

# Equality Impact Assessment Toolkit

(April 2014)

## **Section 1: Your details**

**EIA lead Officer:** Tony Williams

**Email address:** tonywilliams@wirral.gov.uk

**Head of Section:** Chris Hyams

**Chief Officer:** Eric Robinson

**Directorate:** Chief Executive

**Date:** 15 July 2016

## **Section 2: What Council proposal is being assessed?**

This EIA assesses the impact of the Chief Officer structure proposals related to the new operating model of the Council.

The assessment is of the potential impact to Chief Officers who are directly affected by the restructure proposals which details newly created posts, revisions to existing posts (redesignations and/or regrades) and posts that will no longer be required. The structure proposals are being presented for decision making.

The number of employees in this group of employees (Chief Officers) is 20.

## **Section 2a: Will this EIA be submitted to a Cabinet or Policy & Performance Committee? No**

**Yes / No**      **If 'yes' please state which meeting and what date**

The structure proposals will be represented to the Employment and Appointments Committee on 25 July 2016. Decisions that require

approval of Full Council will be presented to Full Council on 17 October 2016.

**Please select hyperlink to where your EIA is/will be published on the Council's website:**

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments/equality-impact-assessments-2014>

**Section 3:** Does the proposal have the potential to affect..... (please tick relevant boxes)

- Services**
- The workforce**
- Communities**
- Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)

If you have ticked one or more of above, please go to section 4.

- None** (please stop here and email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing)

**Section 4:**

**Could the proposal have a positive or negative impact on any protected groups (race, gender, disability, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership)?**

**You may also want to consider socio-economic status of individuals.**

**Please list in the table below and include actions required to mitigate any potential negative impact.**

<b>Which group(s) of people could be affected</b>	<b>Potential positive or negative impact</b>	<b>Action required to mitigate any potential negative impact</b>	<b>Lead person</b>	<b>Timescale</b>	<b>Resource implications</b>
All	<p>The proposals set out a new organisational structure at Chief Officer level, linked to the implementation of a new operating model for the Council. The new operating model will enable the organisation to deliver the 20 Pledges for 2020 as described in the Wirral Plan. The operating model is based on three key themes: improving outcomes for residents, securing excellent services and being a well-run organisation. The proposed new structure is required to ensure the Council has the capacity and resources in the right place to deliver the Wirral Plan.</p> <p><b>Positive</b> No compulsory redundancy are proposed as part of the structure proposals.</p>				

	There are a number of new posts that will provide opportunity for individuals, some are vacant positions that will be advertised as appropriate.				
Women/men	<p>Negative</p> <p>Of the 20 affected employees, 8 are women (40%) and 12 are men (60%). This affects a higher percentage of women when compared to the full workforce (64.27% - 2220 women).</p>	<p>This is an unintentional advantage. A full workforce audit will be undertaken once the new operating model has been approved and implemented. This group of employees represents 0.6% of the full workforce.</p>			
Race	<p>Negative</p> <p>Of the 20 affected employees, 1 is BME (5%). This affects a higher percentage of BME employees when compared to the full workforce (2.29% - 79 employees).</p>	<p>This is an unintentional advantage. A full workforce audit will be undertaken once the new operating model has been approved and implemented. This group of employees represents 0.6% of the full workforce.</p>			
Disability	<p>Neutral</p> <p>Of the 20 directly affected employees, 1 employee has declared a disability (5%). This affects a lower percentage of disabled employees when compared to the full workforce (4.98% - 172 employees).</p>				

<p>Religion and Belief</p>	<p>Negative</p> <p>Of the 20 directly affected employees, 2 employees are non-Christian (10%). This affects a higher percentage of non Christian employees when compared to the full workforce (6.05% - 209 employees).</p>	<p>This is an unintentional advantage. A full workforce audit will be undertaken once the new operating model has been approved and implemented. This group of employees represents 0.6% of the full workforce.</p>			
<p>Sexual Orientation</p>	<p>Negative</p> <p>Of the 20 directly affected employees, 1 employee is gay, lesbian or bi-sexual (5%). This affects a higher percentage of disabled employees when compared to the full workforce (1.19% - 41 employees).</p>	<p>This is an unintentional advantage. A full workforce audit will be undertaken once the new operating model has been approved and implemented. This group of employees represents 0.6% of the full workforce.</p>			
<p>Gender-reassignment</p>	<p>Negative</p> <p>Of the 20 directly affected employees, no employees are transgender. The percentage of transgender employees across the workforce is 0.14% - 5 employees.</p>	<p>This is an unintentional advantage. A full workforce audit will be undertaken once the new operating model has been approved and implemented. This group of employees represents 0.6% of the full workforce. The comparison difference is negligible.</p>			

Age	<p>Negative 16-29 Of the 20 directly affected employees, no employees are between the age of 16-29. This affects a higher percentage of 16-29 year olds when compared to the full workforce (0.26% - 9 employees).</p> <p>Positive 30-39 Of the 20 directly affected employees, 1 employee is between the age of 30-39 (5%). This affects a lower percentage of 30-39 year olds when compared to the full workforce (17.75% - 613 employees).</p> <p>Positive 40-49 Of the 20 affected employees, 4 employees are between the age of 40-49 (20%). This affects a lower percentage of 40-49 year olds when compared to the full workforce (27.5% - 950 employees).</p> <p>Negative 50-59 Of the 20 directly affected employees, 14 employees are between the age of 50-59 (70%). This affects a higher percentage of 50-59 year olds when compared to the full workforce (36.9% - 1275 employees).</p>	<p>This is an unintentional advantage. A full workforce audit will be undertaken once the new operating model has been approved and implemented. This group of employees represents 0.6% of the full workforce. The comparison difference is negligible.</p> <p>This is an unintentional advantage. A full workforce audit will be undertaken once the new operating model has been approved and implemented. This group of employees</p>			
-----	---	---	--	--	--

	<p>Positive 60+</p> <p>Of the 20 directly affected employees, 1 employee is aged over 60 (5%). This affects a lower percentage of employees over 60 when compared to full workforce (11.3% - 389 employees).</p>	<p>represents 0.6% of the full workforce.</p>			
--	--	---	--	--	--

**Section 4a: Where and how will the above actions be monitored?**

The Council has consulted with impacted staff and trade unions in relation to the proposals. Feedback has been considered and responded to.

The impact on employees will be monitored by managers with support from Human Resources and Organisational Development. Following implementation, the equality data will be reviewed by Human Resources to determine if the impact has changed and to further analyse if any unintentional disadvantage has occurred as a result.

**Section 4b: If you think there is no negative impact, what is your reasoning behind this?**

N/A

**Section 5: What research / data / information have you used in support of this process?**

Data available from staff impact tables which detail the impact of the proposals on staff, and workforce data for the full Council workforce.

**Section 6: Are you intending to carry out any consultation with regard to this Council proposal?**

Yes

If 'yes' please continue to section 8.

If 'no' please state your reason(s) why:

(please stop here and email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing)

**Section 7: How will consultation take place and by when?**

The consultation on the staff impact opened on 22 June 2016 and closed on 11 July 2016. There have been meetings with senior managers and recognised Trade Unions to discuss the specific impact on staff. Feedback from the Trade Unions and Chief Officers has been constructive. Feedback has been considered ahead of the final proposals submitted to the Employment and Appointments Committee on 25 July 2016.