



## Equality Impact Assessment (EqIA)

### Introduction

This EqIA is for:

Proposed Changes to Terms and Conditions

Details are set out:

Personnel Committee Report 23<sup>rd</sup> May 2018

Officers undertaking the assessment:

Gill Elder – HR Group Manager

Assessment approved by:

Marjorie Toward, Service Director  
Customers and HR

Date: May 2018

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?*

The Council needs to save £1 million from terms and conditions as part of the measures to meet the ongoing financial challenges set out in the medium term Financial Strategy and Budget approved by Full Council on 28<sup>th</sup> February 2018.

Negotiations with the nominated representatives of the recognised trade unions have been ongoing on a package of proposals which aimed to minimise the negative impact on all affected employees. A number of proposals were considered and rejected as they would have had a significant detrimental impact on particular groups of employees.

The proposals related to all directly employed staff and included the following:

- Removing 1 day's A/L from all staff
- Removing legacy additional leave from a cohort of staff with this protection from changes made in 2010
- Retention of the current salary protection scheme with a reduction in the period of protection offered from two to one year
- A review of the Council's flexible working arrangements with a social enterprise partner Timewise
- The introduction of an A/L buyback scheme to mitigate the loss of the leave entitlements listed above

- A revised redundancy package

The proposals also aimed to improve productivity and reduce future costs.

The package was developed specifically to minimise the negative impact on take home pay and to retain a competitive overall employment package which would enable the Council to remain an employer of choice and to recruit and retain staff.

Feedback on the proposals was gathered from the consultative ballots run by the trade unions and from a specific email address ([termsandconditions2018@nottsc.gov.uk](mailto:termsandconditions2018@nottsc.gov.uk))

It was intended that the changes would be universally applied to all direct employees of the Council.

**2 Protected Characteristics: Is there a potential positive or negative impact based on:**

Age	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Disability	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" 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 type="checkbox"/> Negative	<input checked="" 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 type="checkbox"/> Negative	<input checked="" 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
The proposed change to the redundancy scheme has a potential negative impact due to age. However in a scheme based on length of service, salary and age, this is the case with any provision other than the statutory minimum which caps the salary and the service qualification	A range of alternative calculations have been discussed with the nominated negotiating team to address the issue of recognising long service	Communication to all staff, employee workshops with the Chief Executive, ongoing negotiations as part of collective bargaining arrangements in the Council

--	--	--

## **Part B: Feedback and further mitigation**

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

It is clear that different measures have differing impacts depending on where employees are in terms of their careers and therefore it is agreed that further work is required. This will engage the recognised trade unions and employees in more detailed work to consider the potential impact of specific proposals in more detail.

A series of employee workshops are planned over the summer months to seek the views of staff on a host of measures and to understand the various issues around the proposals.

Whilst it is recognised that any change to terms and conditions will have a detrimental impact on all those affected, the offer came with an assurance that there would be no further changes for the life of this Administration if an agreement could be reached to make the required saving.

Completed EqIAs should be sent to [equalities@nottsc.gov.uk](mailto:equalities@nottsc.gov.uk) and will be published on the Council's website.