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

What is being assessed?	**Proposed Employee Related Savings for 2023/24**	What are the key aims of it?	To consider the potential impact of the proposed employee related savings for 2023/24 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			

What data / information are you using to inform your assessment?	Workforce Equalities Data as of October 2022	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	Race	92% of those impacted by the proposed savings identify themselves as White British

	age ranges of 20-29, 30-39, 50-59 and over 60s.		with 8% declaring they are from a mixed background.
Disability	4% of the employees likely to be impacted by these savings have identified themselves as having a disability.	Religion or belief	32% of the employees likely to be impacted by these savings have identified themselves as having Christian beliefs and 56% as having no religious beliefs. The remaining 12% of those impacted declined to provide their religion or belief.
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 92% female and 8% male. The proposed savings are therefore likely to have disproportionate effect on more woman than men.
Marriage or civil partnership	28% of those likely to be impacted by the saving proposals have identified themselves as married, 4% as living with partner, 64% as single and 4% as legally separated.	Sexual orientation	91% of employees impacted by the savings proposals identify themselves as Heterosexual, with 9% preferring not to disclose their sexual orientation.
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 proposed savings.

[1]Although 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.

	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	Offer all impacted employee a suite of support resources.	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: