

EQUALITY IMPACT ASSESSMENT

Neighbourhood Development and Support Unit (NDSU)
Proposed Management Restructure

Reference: EIA000354



EIA Form – About your EIA

Reference number	EIA000354
Date Submitted	06/02/2024
Subject of the EIA	Neighbourhood Development and Support Unit (NDSU) Proposed Management Restructure
Brief description of the policy, service or function covered by the EIA	There is a proposal to reduce management costs within NDSU by £100k to reflect the reduction in service offer from the team. Note the EIAs for the reduction in service offer is addressed through separate EIA (numbers 209 cease area based community development, 326 cease Neighbourhood co-ordination, 328 reduce the number of ward forum meetings). This EIA is specifically about reduction in management. A separate staffing EIA for the reduction in management has been produced as part of the consultation process with staff and Trade unions. The reduction in management capacity has no negative impact on service users with protected characteristics. The reduction in management is proportionate to the reduction in the service offer addressed in other proposals and EIAs
Equality Assessment is in support of...	["Amended function"]
How frequently will you review impact and mitigation measures identified in this EIA?	Annually
Due date of the first review	2025-04-25

Directorate, Division & Service Area

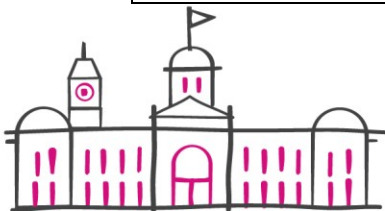
Which directorate(s) are responsible for this EIA?	["City Operations"]
Division	Neighbourhoods
Service area	Neighbourhoods
Budget Saving	Yes

Officers

What is the responsible officer's email address?	Chris Jordan
What is the accountable officer's email address?	Craig Cooper

Data Sources

Data sources	["Knowledge of the functions that remain"]
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Data source details	This proposal is a reduction in management. With a reduction in work activity and through engagement with staff and unions it is believed this can be delivered without any impact on service provision to residents
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Protected Characteristics

Protected Characteristic – Age

Does this proposal impact people due to their age as per the Equality Act 2010?	No
What age groups are impacted by your proposal?	N/A
Please describe the impact to the age characteristic	N/A
How will you mitigate against any negative impact to the age characteristic?	N/A

Protected Characteristic – Disability

Does this proposal impact those people with a disability as per the Equality Act 2010?	No
Please describe the impact to the disability characteristic	N/A
How will you mitigate against any negative impact to the disability characteristic?	N/A

Protected Characteristic – Sex

Does this proposal impact citizens based on their sex as per the Equality Act 2010?	No
What sexes will be impacted by this proposal?	N/A
Please describe the impact to the sex characteristic	N/A
How will you mitigate against any negative impact to the sex characteristic?	N/A

Protected Characteristic - Gender Reassignment



Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	No
Please describe the impact to the gender reassignment characteristic	N/A
How will you mitigate against any negative impact to the gender reassignment characteristic?	N/A

Protected Characteristic - Marriage and Civil Partnership

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
What legal marital or registered civil partnership status will be impacted by this proposal?	N/A
Please describe the impact to the marriage and civil partnership characteristic	N/A
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	N/A

Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	No
Please describe the impact to the pregnancy and maternity characteristic	N/A
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	N/A

Protected Characteristic - Ethnicity and Race



Does this proposal impact people due to their race as per the Equality Act 2010?	No
What ethnic groups would be impacted by this proposal?	N/A
Please describe the impact to the ethnicity and race characteristic	N/A
How will you mitigate against any negative impact to the ethnicity and race characteristic?	N/A

Protected Characteristic - Religion or Beliefs

Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	No
What religions could be impacted by this proposal?	N/A
Please describe the impact to the religion or beliefs characteristic	N/A
How will you mitigate against any negative impact to the religion or beliefs characteristic?	N/A

Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	No
What sexual orientations may be impacted by this proposal?	N/A
Please describe the impact to the sexual orientation characteristic	N/A
How will you mitigate against any negative impact to the sexual orientation characteristic?	N/A

Monitoring



How will you ensure any adverse impact and mitigation measures are monitored?	The assessment to date is that there are no adverse impacts. This will be kept under review by regular monthly meetings with service management and an annual review
Please enter the email address for the officer responsible for monitoring impact and mitigation	Chris Jordan

