

**KENT COUNTY COUNCIL  
EQUALITY IMPACT ASSESSMENT**

**Initial Screening**

**Directorate:** Commercial Services

**Name of Service**  
Commercial Services

**Type**  
Proposed transfer (TUPE) of staff to Commercial Services Kent Ltd

**Responsible Owner/ Senior Officer**  
David Jackson, Planning Director

**Completed by:** Robert Palmer (Head of HR)

**Date of Initial Screening**  
6 September 2012

<b>Version</b>	<b>Author</b>	<b>Date</b>	<b>Comment</b>
V01	Robert Palmer	06.09.12	

## Screening Grid

Characteristic	Could this policy, procedure, project or service affect this group differently from others in Kent? YES/NO	Could this policy, procedure, project or service promote equal opportunities for this group? YES/NO	Assessment of potential impact HIGH/MEDIUM/LOW/ NONE/UNKNOWN		Provide details: a) Is internal action required? If yes, why? b) Is further assessment required? If yes, why? c) Explain how good practice can promote equal opportunities
			Positive	Negative	
<b>Age</b>	No	No	None	None	<p>No internal action is required and no further assessment is required.</p> <p>It is not envisaged that there will be any impact as a result of the transfer of staff to the new private companies.</p> <p>A full EqiA is not required at this time.</p>
<b>Disability</b>	No	No	None	None	
<b>Gender</b>	No	No	None	None	
<b>Gender identity</b>	No	No	None	None	
<b>Race</b>	No	No	None	None	
<b>Religion or belief</b>	No	No	None	None	
<b>Sexual orientation</b>	No	No	None	None	
<b>Pregnancy and maternity</b>	No	No	None	None	

## **Part 1: INITIAL SCREENING**

### **Context**

A review of KCC Commercial Services concluded that the commercial operations of KCC that are operated by Commercial Services needed to be more 'arms length' to KCC. The review recommended the creation of two new limited companies that would trade as Commercial Services and by which the staff who work for Commercial Services would be employed.

### **Aims and Objectives**

Proposed creation of two new limited companies that are arms length to (but wholly owned by) Kent County Council. These new companies would employ all of the staff within Commercial Services. The staff who transfer would be protected by the Transfer of Undertakings (Protection of Employment) Regulations 2006 "TUPE".

### **Beneficiaries**

KCC is the direct beneficiary as Commercial Services will be compliant in its trading activity with a clear line of separation from KCC.

### **Consultation and data**

Informal consultation with staff and unions commenced in August 2012 and will continue until the point of transfer.

Managers are in continual dialogue with their staff, linking in with CS HR as necessary for guidance and support.

### **Potential Impact**

Initial screening notes that service users will not be affected by this TUPE transfer.

At this stage it is considered that the transfer of staff to the private companies will not have an impact on any of the protected characteristics.

No information has arisen from early engagement with staff to suggest that any other protected group will be disproportionately impacted.

## JUDGEMENT

### **Option 1 – Screening Sufficient** **YES**

Following this initial screening our judgement is that no further action is required.

#### **Justification:**

There is sufficient information at this time to indicate that no further action is required.

### **Option 2 – Internal Action Required** **YES/NO**

### **Option 3 – Full Impact Assessment** **YES/NO**

*Only go to full impact assessment if an adverse impact has been identified that will need to undertake further analysis, consultation and action*

## **Equality and Diversity Team Comments**

### **Sign Off**

I have noted the content of the equality impact assessment and agree the actions to mitigate the adverse impact(s) that have been identified.

#### **Senior Officer**

Signed:  Name: David Jackson

Job Title: Planning Director,  
Commercial Services Date: 11/9/2012

#### **DMT Member**

Signed:  Name: Ian McPherson

Job Title: Managing Director,  
Commercial Services Date: 11/9/2012