



**Equality Impact Assessment (EqIA)
for Organisational Change**

Proposal name	All Age Disabilities Hub; Alongside Day opportunities consultation		
Directorate	Adult Social care		
Service	Internal Provider resource		
Responsible Officer	Jeanette Knapper		
EqIA Author	Jeanette Knapper		
Date proposal started	August 2019	Proposal commencement date (due or actual)	Oct 2021

		Yes or No	Notes
1	Staffing		
	Is the organisational change likely to affect staff? (e.g. at risk, redundancies)	Y	The All age hub has been developing since 2019-the reshaping of the overarching provider resource is required in order to deliver the needs of an All age approach and to create an aligned internal workforce as part of that
	Is there business case for putting staff at risk?	Y	The natural evolving of the hub is now at a stage where the business case is being worked up and relevant details are now being prepared with colleagues across HR and finance
	Have selection criteria been prepared for identifying staff at risk?	Y	This is in line with the needs for the business as part of the reshape
	Has the number of staff likely to be affected been calculated?	Y	There have been early discussions and prepetory work in order to scope this
2	Consultation and engagement		
	Is there a consultation and engagement plan for this organisational change?	Y	There have already been regular updates with the Provider teams as part of the natural development of the hub. Formal consultation is

			now required as the model requires a new approach to enable us to deliver and operationally organise the workforce to deliver the new functions
	Are all staff able to participate (e.g. disabled staff and those on, maternity leave...etc)?	Y	<p>All staff within the internal resource receive regular TEAM briefings and are kept abreast of the work ongoing re the Hub.</p> <p>Once cabinet have approved the Report with regards to Internal and external day opportunities in June, formal consultation will commence alongside this for the internal workforce due to the close interlinks between this and the hub model</p> <p>As there are some parts of the business functions that are being retained for purpose of Day opportunities within Goscote, the work around wider stakeholder consultation will be included within the future outcomes required to develop how the day care offers will look longer term.</p>
3	Remote Working and location change		
	Does the change involve staff in remote working or a change of location?	Y	<p><i>(If 'No' go to Question 4)</i></p> <p>All staff, with the exception to any staff who have been unwell or shielding during Lockdown, have experienced remote working and this will continue to be part of the future model of working ,which all existing internal staff are aware of and have been engaged with to date</p>
	Have you consulted about making reasonable adjustments to remove barriers for disabled staff?	Y	The service works with all employees in an equitable way and support is and will continue to be, promoted to all with regards to consultation,

			preparation for interviews and supporting every person to gain as much as they can with regards to any formal process and the outcomes of these.
	Have you given access to facilities at work, for all staff, who are to work remotely or change location?	Y	The hub is one of the few places that has continued to remain operational ,albeit restricted, during COVID- this will continue to be the case moving forward and there are arrangements in place as part of ongoing safe working practice for remote workers, across the Directorate, not specifically to the internal workforce
4	Redundancy and or Redeployment		
	Does the change involve potential redundancy or redeployment?	Y	(If 'No' go to Question 5) Although this will be kept to an absolute minimum
	Are redundancy or redeployment procedures fair and use fair criteria?	Y	The posts will require some Eol criteria and selection moving forward
	Is the selection pool lawful?	Y	It will be transparent and fully in line with HR practice and Employment law
	To avoid discrimination does the selection matrix include a number of criteria or is it by a competitive appointment process?	Y	The posts will require some Eol criteria and selection moving forward
	Are any enhanced redundancy payments calculated in the same way as statutory redundancy payments	Y	Being Calculated by Finance and HR colleagues
	Have you avoided substantial disadvantage for disabled staff?	Y	A selection of posts are retained and also work to support people who have a Disability are still being promoted
	Has suitable alternative employment been offered to staff on maternity leave, if displaced?	Y	This will all be reflected within any final recruitment process as part of this agenda
	Can you justify all payments for age and redundancy?	Y	This is currently being calculated by relevant HR/Finance colleagues
5	Providing your service		
	Are there any changes to the way your services will be provided to customers?	Y	(If 'No' go to Question 6)

	<p>Could service changes alter the impact on your customers because of their 'protected characteristic?</p>	<p>Y</p>	<p>(If 'No' go to Question 6)</p>	
			<p>(If 'Yes' carry out an EqlA for Policies, Procedures and Services and go to Question 6)</p>	
<p>6</p>	<p>Summarise your evidence, engagement and consultation.</p>			
	<p>Engagement events have taken place regularly (with exception to the COVID timelines March 2020 to March 2021).</p> <p>Internal staff and wider internal stakeholders across the Directorate have been briefed quite regularly with regards to the development of the hub and the functions that are proposed to be part of this moving forward.</p> <p>Internal staff are aware that there will be a need to consult formally with regards to the reshaping of the internal model and the functions that will operationalise the new ways of working.</p> <p>Carers letters sent out March, 2020. Formal consultation with external stakeholders and stakeholders of the existing internal Day opportunities service within Goscote will take place and is being prepared once Cabinet have agreed the report, due June 16th.</p>			
<p>7</p>	<p>How may the proposal affect each protected characteristic or group? The affect may be positive, negative or neutral, give reasons and if action is needed. The outcomes of the proposed wider formal consultation will be needed prior to assuming people's opinions as to how this will impact</p>			
	<p>Characteristic</p>	<p>Affect</p>	<p>Reason</p>	<p>Action needed (Y or N)</p>
	<p>Age</p>	<p>Y</p>	<p>The way forward is to also continue to support people of a younger age, which in turn does mean that people of an older age may dislike the changes. More people of All working age and preparation for adulthood will be supported to prepare for employment where possible</p>	
	<p>Disability</p>	<p>Y</p>	<p>More people can be supported as part of</p>	

			a time limited approach	
	Gender reassignment	Y	People will need to feel that the way in which they are supported is open, transparent and reflects needs and aspirations	
	Marriage and civil partnership	Y	People will need to feel that the way in which they are supported is open, transparent and reflects needs and aspirations	
	Pregnancy and maternity	Y	People will need to feel that the way in which they are supported is open, transparent and reflects needs and aspirations	
	Race	Y	People will need to feel that the way in which they are supported is open, transparent and reflects needs and aspirations	
	Religion or belief	Y	People will need to feel that the way in which they are supported is open, transparent and reflects needs and aspirations	
	Sex	Y	People will need to feel that the way in which they are supported is open, transparent and reflects needs and aspirations	
	Sexual orientation	Y	People will need to feel that the way in which they are supported is open, transparent and reflects needs and aspirations	
	Other (give detail)			
	Further information			
8	Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details below.			(Delete one) Yes
	The consultation with internal staff affects several cohorts of people receiving several services within Goscote (Shared Lives: Employment, Outreach and Day opportunities)			
9	Overall which justifiable action does the evidence, engagement and consultation suggest you take? (Bold which one applies)			
	A	No major change required		
	B	Adjustments needed to remove barriers or to better promote equality		
	C	Continue despite possible adverse impact		
	D	Stop and rethink your proposal		

Now complete the action and monitoring plan on the next page

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
16 June	Wider Day opportunities Proposal is presented to Cabinet	Kerrie Allward	16 th June	Awaited
April	Commence Discussions Re consultation with staff internally re the AAD hub	Jeanette Knapper	Post 16 Cabinet	Awaited
May	Commence Discussions Re consultation with wider stakeholders re Day ops	Anna King; Jeanette Knapper; Tracy Simcox; Natalie Borman	Post 16 th June	Awaited

Updates to EqIA	
Date	Detail

