

Equality Impact

Below is the proposed Equality Impact assessment in principle. Consultation will take place with protected groups to ensure compliance with equalities legislation. There is currently no baseline data available for agency workers hired by the Council. It is recognised that data for agency workers hired needs to be measured against the profile of Birmingham.

INITIAL SCREENING – STAGE 1 (See Guidance information)

As a public authority we need to ensure that our strategies, policies, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Full Equality Assessment is required.

Name of policy, strategy or function: Agency Gateway Team and the Temporary Agency Worker Framework Agreements	Ref:
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Responsible Officer: Sue Wait	Role: HR Business Partner
Directorate: Corporate Resources	Assessment Date:

Is this a:	Policy <input type="checkbox"/>	Strategy <input type="checkbox"/>	Function <input type="checkbox"/>	Service <input checked="" type="checkbox"/>
Is this:	New or Proposed <input type="checkbox"/>	Already exists and is being reviewed <input checked="" type="checkbox"/>	Is Changing <input type="checkbox"/>	

<p>1. What are the main aims, objectives of the policy, strategy, function or service and the intended outcomes and who is likely to benefit from it</p> <p>Aims: To award framework agreements for a variety of job categories for temporary agency workers.</p> <p>Objectives: To allow the Agency Gateway Team and hiring managers to engage agency workers from contracted suppliers on the Council's terms of business through process which promotes equality and limits potential for discrimination</p> <p>Outcomes: To ensure workers are hired at agreed rates from contracted suppliers, following internal approvals. To effectively govern agency usage and hire of agency workers in a fair and consistent way.</p> <p>Benefits: Maintain cost control and effective governance of agency hire.</p>
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<p>2. Explain how the main aims of the policy, strategy, function or service will demonstrate due regard to the aims of the General Duty?</p> <p>1. Eliminate discrimination, harassment and victimisation? <input checked="" type="checkbox"/></p> <p>2. Advance equality of opportunity? <input checked="" type="checkbox"/></p> <p>3. Foster good relations? <input checked="" type="checkbox"/></p> <p>4. Promote positive attitudes towards disabled people? <input checked="" type="checkbox"/></p>
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5. Encourage participation of disabled people?

6. Consider more favourable treatment of disabled people?

Advance Equality of Opportunity and Foster good relations

The framework agreements will allow the AGT to work with the supply chain to improve opportunities for citizens of Birmingham. All suppliers will be required to comply with the standards required by the West Midlands Common Standard for Equalities within 3 months of contract award. The framework agreements will enable the Council to promote temporary opportunities to local communities via the supply chain and hence foster good relations. As part of the contract mobilisation and ongoing performance management of suppliers, the AGT will work with the supply chain to improve information, to identify effective strategies to plug resourcing gaps and open up opportunities.

3. What does your current data tell you about who your policy, strategy, function or service may affect:

Service users Yes No

Employees Yes No

Wider community Yes No

Please provide an explanation for your 'Yes' or 'No' answer

Service Users: Agency workers who work with service users are no different to permanent employees in the tasks that they carry out under the jurisdiction of their hiring manager.

Employees and the Wider Community: No historical data held on equality profiles for agency workers, however, as part of the ongoing performance improvement and the new framework agreements, supplier agencies will be required to provide this data and how their recruitment data reflects the diverse population of Birmingham.

4. Are there any aspects of the policy, strategy, function or service, including how it is delivered, or accessed, that could contribute to inequality? (including direct or indirect discrimination to service users or employees)

Yes No

Please provide an explanation for your 'Yes' or 'No' answer

Appointment of the contract has been supported through the City Council procurement processes and an assessment to ensure that the contracted suppliers have appropriate Equality Codes of practice and are aware of Birmingham City Council's legal responsibilities for hiring temporary workers. All advertising, recruitment, vetting and selection processes will comply with legislation and the Council's requirements. These have been assessed as part of the tendering evaluations. Hiring managers will also be required to comply with City Council codes of practice.

Suppliers will be provided with a standard monitoring questionnaire which they will be required to present to candidates at the recruitment stage. This information can then be fed back via monthly MI.

The Council's contract conditions for the framework agreements included the requirement that the contractors must meet the standards required by the West Midlands Common Standard for Equalities, within 3 months from award of contract and may be subject to post-contract monitoring in respect of the West Midlands Common Standard for Equalities. The Council will assess the equality and environmental policies of the successful following the award of the contract.

5. Will the policy, strategy, function or service, have an adverse (negative) impact upon the lives of people, including employees and service users?

Yes

No

Please provide an explanation for your 'Yes' or 'No' answer

There is potential for there to be and adverse impact on protected groups if they are excluded in any way from being put forward by their agency for council positions. Consultation with various group representatives will required to establish how groups could be affected and any further mitigation required.

Current proposals for mitigation are::

- Consultation will take place on the policy and mitigation plans
- Work with the supply chain as part of the on-going contract management and performance management framework to improve any adverse impacts on protected groups
- Management information will be analysed to identify areas where improvements can be made.

The performance monitoring will help to improve areas where opportunities can be promoted to the wider community allowing the AGT to work with supplier agencies to ensure representation from across all diverse community groups. Many of the contracted supplier agencies already work closely with their local communities via their local Birmingham branch.

6. Is an Equality Assessment required?

If your answer to question 2 has identified potential adverse impact and you have answered '**yes**' to any of the following questions 3, 4, or 5, then you should carry out a Full Equality Assessment.

Does the Policy, Strategy, Function or Service require a Full Equality Assessment? **Yes** **No**

If a Full Equality Assessment is required, before proceeding you should discuss the scope of the assessment with service managers in your service area as well as the Directorate Contact Officer.

If a Full Equality Assessment is **Not** required, please sign the declaration and complete the Summary statement below, then forward a copy of the Initial Screening to your Directorate Contact Officer

If a Full Equality Assessment **Is** required, you will need to sign the declaration and complete the Summary statement below, detailing why the Policy, Strategy, Function or Service is moving to a Full Equality Assessment. Then continue with your Assessment

DECLARATION

A Full Equality Assessment not required, the Initial Screening has demonstrated that the Policy, Strategy, Function or Service is robust; there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.

Chairperson: Sue Wait

Summary statement: A full equality assessment is required and consultation will take place on the proposals to ensure that

Sign-off Date:

equalities issues are addressed and mitigation plans are put in place.

Quality check: The screening document has been checked using the agreed audit arrangements in the Directorate:

Name: (Officer/Group carrying out the Quality Check)

Date undertaken:

Screening review statement:

Directorate:

Contact number:

Equality Assessment Task Group Members

<u>Name</u>	<u>Role on Task Group</u>	<u>Contact Number</u>
□	(e.g. service user, manager or service specialist)	
1. Chairperson		
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		