

EQUALITY IMPACT ASSESSMENT

TITLE: Senior Management Restructure

VERSION CONTROL

Date	Version	Author	Description of Changes
26.05.21	1	Sara Duncalf	

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CHESHIRE EAST COUNCIL - EQUALITY IMPACT ASSESSMENT

Stage 1 Description: Fact finding (about your policy / service / service)

Department	People Directorate		Lead officer responsible for assessment		Sara Barker	
Service	Children’s and Adults		Other members of team undertaking assessment		Sara Duncalf	
Date	26/05/21		Version 1			
Type of document (mark as appropriate)	Strategy	Plan	Function	Policy	Procedure	Service
Is this a new/ existing/ revision of an existing document (please mark as appropriate)	New		Existing		Revision	
Title and subject of the impact assessment (include a brief description of the aims, outcomes, operational issues as appropriate and how it fits in with the wider aims of the organisation) Please attach a copy of the strategy/ plan/ function/ policy/ procedure/ service	<p>The proposed Senior Management Restructure followed the resignation of the Executive Director People and the Strategic Director Adult Social Care and Health in early 2021. There has been the opportunity to restructure, in order to ensure that the Council is fit for purpose to deliver the Corporate Plan and has the capacity to deal with strategic matters relating to important services within Children’s and Adults.</p> <p>The final draft proposals recommend the deletion of the currently vacant posts of the Executive Director People and the Strategic Director Adult Social Care and Health and create to new Executive Director posts – Children’s Services and Adults, Health and Integration.</p> <p>An equality impact assessment is required to assess the impact of the proposed permanent changes to the Senior Management Structure.</p>					
Who are the main stakeholders and have they been engaged with? (e.g. general public, employees, Councillors, partners, specific audiences, residents)	<p>Chief Executive, Corporate Policy Committee, Full Council, the affected staff group (Director of Adult Social Care, Director of Commissioning, Director of Public Health, Public Sector Transformation Programme Director, Director of Education and 14-19 Skills, Director of Children’s Social Care. Director of Prevention and Early Help), Trade Unions, HR , Legal and Finance</p> <p>Consultation with the affected staff group, the Chief Executive, HR and Trade Unions has been ongoing.</p>					
What consultation method(s) did	There has been a formal consultation of 30 days with the affected staff group and the trade unions. This has					

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you use?	comprised of a group staff/trade union meeting and individual consultation meetings, a consultation document with supporting information in respect of job description and current / proposed management structure charts. Feedback on the proposals were invited which has informed the final proposed structure. A group meeting will take place on 28 May 2021 to brief the affected staff and trade unions on the final proposed structure which will be presented to Corporate Policy Committee on 8 June 2021 and Full Council on 22 June 2021.
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Stage 2 Initial Screening

Who is affected and what evidence have you considered to arrive at this analysis? (This may or may not include the stakeholders listed above)	<p>Director of Adult Social Care Director of Commissioning Director of Public Health Public Sector Transformation Programme Director Director of Education and 14-19 Skills Director of Children's Social Care Director of Prevention and Early Help</p>
Who is intended to benefit and how?	<p>The two posts that are proposed for deletion – Executive Director Place and Strategic Director for Adult Social Care and Health – are currently vacant following the resignation of the previous post-holders.</p> <p>Employees are not at the risk of redundancy.</p> <p>Employees will not suffer any financial detriment</p>
Could there be a different impact or outcome for some groups?	No
Does it include making decisions based on individual characteristics, needs or circumstances?	No
Are relations between different groups or communities likely to be affected? (eg will it favour one particular	No

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group or deny opportunities for others?)								
Is there any specific targeted action to promote equality? Is there a history of unequal outcomes (do you have enough evidence to prove otherwise)?	No							
Is there an actual or potential negative impact on these specific characteristics? (Please tick)								
Age	Y	N	Marriage & civil partnership	Y	N	Religion & belief	Y	N
Disability	Y	N	Pregnancy & maternity	Y	N	Sex	Y	N
Gender reassignment	Y	N	Race	Y	N	Sexual orientation	Y	N
<p>What evidence do you have to support your findings? (quantitative and qualitative) Please provide additional information that you wish to include as appendices to this document, i.e., graphs, tables, charts</p> <p>The two posts that are proposed for deletion – Executive Director Place and Strategic Director for Adult Social Care and Health – are currently vacant following the resignation of the previous post-holders. There is therefore no potential negative impact in respect of the deletion of the posts.</p> <p>Two new posts will be created and open to a competitive interview process which will be open to suitably qualified and experienced internal and external applicants.</p> <p>The affected staff group job roles remain unchanged except for their reporting line from the Executive Director People to</p> <p>Reporting to the Executive Director Adults, Health and Integration Director of Adult Social Care Director of Commissioning Director of Public Health Public Sector Transformation Programme Director</p> <p>Reporting to the Executive Director Children’s Services Director of Education and 14-19 Skills Director of Children’s Social Care Director of Prevention and Early Help</p>								<p>Consultation/ involvement carried out</p>

