

## Enfield Equality Impact Assessment (EqIA)

### Introduction

The purpose of an Equality Impact Assessment (EqIA) is to help Enfield Council make sure it does not discriminate against service users, residents and staff, and that we promote equality where possible. Completing the assessment is a way to make sure everyone involved in a decision or activity thinks carefully about the likely impact of their work and that we take appropriate action in response to this analysis.

The EqIA provides a way to systematically assess and record the likely equality impact of an activity, policy, strategy, budget change or any other decision.

The assessment helps us to focus on the impact on people who share one of the different nine protected characteristics as defined by the Equality Act 2010 as well as on people who are disadvantaged due to socio-economic factors. The assessment involves anticipating the consequences of the activity or decision on different groups of people and making sure that:

- unlawful discrimination is eliminated
- opportunities for advancing equal opportunities are maximised
- opportunities for fostering good relations are maximised.

The EqIA is carried out by completing this form. To complete it you will need to:

- use local or national research which relates to how the activity/ policy/ strategy/ budget change or decision being made may impact on different people in different ways based on their protected characteristic or socio-economic status;
- where possible, analyse any equality data we have on the people in Enfield who will be affected e.g. equality data on service users and/or equality data on the Enfield population;
- refer to the engagement and/ or consultation you have carried out with stakeholders, including the community and/or voluntary and community sector groups and consider what this engagement showed us about the likely impact of the activity/ policy/ strategy/ budget change or decision on different groups.

The results of the EqIA should be used to inform the proposal/ recommended decision and changes should be made to the proposal/ recommended decision as a result of the assessment where required. Any ongoing/ future mitigating actions required should be set out in the action plan at the end of the assessment.

**The completed EqIA should be included as an appendix to relevant EMT/ Delegated Authority/ Cabinet/ Council reports regarding the service activity/ policy/ strategy/ budget change/ decision. Decision-makers should be confident that a robust EqIA has taken place, that any necessary mitigating action has been taken and that there are robust arrangements in place to ensure any necessary ongoing actions are delivered.**

## SECTION 1 – Equality Analysis Details

<b>Title of service activity / policy/ strategy/ budget change/ decision that you are assessing</b>	<b>PMO restructure</b>
<b>Lead officer(s) name(s) and contact details</b>	<b>Peter George</b>
<b>Team/ Department</b>	<b>Meridian Water - Development, Place</b>
<b>Executive Director</b>	<b>Sarah Cary</b>
<b>Cabinet Member</b>	<b>Cllr Caliskan</b>
<b>Date of EqIA completion</b>	<b>Jan/Feb 2023</b>

## SECTION 2 – Summary of Proposal

Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision

**Please summarise briefly:**

What is the proposed decision or change?

What are the reasons for the decision or change?

What outcomes are you hoping to achieve from this change?

Who will be impacted by the project or change - staff, service users, or the wider community?

The Meridian Water Programme Team has successfully managed multiple work streams to get this high-profile project on-site and in a good position to meet the challenging objectives of the delivery of 10,000 homes and 6,000 jobs in addition to major infrastructure works including improved rail, roads and bridges benefitting the Borough as a whole and in particular the highly deprived Wards of Upper Edmonton, Lower Edmonton and Edmonton Green.

As the project is now moving to the next stage, many of the initial workstreams are coming to an end, this coupled with the need to make significant financial savings has meant that a reorganisation and restructure of the team is needed.

The move of Strategic Property Services into the Director of Development's remit has highlighted the duplication of some functions across this and the Meridian Water Programme including site and lease management.

This proposal is to reorganise the department with 4 teams blending into 1 clearly

defined functional workstream that aligns to the programme aims, is fit for purpose, provides stable leadership, strong staff engagement and support, and increases operating efficiencies along with the quality of the department's outcomes.

The Placemaking and Regeneration Teams have delivered on their key objectives with outputs including the Masterplan, Supplementary Plan, a high focus on sustainability, Land Assembly engagement, a wealth of Meanwhile activity and the launch of the Skills Academy.

The summary of establishment changes are:

- 17 posts are unchanged
- 28 posts are deleted of which 16 are vacant.
- There are 12 posts that have postholders who are therefore at risk
- 2 posts can be recruited for via a competitive assimilation interview process
  - 2x Principal Regeneration Officer (PO2)
  - Following a competitive process, 4x eligible PO2 officers will assimilate to these two roles as the PO2 job description is generic.
- The remaining individuals will then join the other 8 displaced postholders leaving 10 officers potentially at risk
- There is 1 new role being created shown below in the proposed structure which all displaced postholders could apply for via an open ringfence, assimilation does not apply due to the nature of the role / grade:
  - 1 x Urban Design Officer, PO1

## SECTION 3 – Equality Analysis

This section asks you to consider the potential differential impact of the proposed decision or change on different protected characteristics, and what mitigating actions should be taken to avoid or counteract any negative impact.

According to the Equality Act 2010, protected characteristics are aspects of a person's identity that make them who they are. The law defines 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment.
4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

At Enfield Council, we also consider socio-economic status as an additional characteristic.

“Differential impact” means that people of a particular protected characteristic (e.g. people of a particular age, people with a disability, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts, and, where possible, provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one of the following protected characteristics.

## Age

This can refer to people of a specific age e.g. 18-year olds, or age range e.g. 0-18 year olds.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g. older or younger people)?

Please provide evidence to explain why this group may be particularly affected.

Age band	16-24	25-34	35-44	45-54	55-64	65+
Number	0	2	4	2	4	

All staff will be supported to apply for roles in the new structure, including appropriate support, training & guidance.

## Mitigating actions to be taken

- Provide appropriate training and support for staff at different stages of their career to support them to successfully apply for alternative roles in the new structure or elsewhere within the Council.

## Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include:

Physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people with disabilities?

Please provide evidence to explain why this group may be particularly affected.

One officer has declared a disability. One officer has refused to make a declaration.

Reasonable adjustments will be made to ensure that any officers will not be disadvantaged during the consultation and implementation and any ring-fencing /recruitment process.

In addition, it is recognised that a restructure can increase anxiety and stress, and staff should be offered appropriate support.

#### Mitigating actions to be taken

- Any additional support and reasonable adjustments will be discussed with made in consultation with staff who have declared a disability, or declare a disability during this process
- Staff will be reminded that the EAP service is available
- DSE and risk assessments should be completed for all staff remaining in the service when the new structure is implemented

#### Gender Reassignment

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on transgender people?

Please provide evidence to explain why this group may be particularly affected.

No declaration has been made within the affected population.

Should a member of the team make a disclosure, they will be appropriately supported in line with Council policy and best practice.

#### Mitigating actions to be taken

- Any member of the team will be supported if they are proposing to undergo, are undergoing, or have undergone a process of gender reassignment.

#### Marriage and Civil Partnership

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people in a marriage or civil partnership?

Please provide evidence to explain why this group may be particularly affected

All staff will be supported to apply for roles in the new service regarding of their personal circumstances.

**Mitigating actions to be taken**

- Any member of the team will be supported regardless of personal circumstances

**Pregnancy and maternity**

Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on pregnancy and maternity?

Please provide evidence to explain why this group may be particularly affected

At the time of preparing this EqIA no officers within the affected population are pregnant or on maternity leave

**Mitigating actions to be taken**

- N/A

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**Race**

This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people of a certain race?

Please provide evidence to explain why this group may be particularly affected

Please note SAP ethnicity classification data has been updated, some differences in classification are shown.

DRAFT



Indian or British Indian		1
Pakistani, British Pakistani		1
<b>A) White</b>		
A1 – English/Welsh/Scottish/Northern Irish/British	4	
A2 - Irish		
A3 – Gypsy or Irish Traveller		
A4 - Roma		
<b>Other White Backgrounds</b>		
A5 - Greek		
A6 - Greek Cypriot		
A7 - Turkish		
A8 - Turkish Cypriot	1	
A9 - Kurdish		
A10 - Albanian		
A11 - Polish		
A12 – Any other White Background, please provide here:		
<b>B – Mixed/Multiple Ethnic Groups</b>		
B1 – White and Black Caribbean		
B2 – White and Black African	1	
B3 – White and Asian		
B4 – Any other Mixed/Multiple ethnic background, please provide here:		
<b>C) Asian/Asian British</b>		
C1 – Indian		
C2 – Pakistani		
C3 – Bangladeshi		
C4 – Sri Lankan		
C5 – Chinese		
C6 - Any other Asian background, please provide here:		
<b>D) Black African, Caribbean or Black British:</b>		
D1 – Caribbean		
D2 – African		1
D3 – Any other Black, Black British, African or Caribbean background, please provide here: 1		
<b>E) Other Ethnic Group</b>		
E1 – Arab		
E2 – Any other Ethnic Group please provide here:		
<b>F) Prefer not to Say</b>		
I don't not wish to state my ethnic origin		2
<p>The profile indicates a range of ethnicities within the affected population.</p> <p>All staff will be supported through the restructure process and the approach will seek to minimise job losses and redundancies.</p>		
<b>Mitigating actions to be taken</b>		
<ul style="list-style-type: none"> <li>As above, all staff will be supported through the restructure process and we will seek to minimise job losses and redundancies</li> </ul>		

**Religion and belief**

Religion refers to a person's faith (e.g. Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who follow a religion or belief, including lack of belief?

Please provide evidence to explain why this group may be particularly affected.

No data has been declared in relation to this sub-heading and no direct impact identified in this restructure.

All staff will be supported to apply for roles in the new service regarding of their personal circumstances, religion and belief.

**Mitigating actions to be taken**

- Any member of the team will be supported regardless of any personal circumstances relating to this PC

**Sex**

Sex refers to whether you are a man or woman.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on men or women?

Please provide evidence to explain why this group may be particularly affected.

Gender	Male	Female
Number	6	6

The gender breakdown for the affected population is balanced.

All staff will be supported through the restructure process and the approach will seek to minimise job losses and redundancies.

#### Mitigating actions to be taken

- As above, all staff will be supported through the restructure process and we will seek to minimise job losses and redundancies

#### Sexual Orientation

This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with a particular sexual orientation?

Please provide evidence to explain why this group may be particularly affected.

No data has been declared in relation to this sub-heading and no direct impact identified in this restructure.

All staff will be supported to apply for roles in the new service regardless of their personal circumstances and sexual orientation.

#### Mitigating actions to be taken

- any member of the team will be supported regardless of any personal circumstances relating to this PC

#### Socio-economic deprivation

This refers to people who are disadvantaged due to socio-economic factors e.g. unemployment, low income, low academic qualifications or living in a deprived area, social housing or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

Please provide evidence to explain why this group may be particularly affected.

There is no data to support this sub-heading and no direct impact identified in this restructure.

All staff will be supported to apply for roles in the new service regardless of their personal circumstances.

**Mitigating actions to be taken.**

- Any member of the team will be supported regardless of any personal circumstances relating to this PC.

## SECTION 4 – Monitoring and Review

How do you intend to monitor and review the effects of this proposal?

Who will be responsible for assessing the effects of this proposal?

The workforce profile will be reviewed at difference stages of the consultation and implementation of the agreed new structure to ensure staff are treated equally and fairly and there is no detrimental impact on any member of the team in relation to any of the protected characteristics.

This will be reviewed by the Director - Development.

## SECTION 5 – Action Plan for Mitigating Actions.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments
Support required during restructure process	Additional support to be implemented tailored to individual needs. Assessed via face to face meetings during consultation process.	Director Heads of Service Operational Managers HR Team	On-going	No additional costs identified currently	<b>On-going</b>
Declared disabilities	Additional support to be implemented tailored to individual needs	Director Heads of Service Operational Managers HR Team	On-going	No additional costs identified currently	<b>On-going</b>
Redeployment Support	<ul style="list-style-type: none"> <li>-Early access and support for redeployment opportunities</li> <li>-Support on job searches</li> <li>-iLearn Courses</li> <li>-Support from Matrix : outplacement support programme providing face to face specialist support on :</li> <li>-CV Creation</li> </ul>	Director Heads of Service Operational Managers HR Team People Development Team			

	<ul style="list-style-type: none"> <li>-Introduction to LinkedIn</li> <li>-Interview Support</li> </ul>				
Anxiety and stress may arise as a result of the proposals	<p>Reasonable adjustments to be made as appropriate</p> <p>Wellbeing support available via : EAP MH 1<sup>st</sup> aiders MIND</p>	<p>Director</p> <p>Head of Service</p> <p>Operational Managers</p> <p>HR Team</p> <p>People Development Team</p>			
Other support	Pension advice/guidance	Exchequer Services			