



Equality Impact Assessment (EqIA)

This EqIA is for:

Investing in Nottinghamshire

Details are set out:

Policy Committee Report *Agenda 5. 20/03/2019*

Officers undertaking the assessment:

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Assessment approved by:

Adrian Smith Corporate Director Place

Date: 23 July 2019

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 Public Sector Equality Duty.

Part A: Impact, consultation and proposed mitigation

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

What:

In March 2019, it was agreed that funding to undertake detailed design and planning work to deliver the realignment of the Council's property estate be approved. This is to be achieved by exiting 7 current offices and build 2 new office accommodations.

This change in office accommodation will rationalise NCC's properties to result in better services to our users and more efficient means of working for our employees.

Specifically the Investing in Nottinghamshire Programme will;

- Maximise the strategic impact of the location of the Council's estate
- Facilitate the productivity and effectiveness of our workforce and services, enhancing our customer and staff experiences
- Review the current accommodation portfolio and develop firm changes to deliver revenue savings and maximise the Council's current assets
- Opportunity to bring forward iconic developments on the County Hall campus and County Council owned land
- Develop more fit for purpose local accommodation in a way that meets operational needs
- Ensure the Council has appropriate buildings in local communities, close to where service users live
- Ensure the County Council's estate are fit to deliver modern, flexible and integrated public services
- Support a more effective workforce, with less travel time, less costly travel and improved access to our offices/services
- Improve our environmental impact through reduced carbon footprint of the Council's estate and improved sustainable transport solutions

The Investing in Nottinghamshire Programme will demonstrate due regard for the provisions of the Public Sector Equality Duty and will ensure that these changes do not have disproportionate impacts on our employees or our service users who are outlined in the protected characteristics schedule in the Equality Act 2010.

Mitigation of negative impact on Staff:

Staff under the protected characteristics Disability, Gender and Pregnancy & Maternity are at risk of being disproportionately impacted under this programme. Disabled employees may be negatively impacted if the relocation of office accommodation limits accessibility to the office sites. Where caregivers fall under the category for Disability the Caregiver Consensus 2015 reports that 58% of caregivers are women. Therefore relocation of office accommodation away from their local care duties may negatively impact female employees. Additionally, staff under the protected characteristic Pregnancy & Maternity may be negatively impacted where relocation of accommodation distances employees from their necessary local services and appointments. The programme will ensure it mitigates these impacts through the below actions.

The programme will work with staff and their managers to ensure that negative impact is mitigated amongst our workforce. Through collating staffing data the programme will understand the demographic of our workforce and ensure changes in office accommodation meet staff requirements.

By working with staff and their managers who have current occupational health needs the programme will ensure that the changes in office accommodation does not adversely affect previous recommendations from their Occupational Health / Access to Work assessments.

Through holding stakeholder meetings and consulting with office and team managers we will ensure that the programme captures staff needs, updates staff affected and opens up channels of communication for feedback, requests and concerns.

An Intranet site will be created to act as the central hub for all programme updates, status and information. This level of transparency around the programme's works will ensure staff are kept in the know of current affairs and mitigates potential unforeseen negative impacts.

Mitigation of negative impact on Service Users:

Data from heat maps of service user density by borough and district will ensure that office accommodation options will be situated in locations where the service user demand is high. This data will ensure that the programme maintains the Council's local service provisions.

By communicating with stakeholder groups and collecting service user information from office and team managers we will ensure that the programme captures service user needs. This channel of communication will allow updates to be filtered down to service users through their contacts at their local Council offices. In reverse, this will also allow feedback to be communicated back through the stakeholder group to the Project Manager.

Where the location of new offices limit accessibility to some service users the programme will utilise Nottinghamshire County Council's transportation resource. This service will support disabled service users to access the Council's sites by issuing a local shuttle service and/or subsidising service user transport fares for those further afield.

Mitigation of negative impact on both Staff and Service Users, i.e. General mitigation:

Conducting site visits to potential office sites will ensure that all options are assessed for their feasibility, accessibility and adherence to the Equality Act 2010. This process will allow us to liaise with staff affected to ensure that our offices capture the needs of staff and their service users.

Furthermore, our new offices and offices changes will follow the Equality Act 2010 schedules included in the government Building Regulations Part M which require our offices adhere to disabled accessibility regulations. By meeting all requirements both are staff and service users will not be negatively impacted when accessing our Council offices.

Overall Benefit:

By changing our office accommodation to locations that are better situated for all service users and staff, Nottinghamshire County Council has the opportunity to advance equality within its strategies and services.

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 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 ethnic origin, colour or nationality</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Religion or belief	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Sex (gender)	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Sexual orientation	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Marriage or civil partnership	<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
<p>New office accommodation and relocation of the Council’s estate may have potential negative impact on staff and service users who fall under the protected characteristics of disability, gender and pregnancy and maternity under the Equality Act 2010.</p>	<p>Types of mitigation considered include;</p> <ul style="list-style-type: none"> • Consultation with stakeholder groups, office and team managers • Collation of staffing data to show workforce demographic • Creation of Intranet site for staff central communication hub • Service user heat maps to show where local service provisions are needed • Using stakeholder groups to filter information to and from Project Manager, to staff affected and service users • Utilisation of Nottinghamshire’s County Council transportation resources • Conduction of site visits to assess feasibility and requirements • Adherence to the Equality Act 2010 set out in the Building Regulations Part M 	<p>Early collection of staff and service user data</p> <p>Discussion at meetings held with the stakeholder group, office and team managers</p> <p>Transparency of programme status and updates through communication channels</p>

	However, there is potential that where funding and site feasibilities limit the location of options, there is a possibility that disabled service users and staff may be disproportionately impacted.	
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Part B: Feedback and further mitigation

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

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Completed EqIAs should be sent to equalities@nottsc.gov.uk for publishing on the Council's website before any decision is made.