

Brief Equality Impact Assessment APPENDIX F

For a minor operational change / review / simple analysis

What is being assessed?	Proposed Employee Related Savings for 2021/22	What are the key aims of it?	To consider the potential impact of the proposed employee related savings for 2021/22 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				
Form completed by:	Kirsten Frew	Start date		End date	
		Review date			

What data / information are you using to inform your assessment?	Workforce Equalities Data as of November 2020	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.
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Explain the potential positive, negative or unequal impact on the following characteristics and how likely this is:			
Age	The profile of the employees impacted by the proposed savings is 25% in the age category 40-49 and 75% in the over 60 age category. It is therefore likely that the	Race	The profile of those impacted by the proposed savings is 87.5% White British and 12.5% BAME.

	<p>proposed savings may have a disproportionate impact on those age groups. It should be noted that the staff related savings, do impact on a wider range of roles, such as Graduate vacancies and roles within customer service, however, as these roles have become vacant they have not been replaced. Had these not been vacant the age profile of the savings would have been impacted positively.</p>		
Disability	<p>None of the employees impacted by the proposed savings have identified as disabled and therefore no disproportionate effects are anticipated.</p>	Religion or belief	<p>All employees impacted by the proposed savings have identified themselves as Christian and therefore no disproportionate effects are anticipated.</p>
Gender reassignment	<p>Data for this protected characteristic is incomplete for the employees impacted by the proposed savings options.</p>	Sex	<p>The profile of the employees impacted by the proposed savings is 62.5% female and 37.5% male. The proposed savings are therefore likely to have disproportionate effect on more woman than men.</p>
Marriage or civil partnership	<p>12.5% of those impacted by the proposed savings are divorced, 25% are single and 62.5% are married.</p>	Sexual orientation	<p>All employees impacted by the proposed savings have identified themselves as Heterosexual.</p>

Pregnancy & maternity	No information is held on the pregnancy and maternity status of the employees impacted by the proposed savings.	Socio-economic ¹	No information is held on the socio-economic status of the employees impacted by the 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.	

Approved by Assistant Director / Strategic Director:

Date:

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.