

<b>Initial equality impact assessment screening form</b> (As of October 2015 this form replaces 'Record of decision not to carry out an EIA')			
<b>This form records an equality screening process to determine the relevance of equality to a proposal, and a decision whether or not a full EIA would be appropriate or proportionate.</b>			
<b>Directorate</b>	Central Services		
<b>Service area</b>	Human Resources (HR) & Workforce Development (WFD)		
<b>Proposal being screened</b>	HR & WFD Restructure		
<b>Officer(s) carrying out screening</b>	<b>Penny Yeadon/Justine Brooksbank</b>		
<b>What are you proposing to do?</b>	Restructure the HR Advisory and WFD service(s) whilst mainlining areas such as resourcing solutions; T&L, Pay & reward and Policy & Pensions.		
<b>Why are you proposing this? What are the desired outcomes?</b>	Since the commencement of the NY 2020 transformation/savings programme the organisation has reduced in size, changed the way it operates and managers have increasingly been encouraged to self-serve; not only in managing staff and teams but also in areas such as business support and budget management. Therefore we are restructuring to have a smaller more focussed service(s) that supports the organisation that whilst delivering required 2020 savings		
<b>Does the proposal involve a significant commitment or removal of resources?</b> Please give details.	A total of £730k; £618k for 1 <sup>st</sup> April 2018 and a further £112k for April 2019		
<b>Impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYCC's additional agreed characteristic</b> As part of this assessment, please consider the following questions: <ul style="list-style-type: none"> <li>• To what extent is this service used by particular groups of people with protected characteristics?</li> <li>• Does the proposal relate to functions that previous consultation has identified as important?</li> <li>• Do different groups have different needs or experiences in the area the proposal relates to?</li> </ul> <b>If for any characteristic it is considered that there is likely to be a significant adverse impact or you have ticked 'Don't know/no info available', then a full EIA should be carried out where this is proportionate. You are advised to speak to your <a href="#">Equality rep</a> for advice if you are in any doubt.</b>			
<b>Protected characteristic</b>	<b>Yes</b>	<b>No</b>	<b>Don't know/No info available</b>
Age			X
Disability			X
Sex (Gender)		X	
Race		X	
Sexual orientation		X	
Gender reassignment		X	

Religion or belief		X	
Pregnancy or maternity		X	
Marriage or civil partnership		X	
<b>NYCC additional characteristic</b>			
People in rural areas		X	
People on a low income		X	
Carer (unpaid family or friend)		X	
<b>Does the proposal relate to an area where there are known inequalities/probable impacts</b> (e.g. disabled people's access to public transport)? Please give details.	No		
<b>Will the proposal have a significant effect on how other organisations operate? (e.g. partners, funding criteria, etc.). Do any of these organisations support people with protected characteristics?</b> Please explain why you have reached this conclusion.	No – it is an internal reorganisation		
<b>Decision (Please tick one option)</b>	EIA not relevant or proportionate:		Continue to full EIA: x
<b>Reason for decision</b>	It is an internal organisational restructure and does not disproportionately affect protected characteristics. It is only part of the wider Human Resources/Organisational Development service and other centres of expertise are being maintained. It is also proportionate to the change that the organisation has undergone in the past years		
<b>Signed (Assistant Director or equivalent)</b>	Justine Brooksbank		
<b>Date</b>	31 <sup>st</sup> October 2017		