

Equality Impact Assessment

Name of project/proposal T19 - Working Differently
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Department Adult Services
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Description of Service / Policy

A number of transformation programmes are working on finding the savings needed to meet the Adults' Health and Care (AHC) future budget allocation. The Working Differently programme has been tasked with working with the staffing budget across the department, with the exception of In-House Services. C.1500 employees are in scope for this area of work, with an annual budget of £28m. Associated transport and premises costs of £3m will also be a focus. Savings will be made through a reduction in the workforce, premises and travel costs of the AHC Department.

Geographical impact* All Hampshire

Description of proposed change

As a consequence of the proposals, if agreed, it is envisaged that there could be an overall reduction of the in scope AHC workforce in the region of 150 full time equivalent posts. The exact posts and teams potentially affected will not be known until significant further work is undertaken. Working Differently will involve changing how the department is organised and the way it works. The programme will simplify or stop tasks that are currently undertaken, wherever this is possible. New technology will be introduced and investment will be made to create the necessary changes.

Engagement and consultation

Has engagement or consultation been carried out? Yes

No specific consultation has been carried out on this proposal, however, the County Council carried out a major public consultation exercise over the Summer 2017 on a range of options for finding further budget savings including increasing council tax, using reserves and making changes to the way in which services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to Cabinet in October 2017. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

Impacts of the proposed change

This impact assessment covers HCC Staff (and partners)

Statutory considerations

Impact

Age Impact	Medium The demographic mix of departments workforce shows a higher number of older staff. Further work is required to identify who falls within the affected staff group this will clear after the analysis has been carried out.
Mitigation	Project will continue to review and update the EIA as and when it determines which staff members are to be affected.

Strategies used for previous restructures redundancy offers, managed recruitment and redeployment where possible will be used as necessary. Any future trade union consultation will be designed to ensure that all staff, taking into account their protected characteristic, are equally consulted on the proposals to come.

Disability
Impact

Medium

Relative to the Hampshire County Council average, the department includes a higher percentage of disabled staff than the County Council overall

Mitigation

Project will continue to review and update the EIA as and when it determines which staff members are to be affected. Strategies used for previous restructures redundancy offers, managed recruitment and redeployment where possible will be used as necessary. Any future trade union consultation will be designed to ensure that all staff, taking into account their protected characteristic, are equally consulted on the proposals to come.

Sexual Orientation

Neutral

Race
Impact

High

The affected group has a higher percentage of BME staff than the County Council overall

Mitigation

Project will continue to review and update the EIA as and when it determines which staff members are to be affected. Strategies used for previous restructures redundancy offers, managed recruitment and redeployment where possible will be used as necessary. Any future trade union consultation will be designed to ensure that all staff, taking into account their protected characteristic, are equally consulted on the proposals to come.

Religion and Belief

Neutral

Gender Reassignment

Neutral

Gender
Impact

High

Relative to the Hampshire County Council average, the department includes a higher percentage of female staff than the County Council overall.

Mitigation

Project will continue to review and update the EIA as and when it determines which staff members are to be affected. Strategies used for previous restructures redundancy offers, managed recruitment and redeployment where possible will be used as necessary. Any future trade union consultation will be designed to ensure that all staff, taking into account their protected characteristic, are equally consulted on the proposals to come.

Marriage and civil
partnership

Neutral

Pregnancy and

Neutral

Maternity

Other policy considerations

Poverty Neutral

Rurality Neutral

Additional Information

If agreed, these proposals will create a significant impact on staff due to reduced staff numbers over time, potential changes to the skill and capabilities mix, changes to the day-to-day work that people undertake and a move towards a more flexible workforce. Increased productivity, more efficient processes, smarter working and exploitation of modern technology will all play their part in this. Specific operational teams and headquarters functions may become less flexible to respond to nonstandard requests. There will also be a greater reliance on service users and their families to be active participants in care assessment processes. Given that the overall staff numbers will reduce there could be an impact on service users too. At this stage of the programme it is not yet known what service areas or client groups will be affected. As the detail is emerging more in depth EIAs will be carried out to identify the impact not only of staff but also on service delivery