand Total	100.0%	100.0%
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Civil Status

Row Labels	Whole Council	Whole Council %
CIVIL PARTNER	18	1.00%
COHAB	130	7.19%
DIVORCED	78	4.31%
MARRIED	557	30.81%
PREFER NOT TO SAY	90	4.98%
SEPERATED	32	1.77%
SINGLE	727	40.21%
UNKNOWN	165	9.13%
WIDOW	9	0.50%
WIDOWER	2	0.11%
Grand Total	1808	100.00%

Main Carer for Child or Young Person with Disability

Row Labels	Whole Council	Whole Council %
Not known	1086	60.07%
No	686	37.94%
Prefer Not to Say	5	0.28%
Yes	31	1.71%
Grand Total	1808	100.00%

Main Carer for Adult

Row Labels	Whole Council	Whole Council %
Not known	1092	60.40%
No	690	38.16%
Prefer not to say	5	0.28%
Yes	21	1.16%
Grand Total	1808	100.00%

Foster Carer

Row Labels	Whole Council	Whole Council %
Not known	1103	61.01%
No	701	38.77%
Prefer not to say	2	0.11%
Yes	2	0.11%
Grand Total	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:

The Community Safety Team broadly follows the trend of the council in the exception of the fact that Community Safety Team has fewer staff in the 40-49 bracket. No adverse or positive equality impact is anticipated upon this age group, although it does indicate a need to reflect on career progression given those in the 40-49 would be typically progressing in to middle management based on a normal career path.

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:

No impact. Declared disability in Community Safety tracks slightly lower against corporate figures but this is a very small sample size

Indicate any action planned or taken to mitigate negative impact?

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

Explanation of impact:

Barnet will ensure any 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	No	Positive <input type="checkbox"/> Negative <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>

Explanation of impact:

Barnet Council have an ethnically diverse workforce with 31% of staff who have disclosed their ethnicity coming from a BAME background. In Community Safety this figure is higher at 37%. In this restructure we will ensure that all staff receive fair and equal treatment and if a staff member needs additional support relating to ethnicity such as where English is not their first language, that this support will be provided.

Recruitment to roles will follow Barnet's Recruitment and Selection procedures and we will also seek to reflect on the recent Black Lives Matter movement in terms of ensuring diversity on selection panels where this is practical.

Indicate any action planned or taken to mitigate negative impact?

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

Explanation of impact:

No impact. The Community Safety Team has a higher proportion of Muslim staff compared to the corporate profile but this fact is not going to directly impact on this restructure.

Indicate any action planned or taken to mitigate negative impact?

N/A

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

Explanation of impact:

No impact. Community Safety is a predominantly male workforce however no particular equality impacts are identified as having an impact upon this staff group from a positive or negative perspective.

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

Explanation of impact:

The Community Safety workforce is very small so drawing conclusions based around this area would not feel appropriate and there are no particular conclusions to be drawn in any case.

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 checked="" 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
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<p>10. Other key groups? Carers</p>	<p>No No</p>	<p>Please assess Young, Parent and Adult carer. Not recorded but could have an impact on staff groups. Positive <input type="checkbox"/> Negative x Neutral <input type="checkbox"/></p>
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Explanation of impact:
Staff with parental or caring responsibilities may be negatively impacted due to requirement to work at the weekend as well as changes in shift patterns.

Indicate any action planned or taken to mitigate negative impact?
We have considered staff feedback and reduced the frequency of street-based officers working at the weekend from 4 to 2 officers on either a Saturday or Sunday. By reducing the number of officers from 4 to 2 street-based officers at the weekend we are still able to provide an increased service but reduced the impact on family life.
We envisage this will mean street-based officers will work on either a Saturday or Sunday approximately every 4 weeks.
Street-based officers will also be able to 'swop' shifts with colleagues if they are unable to work on an allocated day.
In addition, we will also change the non-working days to allow for officers to have a consecutive weekend - for example, if you are on the rota on a Saturday - your non-working days will be Sunday and Monday, if you are on the rota for a Sunday - your non-working days will be Friday and Saturday.

3.2 Evidence

3.2.1 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

3.2.2 Evidence gaps

There are no evidence gaps

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

See 3.2.2. 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

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

4.1.3 Milestone 3 – Publishing the Decision

To be completed.