

Equality Impact Assessment (EqIA)

Introduction

This EqIA is for:	Relocation of County Supplies from Calverton to Huthwaite	
Details are set out:	Operational Decision: Relocation of County Supplies from Calverton to Huthwaite - 2018	
Officers undertaking the assessment:	George Holden – Programme Officer James Lewis – Project Manager	
Assessment approved by:	John Hughes, Group Manager	Date: 22/05/18

The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty.

Part A: Impact, consultation and proposed mitigation

1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

All staff working at County Supplies, i.e. the Team Manager for County Supplies and all subordinate colleagues, are having their primary office base relocated. In scope therefore are 28 members of staff accounting for 25.95 full time equivalents.

Regarding protected characteristics, the following information has been drawn from BMS:

- No staff members within the business have disclosed disabilities;
- No staff members have disclosed that they are part of the LGBTQ+ community;
- The majority of staff at County Supplies are 46 or over (71.42%), this is higher than the authority wide proportion (64.5%). As this group is over represented in the business the proposal could be considered to have a disproportionate impact on older staff members;
- The proportion of disclosed BaME staff working in the business (7.14%) is below the proportion for the authority (8.38%) and the local labour market (7.36%). As this group is not over-represented in cohort of staff affected there is no disproportionate impact on this group;
- Female workers are in the minority of staff at County Supplies (39.29% of the total), this is significantly lower than the authority wide gender balance (73.43% female) and the local labour market (50.80% female). As this group is not over-represented in cohort of staff affected there is no disproportionate impact on this group.

The facilities at the new site will be analogous with those at the current office base and as such present no potential equalities impact for staff.

The new base at Huthwaite is 10.68 miles from the current site at Calverton. While this distance is not significant it will add to staff journey times. This will not have a significant impact on staff who currently drive in personal vehicles to/ from work. However, due to local public transport links, this change will add significantly to the commute of members of staff who utilise public transport. Note the commute of some members of staff will drastically reduce.

Any member of staff using public transport, dependant on bus taken, will be required to walk approximately 1 mile from the bus stop to the warehouse – this presents a negative impact for staff members with reduced mobility, including those with disabilities and potentially older members of staff. This represents a 0.5 mile increase when compared to the distance between the current warehouse and nearest bus stop. Note that a reduced amount of streetlight lighting may make this journey more difficult for staff members.

Additionally, increasing the length of staff commutes has the potential to adversely impact the following staff groups in the following ways:

- Those with caring responsibilities – this is likely to impact women more than men – as the majority of carers are women according to the Carer’s Trusts (<https://carers.org/key-facts-about-carers-and-people-they-care>)
- Non-drivers – including those who are unable to drive due to disability or medication.

The work life balance of all staff will be adversely impacted upon by these proposals as for the majority of staff their working day (travel time) will be increasing.

2 Protected Characteristics: Is there a potential positive or negative impact based on:
Tick as appropriate. You may tick one or more boxes for each protected characteristic, for example there may be both negative and neutral impact, but you must explain negative impact and mitigating actions in section 3 if you have ticked negative impact.

Consider each protected characteristic in turn, therefore you will have a minimum of 8 ticks.

Age	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Disability	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Gender reassignment	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Pregnancy & maternity	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Race <small>including origin, colour or nationality</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Religion	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Sexual orientation <small>including gay, lesbian or bisexual</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
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<p>There may be a disproportionate impact on staff based on health and/ or disability if this impacts their ability to drive – as non-driving staff are likely to face the most significant increase to commute times.</p>	<p>To mitigate this impact the most appropriate transport option for staff will be chosen – aiming to cause the least disruption to their work/ life balance (subject to cost tolerances). This is likely to take the form of a minibus and/ or car-sharing to get staff to and from work.</p>	<p>As all staff will be relocating, they will all be consulted through meetings between managers and staff, supported by trade unions. There can be some flexibility on the pickup location and time for the bus to meet staff needs.</p>
<p>There may be a disproportionate impact based on gender as women are statistically more likely to have caring responsibilities outside of work. The relocation has the potential to disrupt the ability of staff to meet their caring commitments. This also applies to staff members who are pregnant/ on maternity – though currently none are.</p>	<p>As above the most appropriate transport option for staff will be commissioned for staff to minimise the disruption on their out of work commitments.</p>	<p>As above, all staff will be consulted with managers, staff and trade unions.</p>
<p>There will be a 0.5 mile increase in the distance to walk to the nearest bus stop – this presents a negative impact for staff members with reduced mobility.</p>	<p>The commissioned transport solution for staff will arrive at the warehouse specifically and required not on-foot travel.</p>	<p>As above, all staff will be consulted with managers, staff and trade unions.</p>

Part B: Feedback and further mitigation

4 Summary of consultation feedback and further amendments to proposal / mitigation

Use this section to record the results of the analysis of the consultation described above in section 3.

Completed EqlAs should be sent to equalities@nottsc.gov.uk and will be published on the Council's website.