

Record of decision that Equality Impact Assessment is not required

(Template: July 2013)

Directorate and service area

BES/Highways and Transportation

Name and contact of officer(s) taking decision that EIA not required

Allan McVeigh x2847

What are you proposing to do?

Carry out a restructure of the Highways and Transportation Department

Why are you proposing this?

2020 NY project

Does the proposal involve a significant commitment or removal of resources?

Yes

Will this proposal change anything for customers or staff? What will change?

Yes (for staff)

Team structures, job roles and changes to the establishment where necessary

Will the proposal make things worse for people with protected characteristics (age, disability, sex, disability, gender reassignment, religion or belief, pregnancy or maternity, marriage or civil partnership)? (Customers, staff etc.).

No

How do you know? Do you have any evidence to support your assessment?

There are 245 posts on the establishment for Highways and Transportation, of which 205 are currently filled.

Analysis of the H&T Restructure proposals indicates that the distributional impacts of the adverse measures (potential reduction in hours or pay), which affects five people, are not disproportionately weighted towards people with protected characteristics. The ratio is three women: two men, with a further two women proposed to benefit positively from the restructure changes, with planned increases in their pay-band. A further three men may see their pay-band increase, however unlike the women; this is subject to the outcome of a formal selection process.

People whose job role may change, but whose number of contracted hours or pay-scale will not; have not been classed as being adversely affected.

If there might be a negative impact on people with protected characteristics can this impact be reduced? How?

N/A	
<p>Could the proposal have a significant negative impact on some people with protected characteristics or a less severe negative impact on a lot of people with protected characteristics? If “Yes” more detailed analysis should be undertaken and an EIA completed.</p>	
No	
<p>Does the proposal relate to an area where there are known inequalities (e.g. disabled people’s access to public transport)?</p>	
No	
<p>Could the proposal have a greater negative impact on people in rural areas?</p>	
No	
<p>Could the proposal have a worse impact on people with less money?</p>	
No	
<p>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?</p>	
Q1 – No; and Q2 - N/A	
<p>Do the answers to the previous questions make it reasonable to conclude that there will be no or very limited adverse impacts on people with protected characteristics?</p>	Yes
<p>Will there be no or limited adverse impacts on people in rural areas?</p>	No impact
<p>Will there be no or limited adverse impacts on people with less money?</p>	No impact
<p>Further analysis and full EIA required</p>	No
<p>Decision not to undertake EIA approved by (Assistant Director or equivalent)</p>	Barrie Mason
<p>Date: 26/10/15</p>	