

**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

Version	Author	Date	Comment
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	
Age	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>
Disability	No	No	None	None	
Gender	No	No	None	None	
Gender identity	No	No	None	None	
Race	No	No	None	None	
Religion or belief	No	No	None	None	
Sexual orientation	No	No	None	None	
Pregnancy and maternity	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

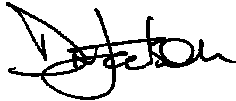
Equality and Diversity Team Comments

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