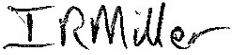


Equality Impact Assessment – Screening

The purpose of an Equality Impact Assessment is to ensure the Council:

- does not discriminate in the way it provides services and employment
- fulfils its duties as set out by the Equality Act 2010
- where possible, it does all it can to promote equality and good relations between different groups

| | | | |
|--|--|---|-----|
| Name of service/policy/project being assessed | Management Review | Is this a new or existing service/policy/project? | New |
| Directorate | Council wide | | |
| Officers responsible for: a) Service/policy/project b) Completing EIA | Ian Miller, Head of Paid Service | | |
| Date | 8 May 2021 | | |
| What is the purpose and expected outcomes/ | To undertake a Management Review in response to Council decision on 1 st March 2021 | | |
| Will there be any affect on other Council procedures or strategies e.g. Corporate Plan or the council's workforce? | Yes. Constitution will be reviewed. | | |
| Are there any statutory requirements or implications? | Employment Law The three Statutory Posts within the Council | | |
| Are there any other organisations/bodies involved? | West Midlands Employers – external consultancy support | | |
| Who are the main customer groups/stakeholders affected? | Corporate Leadership Team, Senior Managers | | |
| What information/statistics/evidence are you using? | Information about age profile and gender of current postholders. | | |

| What impact does the service/policy/project have on the nine protected characteristics as defined by the Equality Act 2010 – for definitions, please see overleaf. | |
|--|---|
| 1. Age | The proposals have greater adverse impact (as measured by loss of employment) on older staff. This arises purely from the personal characteristics of the senior managers who are the main focus of the review. It is not unusual for the most senior staff in any organisation to be older than other groups of staff. Conversely, the proposals could be said to have a beneficial impact for younger staff as several of them would have opportunities for advancement and progression in higher paid roles. |
| 2. Disability | No impact |
| 3. Gender Reassignment | No impact |
| 4. Marriage and Civil Partnership | No impact |
| 5. Pregnancy and Maternity | No impact |
| 6. Race | No impact |
| 7. Religion of belief | No impact |
| 8. Sex | The make-up of the Council's management is predominantly female, as has been demonstrated in successive years of gender pay gap reporting. 50% of the Corporate Leadership Team is female. The proposals to be considered by Council affect only members of CLT and will affect either all members of CLT or two women and one man. This reflects the posts that the individuals hold. |
| 9. Sexual Orientation | No impact |
| Other e.g. deprivation, health inequalities, urban/rural divide, community safety | None |
| Conclusion | Is a full assessment required? NO |
| Signed  | Date 8 May 2021 |

R. Simpson

Date 8 May 2021

Agreed

A full EqIA is required if the initial screening has identified the service/policy/project is going to have the potential to cause adverse impact or discriminate against different groups in the community or the Council's workforce.

Protected characteristics: definitions

Prior to the Equality Act 2010, there were 3 separate public sector equality duties covering race, disability and gender. The Equality Act 2010 replaced these with a new single equality duty covering the following protected characteristics:

Age – where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

Disability – a person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment – the process of transitioning from one gender to another.

Marriage and civil partnership – marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

Pregnancy and maternity – pregnancy is 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.

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

Religion and belief – religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism).

Sex – a man or a woman.

Sexual Orientation – whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.