

Equality Impact Relevance Check

This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required.

What is the proposal?

Name of proposal:	Directorate Transformation and Redesign (S14)
Directorate and Service Area	Economy and Place
Please outline the proposal: redesign to align to County Plan objectives	Directorate transformation and
What savings will this proposal achieve?	£ 650k
Name of Lead Officer:	Richard Ball

Could your proposal impact citizens with protected characteristics?

(This includes service users and the wider community)

Please outline where there may be significant opportunities or positive impacts, and for whom.

Not applicable

Please outline where there may be significant negative impacts and for whom.

Not applicable

Could your proposal impact staff with protected characteristics?

Please outline where there may be significant opportunities or positive impacts, and for whom.

Not applicable. The redesign process will follow the Council's relevant HR policies and all aspects of the equality and diversity policy, including consultation with staff.

Please outline where there may be negative impacts and for whom.

Not applicable. The redesign process will follow the Council's relevant HR policies and all aspects of the equality and diversity policy, including consultation with staff.

Is a full Equality Impact Assessment required?

Does the proposal have the potential to impact on people with protected characteristics in the following ways:

- Access to or participation in a service
- Levels of representation in our workforce? or
- Reducing quality of life (i.e. health, education, standard of living)?

Please indicate yes or no.

If the answer is yes then a full impact assessment must be carried out.

If the answer is no, please provide a justification.

Yes. The redesign process will follow the Council's relevant HR policies and all aspects of the equality and diversity policy with a full Equality Impact Assessment as required, including consultation with staff.

Director sign off:

Name:

Richard Ball

Position:

Director Economy and Place

Date:

30 January 2021