

KENT COUNTY COUNCIL

EQUALITY IMPACT ASSESSMENT

This document is available in other formats, Please contact
John.Baylis@kent.gov.uk or telephone on 03000 416878

Please read the EqIA GUIDANCE and the EqIA flow chart available on KNet.

Directorate:

Strategic & Corporate Services

Name of policy, procedure, project or service

Property and Infrastructure Support: Facing the Challenge

What is being assessed?

Change in business delivery vehicle

Responsible Owner / Senior Officer

Rebecca Spore, Director of Infrastructure
Strategic & Corporate Services

Date of Initial Screening

Version	Author	Date	Comment
0.1	Emma Saunders- Foard	26/03/2014	First draft for Guidance
0.2	Emma Saunders- Foard	07/04/2014	Second draft including further research into, supportive evidential data
0.3	Emma Saunders- Foard	23/05/2014	Final draft
0.4	John Baylis	17/07/2015	Final Draft v2

						or increase standards in facilities for a disabled member of staff.
Gender	No					KCC terms and conditions will transfer via the TUPE process (e.g. terms and conditions are protected at the point of transfer under the updated 2014 regulations), which will be equal to or greater than policies and support in this area.
Gender Identity						KCC terms and conditions will transfer via the TUPE process, which will be equal to or greater than policies and support in this area.
Race	No					KCC terms and conditions will transfer via the TUPE process, which will be equal to or greater than policies and support in this area.
Religion or belief	No		Low			The KCC terms and conditions will be transferred with contracts into the new company, so staff with specific religious needs will not experience any reduction in facilities. It is unknown if or when an office move would take place, however this would attract a equality assessment and will equal or offer higher standards in facilities for religious use
Sexual Orientation	No					KCC terms and conditions will transfer via the TUPE process,

To support in this area. To inform this process, a snap shot of staff groups across Property and Infrastructure Support has been taken and is shown below. It is clear we have staff in the three areas where there may be concerns, if little impact and work will be done in these specific areas to ensure staff understand the process and are given access to any additional information that affects their position for example, plans for retirement, reassurance about the need for reasonable adaptation to the workplace, should an office move happen and access to up to date information and line management support for those away from the office.

Equality Impact Assessment

Service Unit		Gender	
Female	80	56.3%	
Male	62	43.7%	

Assignment Count

ST - PI (Property and Infrastructure Support)		Ethnicity	
	<1		
Ethnic Minorities	0		
White	12	85.9%	
Undeclared/Unknown	2	11.3%	

Requestor Name: Robyn Parsons		Considered Disabled	
	115	81.0%	
No			
Undeclared/Unknown	12	8.5%	
Yes	15	10.6%	

142

Age Band		Religious Belief	
15-19	<10	Buddhist	0
20-24	<10	Christian	71
25-29	<10	Hindu	<10
30-34	16	Jewish	<10
35-39	10	Muslim	0
40-44	18	None	23
45-49	16	Other	<10
50-54	16	Sikh	0
55-59	23	Undeclared/Unknown	41
60-64	22		
65-69	<10		
70-74	<10		

Sexual Orientation		Assignment Status	
Bisexual	0	Maternity/Adoption Leave	<10
Gay	<10		
Gay/Lesbian	0		
Heterosexual	95		
Lesbian	0		
Undeclared/Unknown	45		

Marital Status		Assignment Status	
Civil Partner	0	Maternity/Adoption Leave	<10
Divorced	<10		
Domestic Partner	0		
Legally Separated	<10		
Living Together	<10		
Married	44		
Single	13		
Undeclared/Unknown	73		
Widowed	<10		
Widowed With Surviving Pension	0		

31.0%
9.2%
51.4%

Where the number of staff assignments in any category is between 1 and 9 then this will be shown as less than 10 in the table, so

Part 1: INITIAL SCREENING

Proportionality - Based on the answers in the above screening grid what weighting would you ascribe to this function

Low	Medium	High
Low relevance or insufficient information / evidence to make a judgement	Medium relevance or insufficient information / evidence to make a Judgement	High relevance to equality / likely to have adverse impact on protected groups

State rating & reasons

Context

This review aims to decide whether the business of Property and Infrastructure Support can be delivered using a different delivery vehicle. A number of different solutions have been considered and further analysis is being done to consider the options in more detail.

An EQIA was conducted in autumn 2013 as outlined in reports submitted to County Council and side by side the Facing the Challenge team prepared a EQIA for all Phase 1 reviews. An EQIA is a live document and therefore Property wanted to adopt its initial screening EQIA report using the KCC template to ensure it was considering all equality issues.

Aims and Objectives

To review how Property and Infrastructure Support may deliver business solutions, using different delivery solutions in reaction to the overall Authority's 'Facing the Challenge' project.

PTG meeting 4 - feedback from TAG and review of initial financial analysis and skills gap.

The proposals for change have been discussed with all staff in meetings as follows:

Team Meetings:	
Asset Development and Commissioning Team Meetings	28th November 2013, 17th March 2014 Next ones scheduled for 12th June 2014 and 15th September 2014
Estates Management and Disposals Team Meetings	7 th May 2014 Next ones scheduled for 16 th July 2014 and 15 th October 2014
Capital Programme Delivery Team Meetings	10 th February 2014 Next one scheduled for 30 th June 2014
Operational Services Team Meetings	One being scheduled for end of April – date not yet in diary
Support Team Meeting	7 th January 2014
Wider Meetings:	
Extended Managers Meetings	20 th January 2014 and 20 th March 2014
Property Briefing Days (all staff invited)	12 th September 2013 and will be again on 1 st May 2014

Also details of the change have been sent out to staff via bulletin e-mails, which have also been delivered to staff on Maternity leave by their line managers

Potential Impact

There is the potential for medium impact in the case of staff who are pregnant or out of the office on maternity leave. This will be mitigated by good communication centrally from the transformation group and wider by line manager visits/conversations. It is of high importance that staff away from the office are kept in the conversation loop, so that they understand what is happening and crucially what decisions are made.

Positive Impact:

The only change that will affect staff is more ability to deliver commercial business solutions.

JUDGEMENT

Option 1 - Screening Sufficient YES

Justification:

Option 2 - Internal Action Required NO

Option 3 - Full Impact Assessment NO

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: *K. M. Stansfield* Name: KATE STANSFIELD

Job Title: Head of Commercial Business Operations

Date: 21/09/15.

DMT Member

Signed:  Name: Rebecca Spore

Job Title: Director of Involvement . Date: 22/9/2015 .

Involvement and Engagement

Senior Officer

Signed: Name:

Job Title: Date:

DMT Member

Signed: Name:

Job Title: Date: