

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

Title of proposed EIA

Birmingham Careers Service - staffing reduction
(EQUA407)

EIA is in support of

Amended Service

Directorate

Education and Skills

Service Area

Birmingham Careers Service

Responsible Officer

Kev Jones

Purpose of proposal

Small reduction of staffing

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

Statistical Database, contractual information and performance targets

Budget, staffing and income data

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

Age

Birmingham has a growing young population with high levels of unemployment amongst young people, a reduction in career support could have an adverse impact on young people. Although the initial assessment shows minimal impact on service delivery, any potential adverse equality impacts identified from the EIA process will be monitored to minimise any negative impacts.

Disability

Not Applicable

Sex

Not Applicable

Gender Reassignment

Not Applicable

Marriage and Civil Partnership

Not Applicable

Pregnancy and Maternity

Not Applicable

Race

Not Applicable

Religion or Beliefs

Not Applicable

Sexual Orientation

Not Applicable

Please indicate any actions arising from completing this intial screening exercise

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?

Staffing data; performance reports from the delivery of external programmes or current commitments and existing ways of delivering.

Any consultation analysis

This proposal formed part of the Council's Corporate Budget Consultation process.

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

There could be a minor impact on delivery to young people. However, existing plans are already in place to minimise any impact and it will be assessed as delivery continues.

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

Mitigations are already in place. The service has to successfully deliver its commitments to young people, and so this has been taken into account as part of this proposal.

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

NO

There will be very limited, if any, impact on groups with protected characteristics. This proposal will have a limited impact on services delivery, and the Head of Service has reviewed how resources are deployed and we will continue to deliver our commitments with a slightly reduced staffing base. We will reduce the service by 1 FTE (GR4) in one financial year and 1 FTE (GR4) in the next. No redundancies will be made.

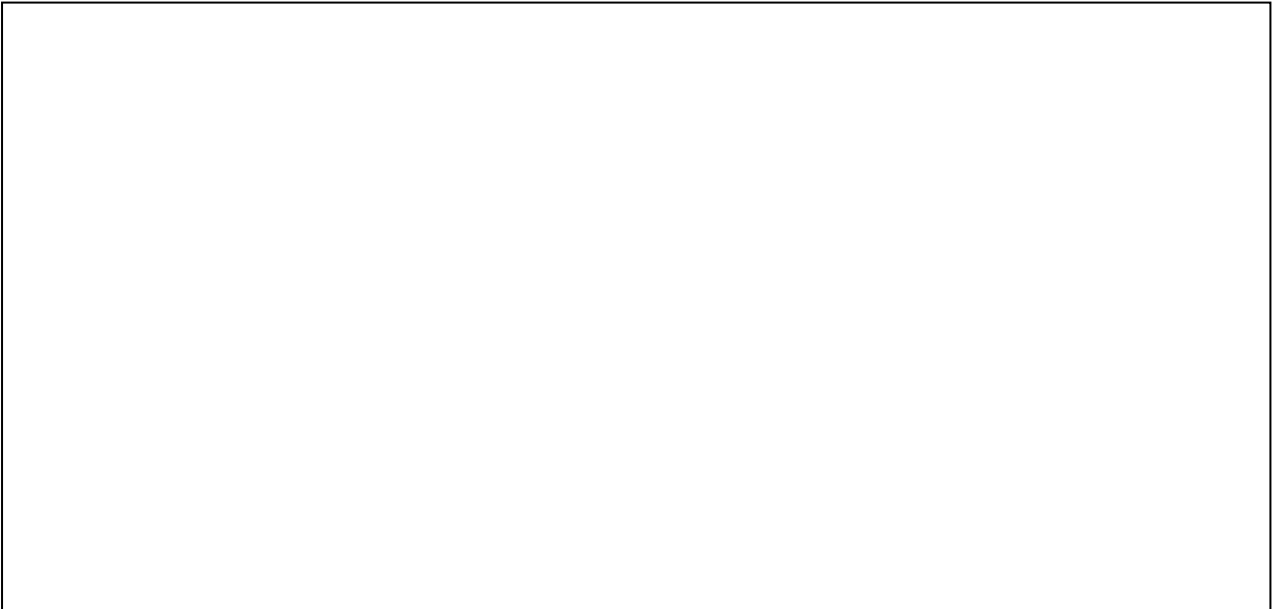
How will the effect(s) of this policy/proposal on equality be monitored?

The main activities of the team focus on the effective delivery of an externally funded programme. This programme has to be delivered in line with equality legislation. The effects of this proposal will therefore be monitored in line with our equality duties.

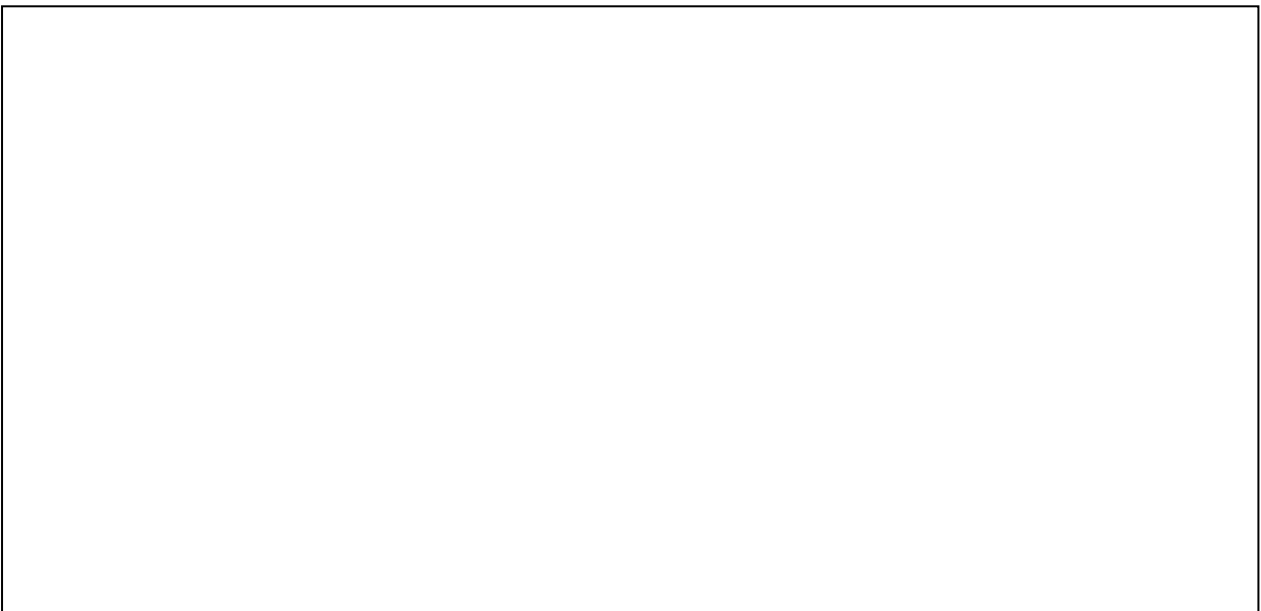
What data is required in the future to ensure effective monitoring of this policy/proposal?

Staffing information will show a small reduction in staffing numbers over the next two financial years.

Consulted people or groups

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Informed people or groups

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

Summary and evidence of findings from EIA

In looking at budget and staffing data a reduction of 1fte post by 2020 (GR4) and a further post at GR4 by April 2021 can be achieved with minimal impact on service delivery. This is a proposal that can be managed in house by re allocation of duties and slight amendments to the existing structures.

DATE: 11/10/2019

