

Equality Impact Assessment (EqIAA)

The establishment of a single department for children, adults and health

Introduction

1. This EqIAA covers the future establishment of a single department for children, adults and health. This involves merging the Children and Young People's Department and the Community Care and Housing Department. This change also incorporates the new public health function that will transfer to the Council in April 2013 under the NHS reforms.
2. This is an organisational change and does not directly affect the delivery of services to residents. As such, it does not present any equality issues. Subject to the Committee decision, there will clearly be some staffing changes at a senior officer level. However, these are governed by the Council's workforce change procedure, which itself has undergone an EqIAA.
3. Each service will continue to develop their own EqIAA as usual and ensure that any equalities issues arising out of subsequent organisational changes are identified and addressed as part of service delivery arrangements.

Consultation conducted

4. A consultation document setting out the proposals was published on 23 July. The consultation ran until the end of September and involved a wide range of stakeholders including staff, local councillors and committees, trade unions, head teachers, school governors, the voluntary sector, police representatives, health representatives, housing organisations and safeguarding boards. No specific equality issues were identified by staff or any of the other stakeholders as a result of this process.

EqIAA outcome

5. This EqIAA has identified no negative impacts in respect of any protected characteristic group. In addition, should the proposed organisation change go ahead, it will provide opportunities to ensure positive impacts for all through the focused equalities assessment and analysis of individual services.
6. In addition, should the organisational change go ahead, there would be no impact upon the current staff equalities groups which will continue. The new department would ensure full engagement with the Equality and Diversity Action Team (EDAT), the Council's management structure for equalities corporately. Engagement would continue with the South Gloucestershire Equalities Forum in order to ensure on-going dialogue with equalities communities.

Actions to be taken as a result of the EqIAA

7. No immediate actions will be required as a result of this EqIAA. However, subject to the Committee decision, further organisational changes will be undertaken and the impact of these changes will need to be reviewed carefully. This will need to be addressed as part of individual service EqIAAs.