

Appendix E

Brief Equality Impact Assessment APPENDIX E For a minor operational change / review / simple analysis

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|--|---|------------------------------|--|----------|--|
| What is being assessed? | Proposed Employee Related Savings for 2022/23 | What are the key aims of it? | To consider the potential impact of the proposed employee related savings for 2022/23 on all staff and particularly those under the protected characteristics. | | |
| Who may be affected by it? | Employees within the areas where savings have been identified | | | | |
| Date of full EqIA on service area (planned or completed) | A full EqIA will be undertaken for each saving individually as part of the relevant employee consultation process | | | | |
| Form completed by: | Kirsten Frew | Start date | | End date | |
| | | Review date | | | |

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|--|--|--|---|
| What data / information are you using to inform your assessment? | Workforce Equalities Data as of September 2021 | Have any information gaps been identified along the way? If so, please specify | Currently no workforce information is held on socio-economic status of the Stevenage Borough Council workforce and therefore this cannot be assessed. |
|--|--|--|---|

| Explain the potential positive, negative or unequal impact on the following characteristics and how likely this is: | | | |
|---|---|------|--|
| Age | The age profile of those likely to be impacted by these savings is spread across the age ranges of 30-39, 40-49 | Race | All of the employees likely to be impacted by the savings have identified themselves as White British. |

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| | and 50-59. As no employees in the age range of 16-20 or 20-29 are impacted by these savings, it is likely that the options will have a disproportionate effect on those above the age of 30. | | |
| Disability | 33.3% of the employees likely to be impacted by these savings have identified themselves as having a disability. | Religion or belief | 66.6% of the employees likely to be impacted by these savings have identified themselves as having Christian beliefs and 33.3% as having other religious beliefs. |
| Gender reassignment | Data for this protected characteristic is incomplete for the employees impacted by the proposed savings options. | Sex | The profile of the employees impacted by the proposed savings is 66.6% female and 33.3% male. The proposed savings are therefore likely to have disproportionate effect on more woman than men. |
| Marriage or civil partnership | 33.3% of those likely to be impacted by the saving proposals have identified themselves as married and 66.6% as single. | Sexual orientation | All employees impacted by the proposed savings have identified themselves as Heterosexual. |
| Pregnancy & maternity | No information is held on the pregnancy and maternity status of the employees | Socio-economic ¹ | No information is held on the socio-economic status of the employees impacted by the |

¹Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.

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| | impacted by the proposed savings. | | proposed savings. |
| Other | | | |

| Where there is a likely positive impact , please explain how it will help to fulfil our legislative duties to: | | | | | |
|--|--|-----------------------------|--|--------------------------|--|
| Remove discrimination & harassment | Consider approach to address some of the unequal impacts | Promote equal opportunities | | Encourage good relations | Consult with staff and trade unions on the proposed savings. |

What further work / activity is needed as a result of this assessment?

| Action | Responsible officer | How will this be delivered and monitored? | Deadline |
|---|---|---|----------|
| A Full EqIA will be undertaken for each of the proposed savings that impacts upon employees as part of the wider consultation exercise on the proposed changes. | Individual ADs responsible for each proposed Saving | As part of the consultation process. | |
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Approved by Assistant Director / Strategic Director:

Date: