

**Equality impact assessment form**

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| Directorate  | People Services |
| Service area | Home to School Travel Service |
| Proposal  | Restructure |
| Reason for proposal  | 1 job role has become obsolete; 1 job role is over capacity. |
| Sign off (Director/Head of Service) |  |
| Date of assessment |  |

**Please read the support notes to help you in Appendix 1 on page 4 before completing your assessment**

**The form**

You need to attach the completed form to any report to help councillors and colleagues make their decisions by taking equality implications into account.

**The assessment team or name of individual completing this form**

**Team leader’s name and job title** –

Other team members if appropriate

| **Name** | **Job title** | **Organisation**  | **Area of expertise** |
| --- | --- | --- | --- |
| Tom Hay | Commissioning Manager | DCC | Team Manager |
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**Step 1- setting the scene**

Make sure you have clear aims and objectives on what you are impact assessing – this way you keep to the purpose of the assessment and are less likely to get side- tracked.

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| 1. What are the main aims, objectives and purpose of the decision you want to make?
 | To assess the impact of proposed restructure changes to the Home to School Travel Service on the quality of service being provided to its customers. |
| 1. Why do you need to make this decision?
 | Budgetary pressures for Derby City Council, a reduction in the workload of Escort Officers to zero and realisation that the anticipated volume of work for Commissioning Support Assistants (CSA) has not materialised. The savings are required to offset the budget pressures. |
| 1. Who delivers/will deliver the changed service/policy including any consultation on it and any outside organisations who deliver under procurement arrangements?
 | The Escort Officers Role will be transferred to be delivered by Social Care. Social Care have a contract with a local taxi provider to provide this service. The CSA work will continue to be delivered by the Home to School Travel Service, and the work of those staff members effected through any consultation and subsequent restructuring will be absorbed within the remaining team. |
| 1. Who are the main customers, users, partners, colleagues or groups affected by this decision?
 | Staff members will be affected by this change as there will be the deletion of the Escort Officer role with the loss of Escort Officers (x3) FTE 2.05.Staff members will be affected by this change as there will be the loss of 2 FTE posts within the service and work will need to be absorbed within the remaining staff group.Service users will not be affected by this decision as the work will be absorbed. |

**Step 2 – collecting information and assessing impact**

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| 1. Who have you consulted and engaged with so far about this change, and what did they tell you? Who else do you plan to consult with? – tell us here how you did this consultation and how you made it accessible for the equality groups, such as accessible locations, interpreters and translations, accessible documents.
 | Discussion with Head of Service regarding current staffing levels and costs/budget.Formal consultation with the staff group has not yet commenced but this is planned for January 2024. Feedback will be responded to as this is received, in line with the formal consultation process.Staff consultations will take place at The Council House and there will be the offer of some staff members joining on a virtual basis where this is needed, to ensure that all are enabled to participate in the formal consultation process. |

1. Using the skills and knowledge in your assessment team or what you know yourself, and from any consultation you have done, what do you already know about the equality impact of the proposed change on particular groups? Also, use any other information you know about such as any customer feedback, surveys, national research or data. Note that this template now includes Socio-Economic Duty (SED) local data can be found [here](https://derby4.sharepoint.com/sites/PolicyandInsight/Policy%20and%20Insight%20Report%20Library/Forms/AllItems.aspx?id=%2Fsites%2FPolicyandInsight%2FPolicy%20and%20Insight%20Report%20Library%2FCorporate%20Insight&p=true&ga=1). Indicate by a tick for each protected characteristic group whether this is a negative or a positive impact. Only fill in the mitigation box if you think the decision will have a negative impact and then you’ll need to explain how you are going to lessen the impact.

| **People with protected characteristics**  | **What do you already know?** | **Positive impact** | **Negative impact** | **Mitigation - what actions will you take to lessen impact?** |
| --- | --- | --- | --- | --- |
| **Age –** older and younger people | StaffThe restructure proposal selection pool includes staff aged from 20yrs to 72yrs.We do know that despite the Equality Act, older people still have difficulty getting jobs and it may have been a long time since they applied for jobs and attended interviews.  |  |    | The team will provide as much support as we can to colleagues losing their jobs and in applying for new ones and going through the Redeployment Process. We have our Employee Assistance Programme which can offer support and counselling, our Chaplaincy Service and our Employee Networks. Our HR recruitment team can also offer interview and job application skills training. Help is also available from our Employment and Skills Section who offer a Derby Jobs Weekly of vacancies and support in and around Derby and Derbyshire. |
| **Disability –** the effects on the whole range of disabled people, including Deaf people, hearing impaired people, visually impaired people, people with mental health issues, people with learning difficulties, people living with autism and people with physical impairments | Service UsersAll children and young people who access the service have assessed and diagnosed learning and/or physical impairments There is the risk of a negative impact of the changes due to the workload increasing for existing staff members.StaffWe know that many disabled people struggle to get jobs and keep them, despite the Equality Act. Losing a job can be devasting, particularly when they work with supportive colleagues and have a range of reasonable adjustments in place. There is always the fear that the next employer may not be as understanding.  |  |   | The HTSTS would largely be unaffected by the proposal as the Escort Officer role will be deleted. This will result in a reduction of workload to produce a weekly rota.As the anticipated volume of CSA work has not materialised, the HTSTS will absorb all work in line with the reduction outlined above.The team will provide as much support as we can to colleagues losing their jobs and in applying for new ones and going through the Redeployment Process. We have our employee assistance programme who can offer support and counselling, our Chaplaincy Service and our Employee Networks. Our HR recruitment team can also offer interview and job application skills training. Help is also available from our Employment and Skills Section who offer a Derby Jobs Weekly of vacancies and support in and around Derby and Derbyshire. |
| **Gender identity-** trans and those people who don’t identify with a particular gender, for example, non-binary, genderfluid, genderqueer, polygender and those who are questioning their gender or non-gendered identity. | Service UsersThis is not applicable to the proposals being made as the gender identity named is not known for service users.StaffWe know that many trans people do face discrimination and harassment in employment despite the Equality Act and so applying for and being interviewed for new jobs can be a very anxious time for fear of this happening. | N/A | N/A | N/AThe team will provide as much support as we can to colleagues losing their jobs and in applying for new ones and going through the Redeployment Process. We have our employee assistance programme who can offer support and counselling, our Chaplaincy Service and LGBTQ+ and Allies Employee Networks. Our HR recruitment team can also offer interview and job application skills training. Help is also available from our Employment and Skills Section who offer a Derby Jobs Weekly of vacancies and support in and around Derby and Derbyshire. |
| **Marriage and Civil Partnership** | Service UsersThis is not applicable to the proposals being made.StaffLosing a job can often cause difficulties within relationships, but support is available and now our own Employee Assistant Programme’s counselling service is available to partners in one household too.  | N/A | N/A | N/AThe team will provide as much support as we can to colleagues losing their jobs and in applying for new ones and going through the Redeployment Process. We have our employee assistance programme who can offer support and counselling, our Chaplaincy Service and our Employee Networks. Our HR recruitment team can also offer interview and job application skills training. Help is also available from our Employment and Skills Section who offer a Derby Jobs Weekly of vacancies and support in and around Derby and Derbyshire. |
| **Pregnancy and maternity -** women who are pregnant or who have recently had a baby, including breast feeding mothers | Service UsersThis is not applicable to the proposals being made.StaffFinding a new job when pregnant can be very challenging, despite the Equality Act. Not all employers are understanding about returning to work or in fact being pregnant.  | N/A | N/A | N/AThe team will provide as much support as we can to colleagues losing their jobs and in applying for new ones and going through the Redeployment Process. We have our employee assistance programme who can offer support and counselling, our Chaplaincy Service and our Employee Networks. Our HR recruitment team can also offer interview and job application skills training. Help is also available from our Employment and Skills Section who offer a Derby Jobs Weekly of vacancies and support in and around Derby and Derbyshire. |
| **Race -** the effects on minority ethnic communities, including newer communities, Gypsies and Travellers and the Roma community | Service UsersThis is not applicable to the proposals being made.StaffWe know that Black, Asian and Minority Ethnic people do still face discrimination and harassment in employment despite the Equality Act. Applying for new jobs and going through interviews can be extremely stressful because of this and the fear of working with new colleagues.  | N/A | N/A | N/AThe team will provide as much support as we can to colleagues losing their jobs and in applying for new ones and going through the Redeployment Process. We have our employee assistance programme who can offer support and counselling, our Chaplaincy Service and our Black, Asian and Minority Ethnic Employee Network. Our HR recruitment team can also offer interview and job application skills training. Help is also available from our Employment and Skills Section who offer a Derby Jobs Weekly of vacancies and support in and around Derby and Derbyshire. |
| **Religion or belief or none -** the effects on religious and cultural communities, customers and colleagues | Service UsersThis is not applicable to the proposals being made.StaffWe know that people can face discrimination and harassment in employment because of their beliefs whether religious or not and so applying for new jobs and attending interviews can be very stressful for fear of working with different colleagues | N/A | N/A | N/AThe team will provide as much support as we can to colleagues losing their jobs and in applying for new ones and going through the Redeployment Process. We have our employee assistance programme who can offer support and counselling, our Chaplaincy Service and our Employee Networks. Our HR recruitment team can also offer interview and job application skills training. Help is also available from our Employment and Skills Section who offer a Derby Jobs Weekly of vacancies and support in and around Derby and Derbyshire. |
| **Sex -** the effects on both men and women and boys and girls  | Service UsersThis is not applicable to the proposals being made.StaffWe know that people suffer discrimination and harassment in employment because of their sex. So, applying for a new job and attending interviews can be particularly stressful due to this fear and of working with new colleagues. | N/A | N/A | N/AThe team will provide as much support as we can to colleagues losing their jobs and in applying for new ones and going through the Redeployment Process. We have our employee assistance programme who can offer support and counselling, our Chaplaincy Service and our Employee Networks. Our HR recruitment team can also offer interview and job application skills training. Help is also available from our Employment and Skills Section who offer a Derby Jobs Weekly of vacancies and support in and around Derby and Derbyshire. |
| **Sexual orientation -** the effects on lesbians, gay men, bisexuals, pansexual, asexual and those questioning their sexuality | Service UsersThis is not applicable to the proposals being made.StaffWe know that people suffer discrimination and harassment in employment because of their sexuality. So, applying for a new job and attending interviews can be particularly stressful due to this fear and of working with new colleagues | N/A | N/A | N/AThe team will provide as much support as we can to colleagues losing their jobs and in applying for new ones and going through the Redeployment Process. We have our employee assistance programme who can offer support and counselling, our Chaplaincy Service and our LGBTQ+ and Allies Employee Network. Our HR recruitment team can also offer interview and job application skills training. Help is also available from our Employment and Skills Section who offer a Derby Jobs Weekly of vacancies and support in and around Derby and Derbyshire. |
| **Socio-Economic Duty** – people who suffer disadvantage and discrimination due to their socio-economic circumstances and status.  | Service UsersThis is not applicable to the proposals being made.StaffWe know that people experience barriers in employment due to living in deprived areas, people who are homeless or at risk of homelessness, people with low levels of educational attainment, people who are or have been in care, people who care for others. | N/A | N/A | The team will provide as much support as we can to colleagues losing their jobs and in applying for new ones and going through the Redeployment Process. We have our employee assistance programme who can offer support and counselling, our Chaplaincy Service and our Employee Networks. Our HR recruitment team can also offer interview and job application skills training. Help is also available from our Employment and Skills Section who offer a Derby Jobs Weekly of vacancies and support in and around Derby and Derbyshire. |

**Important** - For any of the equality groups you don’t have any information about, then please contact our Lead on Equality and Diversity for help. For help with SED please contact policyandconsultation@derby.gov.uk. You can also get lots of information on reports completed from organisations’ websites such as the Equality and Human Rights Commission, Stonewall, Press for Change, Joseph Rowntree Trust and so on. Please don’t put down that the impact affects ‘everyone the same’ – it never does!

**Step 3 – deciding on the outcome**

7 What outcome does this assessment suggest you take? – You might find more than one applies. Please also tell us why you have come to this decision?

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| **Outcome 1** |  | **No major change needed** – the EIA hasn’t identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken |
| **Outcome 2** |  | **Adjust the proposal** to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified? |
| **Outcome 3** |  | **Continue the proposal** despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are:* sufficient plans to stop or minimise the negative impact
* mitigating actions for any remaining negative impacts
* plans to monitor the actual impact.
 |
| **Outcome 4** |  | **Stop and rethink** the proposal when the EIA shows actual or potential unlawful discrimination |

Why did you come to this decision?

If you have decided on **Outcome 3**, then please tell us here the justification for continuing with the proposal. You also need to make sure that there are actions in the Mitigation Box to lessen the effect of the negative impact. This is so important and may face a legal challenge in the future.

**Outcome 3** has been chosen because although there is the potential for some negative impact or missed opportunities, the proposed changes are relatively minimal and most of the service is not impacted and will be able to deliver services for children, young people and families offsetting many if not all the risks that have been identified. This will be especially so where all mitigations that are already in place or can be put in place either continue to be implemented or will be implemented going forward.

Many of the risks are offset by having an experienced and very knowledgeable staff group who are very aware of equality, diversity and inclusion and these are also discussed regularly in team meetings, 1:1 and GPC meetings.

