

**Kent County Council
Equality Analysis/ Impact Assessment (EqIA)**

Directorate/ Service: GET Director Tier

Name of decision, policy, procedure, project or service: Consultation on the Proposed Restructure of the Director Tier and Re-alignment of Divisions within the GET Directorate

Responsible Owner/ Senior Officer: Barbara Cooper

Version: 0.1

Author: Barbara Cooper and Anton Howarth

Pathway of Equality Analysis: CMT

Summary and recommendations of equality analysis/impact assessment.

Context

The GET structure was defined in 2014 and whilst appropriate at the time, six years later the Council has a new Leader, a new cabinet, new cabinet members covering GET's responsibilities, and new priorities so it was timely to review how the GET directorate is structured to ensure it is best able to respond to the priorities, opportunities and challenges ahead.

A Service re-design was undertaken between September and October 2020 with a review to understand staff ambition for the Directorate, the barriers and enablers to realising that ambition and then key actions to make change happen.

The Service Re-design confirmed that a new structure is required. Key priorities such as the environment as well as anomalies in reporting lines and the need to address silo working; consistency in levels of support; and the need to reduce duplication and bureaucracy were seen as key issues to address.

Aims and Objectives

The aim of this restructure is to consult with individuals occupying the Director tier within GET, and who report directly into the Director of Growth, Environment and Transport. The consultation will focus on proposed changes to current Director Job Descriptions, which have been reviewed in order to accommodate a redesign of the functions, services and divisions within GET that are accountable to these roles. Due to a re-alignment of functions, and a reduction of the number of divisions within the Directorate, it is proposed that two of the current Operational Director Job Descriptions are to be deleted from the structure – the Director of Economic development, and the Director

of Environment, Planning and Enforcement. These roles are proposed to be replaced with two new Job descriptions – the Director of Environment and Waste, and the Director of Growth and Communities.

Summary of equality impact

After reviewing the proposal, there is not considered to be any impact in relation to protected characteristics at this stage following on from the initial analysis undertaken. Any potential impact that may arise during conversations with individuals during the consultation period will be further explored through dialogue.

Adverse Equality Impact Rating Low

Attestation

I have read and paid due regard to the Equality Analysis/Impact Assessment concerning the Consultation on the Proposed Restructure of the Director Tier and Re-alignment of Divisions within the GET Directorate. I agree with risk rating and the actions to mitigate any adverse impact(s) that has /have been identified.

Head of Service

Signed: _____ Name: _____
Job Title: _____ Date: _____

DMT Member

Signed: _____ Name: _____
Job Title: _____ Date: _____

Part 1 Screening

Could this policy, procedure, project or service, or any proposed changes to it, affect any Protected Group (listed below) less favourably (negatively) than others in Kent?

Could this policy, procedure, project or service promote equal opportunities for this group?

Protected Group	Please provide a <u>brief</u> commentary on your findings. Fuller analysis should be undertaken in Part 2.			
	High negative impact EqlA	Medium negative impact Screen	Low negative impact Evidence	High/Medium/Low Positive Impact Evidence
Age	No	No	No	No internal action or further assessment required. The proposals do not directly impact on this protected characteristic
Disability	No	No	No- there may be a requirement to review the impact on this characteristic if further information is received as part of the implementation, particularly concerning any adjustments that might be required to deliver the new roles, at which point the EQIA will be revisited.	
Gender	No	No	No	No internal action or further assessment required. The proposals do not directly impact on this protected characteristic
Gender identity/ Transgender	No	No	No	No internal action or further assessment required. The proposals do not directly impact on

				this protected characteristic
Race	No	No	No	No internal action or further assessment required. The proposals do not directly impact on this protected characteristic
Religion and Belief	No	No	No	No internal action or further assessment required. The proposals do not directly impact on this protected characteristic
Sexual Orientation	No	No	No	No internal action or further assessment required. The proposals do not directly impact on this protected characteristic
Pregnancy and Maternity	No	No	No	No internal action or further assessment required. The proposals do not directly impact on this protected characteristic
Marriage and Civil Partnerships	No	No	No	No internal action or further assessment required. The proposals do not directly impact on this protected characteristic

Carer's Responsibilities	No	No	No- there may be a requirement to review the impact on this characteristic if further information is received as part of the implementation, particularly concerning any caring arrangements that may need to be accommodated if staff are successfully appointed into new roles in the team, at which point the EQIA will be revisited.	
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Part 2

Equality Analysis /Impact Assessment

Protected groups

The proposal at this stage is not considered to have an adverse effect on any protected characteristic groups.

Information and Data used to carry out your assessment

It was not possible to obtain EQIA data for the purposes of this Equality Impact Assessment due to the low numbers of staff in scope.

Who have you involved consulted and engaged?

Staff will be consulted as part of the process and the EQIA will be reviewed following this.

Analysis

As a result of this we have not identified any staff who would be adversely affected as a result of this proposal. However, this would need to be reviewed during the consultation phase.

Adverse Impact,

The potential overall impact is unknown but due to the low numbers of staff involved and the policies and procedures that KCC has in place to mitigate this, it is considered to be “low”. A clearer understanding of the impact will be obtained through having conversations with the staff during the consultation period.

The impact is considered minimal because dialogue would be entered into on an individual basis if required to support the implementation of the new structure and roles and in order to understand the impact this would have on the individual in relation to their protected characteristics.

Positive Impact:

N/A

JUDGEMENT

- **No major change** - no potential for discrimination and all opportunities to promote equality have been taken

There is not considered to be any major change for employees.

Internal Action Required NO

There is potential for adverse impact on particular groups and we have found scope to improve the proposal...

(Complete the Action Plan- please include dates for monitoring and review)

Equality Impact Analysis/Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications

Have the actions been included in your business/ service plan? (If no please state how the actions will be monitored)

Yes/No

Appendix

Please include relevant data sets

Please forward a final signed electronic copy and Word version to the Equality Team by emailing diversityinfo@kent.gov.uk

If the activity will be subject to a Cabinet decision, the EqIA must be submitted to committee services along with the relevant Cabinet report. Your EqIA should also be published .

The original signed hard copy and electronic copy should be kept with your team for audit purposes.