

**Birmingham City Council - Equality Impact Assessment Budget Savings
Proposal 2020+**

Title of proposed EIA

DC015 20+ ITDS Organisation Structure Review (EQUA377)

EIA is in support of

Amended Service

Directorate

Digital and Customer Services

Service Area

Responsible Officer

Simon J Field

Purpose of proposal

Following the successful transition of the Capita Services into Birmingham City Council IT&D, and the associated merger with the Council' existing ICT staff, the structure will be reviewed to meet the needs, capacity and capability requirements of BCC

What sources of information/data have been used to produce the screening of this policy/proposal?

Employees

PLEASE ASSESS THE POTENTIAL IMPACT OF YOUR PROPOSAL ON THE FOLLOWING PROTECTED CHARACTERISTICS

Age

Currently a service redesign is being developed. At this point the exact details of staff impacted are still to be confirmed but once the proposed redesign is confirmed than the impact on any staff who could be seen to have this characteristic and be adversely impacted would be reviewed.

Disability

Currently a service redesign is being developed. At this point the exact details of staff impacted are still to be confirmed but once the proposed redesign is confirmed than the impact on any staff who could be seen to have this characteristic and be adversely impacted would be reviewed.

Sex

Currently a service redesign is being developed. At this point the exact details of staff impacted are still to be confirmed but once the proposed redesign is confirmed than the impact on any staff who could be seen to have this characteristic and be adversely impacted would be reviewed.

Gender Reassignment

Currently a service redesign is being developed. At this point the exact details of staff impacted are still to be confirmed but once the proposed redesign is confirmed than the impact on any staff who could be seen to have this characteristic and be adversely impacted would be reviewed.

Marriage and Civil Partnership

Currently a service redesign is being developed. At this point the exact details of staff impacted are still to be confirmed but once the proposed redesign is confirmed than the impact on any staff who

Pregnancy and Maternity

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Race

Currently a service redesign is being developed. At this point the exact details of staff impacted are still to be confirmed but once the proposed redesign is confirmed than the impact on any staff who could be seen to have this characteristic and be adversely impacted would be reviewed.

Religion or Beliefs

Currently a service redesign is being developed. At this point the exact details of staff impacted are still to be confirmed but once the proposed redesign is confirmed than the impact on any staff who could be seen to have this characteristic and be adversely impacted would be reviewed.

Sexual Orientation

Currently a service redesign is being developed. At this point the exact details of staff impacted are still to be confirmed but once the proposed redesign is confirmed than the impact on any staff who could be seen to have this characteristic and be adversely impacted would be reviewed.

Please indicate any actions arising from completing this intial screening exercise

This will need to be reviewed in more detail once the redesign has been confirmed and the people affected are known

Please indicate whether a full impact assessment is recommended

NO

If a full assessment is required please complete sections below:

What information/data has been collected to facilitate the assessment of this policy/proposal?

Any consultation analysis

Is there any adverse impact/s on any people with protected characteristics?

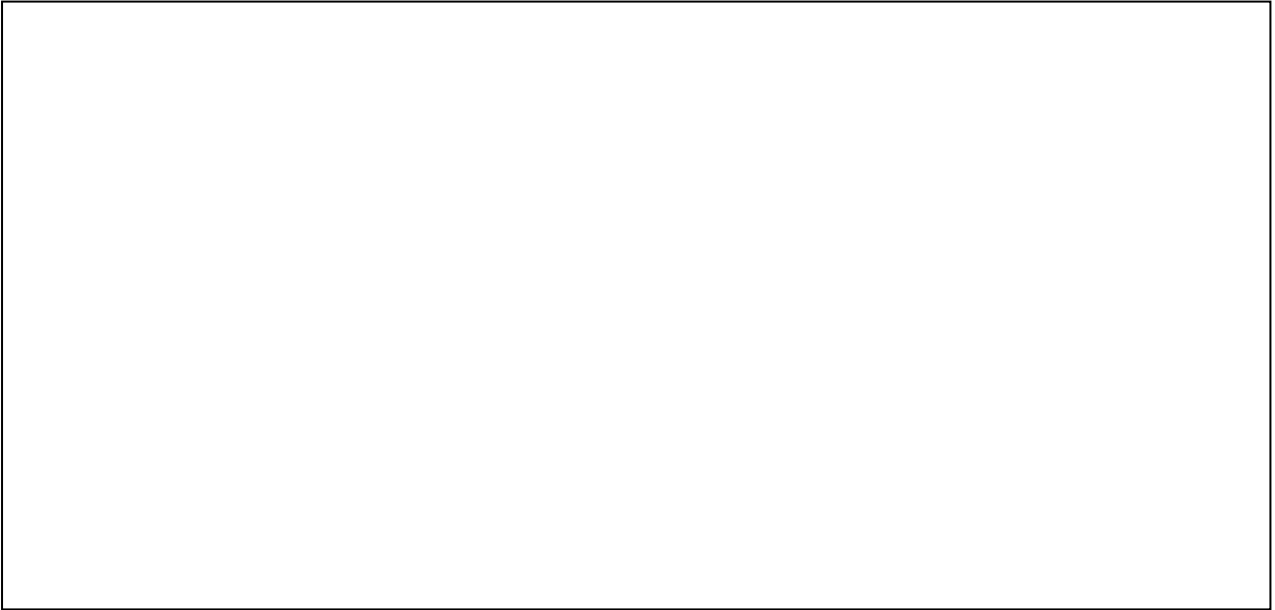
If yes, please explain your reasons for going ahead with your proposal?

Could the policy/proposal be modified to reduce or eliminate any adverse impact on any particular protected equality group(s)?

How will the effect(s) of this policy/proposal on equality be monitored?

What data is required in the future to ensure effective monitoring of this policy/proposal?

Consulted people or groups

A large, empty rectangular box with a thin black border, intended for listing consulted people or groups.

Informed people or groups

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Summary and evidence of findings from EIA

At this point it is too soon to fully assess the impact without knowing the staff group involved.

This EIA will be reviewed once this is better understood.

DATE: 11/10/2019