The three deleted Escort Officer job roles has been transferred to social care who already have a commissioned contract with a local taxi provider to deliver 100% of this service.

The two remaining FTE CSA’s will absorb all work Grade D duties and responsibilities.

Service users will not be affected by this proposal.

If you have decided on **Outcome 4** then if the proposal continues, without any mitigating actions, it may be likely that we will face a legal challenge and possibly a Judicial Review on the process - it is so important that the equality impact assessment is done thoroughly, as this is what the Judge will consider

**Appendix 1**

**Equality impact assessment form– please read this section first before you do the assessment**

This is our equality impact assessment form to help you equality check what you are doing when you are about to produce a new policy, review an older one, write a strategy or plan or review your services and functions. In fact, you need to do an equality impact assessment whenever a decision is needed about our services and functions that affects people and **before** that decision is made. This also includes quick Covid 19 related decisions.

We use the term ‘policy’ as shorthand on this form for the full range of policies, practices, plans, reviews, activities and procedures.

Policies will usually fall into three main categories…

* Organisational policies and functions, such as recruitment, complaints procedures, re-structures.
* Key decisions such as allocating funding to voluntary organisations, budget setting.
* Policies that set criteria or guidelines for others to use, such as criteria about school admissions, procurement methods, disabled facilities grants, on street parking bays.

So why do we need to do equality impact assessments? Although the law does not require us to do them now, the courts still place significant weight on the existence of some form of documentary evidence of compliance with the **Public Sector Equality Duty** when determining judicial review cases. This method helps us to make our decisions fairly, taking into account any equality implications, so yes we still need to complete them.

The Public Sector Equality Duty is part of the Equality Act 2010 and this Duty requires us as a public body to have ‘**due regard’** to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a ‘**relevant protected characteristic’** and people who don’t. The nine protected characteristics are age, disability, gender identity, marriage and civil partnership, pregnancy and maternity, race religion and belief, sex and sexual orientation.

Having ‘due regard’ means:

* removing or minimising disadvantages suffered by people due to their protected characteristics
* taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people
* encouraging people with certain protected characteristics to participate in public life or in other activities where the participation is disproportionately low.

**Assessing Socio-Economic Duty (SED) as part of the EIA**

The Council agreed to voluntarily implement the Socio-Economic Duty alongside our Public Sector Equality Duty categories in May 2022.

We have added a section to this impact assessment template on the Socio-Economic Duty) to make sure we actively consider how our decisions can contribute to reducing inequalities resulting from socio-economic disadvantage.

Areas to actively consider in the decision-making process when assessing the SED include thinking about:

* what are the
* intended aims and/or outcomes of the policy or decision being made?
* whether the assessment of the duty taking place is through all stages of development?
* whether there a particular socio-economic impact for certain groups?
* how people in communities can have an active say in the decision-making process
* whether the policy/decision actively can contribute to reducing inequality outcomes?
* considering how you can engage with people with lived experience of SED?
* collecting and actively considering evidence and stories of residents’ lived experiences in implementing the SED. You can get more information on the [corporate insight](https://derby4.sharepoint.com/sites/PolicyandInsight/Policy%20and%20Insight%20Report%20Library/Forms/AllItems.aspx?id=%2Fsites%2FPolicyandInsight%2FPolicy%20and%20Insight%20Report%20Library%2FCorporate%20Insight&p=true&ga=1) pages on SharePoint.

When you consider the SED you need to identify if the decision requires analysis of socio-economic factors such as:

* people who live in deprived areas
* households with low income
* people who are in low paid employment
* people who are homeless or are at risk or homelessness
* people who face barriers to employment such as low levels of educational attainment
* people who are or have been care experienced
* people who care for others
* people who face multiple deprivation through a combination of these factors

This completed form should be attached to any Corporate Leadership, Senior Leadership, Cabinet or Personnel Committee report to help decision makers take the equality implications into account when they make the decision. Equality impact assessments **must be done before** decisions are made.

You’ll find that completing these assessments will help you to:

* understand your customers’ and communities needs
* develop service improvements
* improve service satisfaction
* demonstrate that you have been fair and open and considered equality when working on re-structuring
* make sure you pay due regard to the requirements of the Public Sector Equality Duty.

Unless this is a quick Covid 19 decision, don’t do the form by yourself. Get a small team together and make sure you include key people in the team such as representatives from our Equality Hubs and Forums and employee networks and you could invite trade union representatives too – the more knowledge around the table the better. You also need to decide how and who you will consult with to help inform the equality impact assessment. Our Lead on Equality and Diversity can help with useful contacts – we have a team of people who are used to doing these assessments and can help with information on barriers facing particular groups and remedies to overcome these barriers.

You’ll need to pull together all the information you can about how what you are assessing affects different groups of people and then examine this information to check whether some people will be negatively or positively affected. Then you’ll need to look at ways of lessening any negative effects or making the service more accessible – this is where your assessment team is very useful and you can also use the wider community. Against every negative impact you will need to complete the mitigation section to explain how you will lessen the impact.

Agree an equality action plan with your assessment team, setting targets for dealing with any negative effects or gaps in information you may have found. Set up a way of monitoring these actions to make sure they are done and include them in your service business plans.

Remember, we need to complete these assessments as part of our everyday business, so we get our equality responsibilities right and stay within the law – Equality Act 2010. If in doubt – it’s better and safer to do an Equality Impact Assessment than not to bother! You never know when we may get a legal challenge and someone applies for Judicial Review.

When you have completed the assessment, get it signed by your Head of Service or Service Director and **send it to our Lead on Equality and Diversity for checking and to publish on our website.** It is a public document so must not contain any jargon and must be easy to understand.

**Contact for help**

Ann Webster – Lead on Equality and Diversity

ann.webster@derby.gov.uk

Tel 01332 643722 mobile 07812301144 Relay UK 18001 01332 643722

[Sign Language Service](https://www.derby.gov.uk/signing-service/)

Shelley Harrod – Policy and Consultation Manager

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Tel 01332 640995 Relay UK 18001 01332 640995

[Sign Language Service](https://www.derby.gov.uk/signing-service/)

We can give you this information in any other way, style or language that will help you access it. Please contact us on **01332 643722, 07812301144** or **derby.gov.uk/signing-service/**

**Punjabi**

ਇਹ ਜਾਣਕਾਰੀ ਅਸੀਂ ਤੁਹਾਨੂੰ ਕਿਸੇ ਵੀ ਹੋਰ ਤਰੀਕੇ ਨਾਲ, ਕਿਸੇ ਵੀ ਹੋਰ ਰੂਪ ਜਾਂ ਬੋਲੀ ਵਿੱਚ ਦੇ ਸਕਦੇ ਹਾਂ, ਜਿਹੜੀ ਇਸ ਤੱਕ ਪਹੁੰਚ ਕਰਨ ਵਿੱਚ ਤੁਹਾਡੀ ਸਹਾਇਤਾ ਕਰ ਸਕਦੀ ਹੋਵੇ। ਕਿਰਪਾ ਕਰਕੇ ਸਾਡੇ ਨਾਲ ਇੱਥੇ ਸੰਪਰਕ ਕਰੋ: **01332 64XXXX** ਜਾਂ [**derby.gov.uk/signing-service/**](https://m365.eu.vadesecure.com/safeproxy/v4?f=cz0ZWu24j28Vl3BzVuSdCoMCDHCpL9JaioWisQGi8S3bCtXk5W_yq3A1dfyVYoVx&i=PzsE2Gw3YTbfFz6VRd0Fp7PxwveHyJEAnSRCrEBoAvjp2JnIw93iHpjapoZiIAzMglI-pzPfWmh3zAXeaCy-cA&k=eT2K&r=WEhxufS7rROOSKWC-Ni-ndX3MbR3jmgif-yU_rjLBEeXieKDl9GVjsBYwsEYj00cS2TOCi-p9sppx0CalkJbVw&s=276a2020258c8586ddb25bb54ee75c8fa638b7e241f542e2eb47998ae5359519&u=http%3A%2F%2Fwww.derby.gov.uk%2Fsigning-service%2F)

**Polish**

Aby ułatwić Państwu dostęp do tych informacji, możemy je Państwu przekazać w innym formacie, stylu lub języku. Prosimy o kontakt: **01332 64XXXX** lub [**derby.gov.uk/signing-service/**](http://www.derby.gov.uk/signing-service/)

**Slovak**
Túto informáciu vám môžeme poskytnúť iným spôsobom, štýlom alebo v inom jazyku, ktorý vám pomôže k jej sprístupneniu. Prosím, kontaktujte nás na tel. č.: **01332 64XXXX** alebo na stránke [**derby.gov.uk/signing-service/**](http://www.derby.gov.uk/signing-service/)

**Urdu**

یہ معلومات ہم آپ کو کسی دیگر ایسے طریقے، انداز اور زبان میں مہیا کر سکتے ہیں جو اس تک رسائی میں آپ کی مدد کرے۔ براہ کرم **640000 01332**  یا **derby.gov.uk/signing-service/** پر ہم سے رابطہ کریں