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		Yes	No
Age	<i>Does this service provide any impact for different age groups? If so what is this?</i>		
Disability	<i>Does this service provide any impact for disabilities? If so what is this?</i>		
Gender reassignment	<i>Does this service provide any impact for those who have undergone gender reassignment? If so what is this?</i>		
Marriage & civil partnership	<i>Does this service provide any impact for people who are married or have a civil partner?</i>		
Pregnancy & maternity	<i>Does this service provide any impact for women who are pregnant or on maternity leave?</i>		
Race	<i>Does this service provide any impact for people from a particular race? If so what is this?</i>		
Religion & belief	<i>Does this service provide any impact for people from different faith groups? If so what is this?</i>		
Sex	<i>Does this service provide any impact for men or women? If so what is this?</i>		
Sexual orientation	<i>Does this service provide any impact for people who are gay, lesbian etc.? If so what is this?</i>		
Proceed to full impact assessment? (Please tick)	Yes	No	Date
Lead officer sign off		Date	
Head of service sign off		Date	

If yes, please proceed to Stage 3. If no, please publish the initial screening as part of the suite of documents relating to this issue

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Stage 3 Identifying impacts and evidence

This section identifies if there are impacts on equality, diversity and cohesion, what evidence there is to support the conclusion and what further action is needed

Protected characteristics	<p>Is the policy (function etc....) likely to have an adverse impact on any of the groups?</p> <p>Please include evidence (qualitative & quantitative) and consultations</p> <p>List what negative impacts were recorded in Stage 1 (Initial Assessment).</p>	<p>Are there any positive impacts of the policy (function etc....) on any of the groups?</p> <p>Please include evidence (qualitative & quantitative) and consultations</p> <p>List what positive impacts were recorded in Stage 1 (Initial Assessment).</p>	<p>Please rate the impact taking into account any measures already in place to reduce the impacts identified</p> <p>High: Significant potential impact; history of complaints; no mitigating measures in place; need for consultation</p> <p>Medium: Some potential impact; some mitigating measures in place, lack of evidence to show effectiveness of measures</p> <p>Low: Little/no identified impacts; heavily legislation-led; limited public facing aspect</p>	<p>Further action (only an outline needs to be included here. A full action plan can be included at Section 4)</p> <p>Once you have assessed the impact of a policy/service, it is important to identify options and alternatives to reduce or eliminate any negative impact. Options considered could be adapting the policy or service, changing the way in which it is implemented or introducing balancing measures to reduce any negative impact. When considering each option you should think about how it will reduce any negative impact, how it might impact on other groups and how it might impact on relationships between groups and overall issues around community cohesion. You should clearly demonstrate how you have considered various options and the impact of these. You must have a detailed rationale behind decisions and a justification for those alternatives that have not been accepted.</p>
Age				
Disability				
Gender reassignment				
Marriage & civil partnership				
Pregnancy and				

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maternity				
Race				
Religion & belief				
Sex				
Sexual orientation				
<p>Is this change due to be carried out wholly or partly by other providers? If yes, please indicate how you have ensured that the partner organisation complies with equality legislation (e.g. tendering, awards process, contract, monitoring and performance measures)</p>				

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Stage 4 Review and Conclusion

Summary: provide a brief overview including impact, changes, improvement, any gaps in evidence and additional data that is needed			
Specific actions to be taken to reduce, justify or remove any adverse impacts	How will this be monitored?	Officer responsible	Target date
Please provide details and link to full action plan for actions			
When will this assessment be reviewed?			
Are there any additional assessments that need to be undertaken in relation to this assessment?			
Lead officer sign off		Date	
Lorraine O'Donnell			
Human Resources sign off		Date	
Sara Barker			

Please publish this completed EIA form on the relevant section of the Cheshire East website