

Equality Impact Assessment and Analysis (EqIAA)

The establishment of a local authority trading company

Introduction

1. This Equality Impact Assessment covers the potential future establishment of a local authority trading company (LATC) delivering the functions currently provided by the existing Traded Services Division.
2. Traded Services provides a range of services, primarily to schools and academies, but also to South Gloucestershire residents. This includes facilities management (e.g. cleaning, catering, etc), financial, ICT and workforce support as well as specialist services such as school improvement, music and arts and support for vulnerable groups.
3. Traded Services is a successful part of the Council but the ability to grow and maintain its competitive advantage is constrained by the legislative framework. The establishment of a LATC would provide Traded Services with greater commercial flexibility and ensure compliance with legal requirements.
4. A business case for the establishment of an LATC has been prepared which will form the basis of consultation and discussion. Any equality issues arising from this will be addressed so that specific needs can be met.

EqIAA Information

5. This is primarily an organisational change and does not directly affect the delivery of services to residents or customers. Services to schools and other customers will remain unchanged. As such, it does not present any equality issues across this group of stakeholders. Should any significant changes to services be made in the future, an EIA will be undertaken accordingly.
6. Subject to any decision to establish an LATC there would be implications for staff as they would be transferred to the new organisation. However, at this stage, this EqIAA has identified no negative impacts in respect of any protected characteristic group as the numbers of staff in scope broadly match the council workforce population. In other words, no Protected Characteristic group has been identified as being disproportionately disadvantaged when compared to others.
7. To ensure the appropriate management of the establishment of the LATC and the transfer of staff, the following measures would be undertaken:
 - a. Regular communications for all members of staff affected by the changes provided by the Head of Traded Services and other senior staff as appropriate.
 - b. Any changes will be carried out in accordance with the TUPE regulations and governed by the Council's workforce change procedure, which itself has undergone an EqIAA.
 - c. HR will monitor equality related information in respect of all staff within Traded Services. Details are given in the table below:

	Numbers in scope	Percentage	SGC Workforce Population
No. of employees in scope	668		
No. of female employees	570	85.33%	71.8%
No. of male employees	98	14.67%	28.2%
No. of employees aged under 20	15	2.25%	0.3%
No. of employees aged 20-29	48	7.19%	7.2%%
No. of employees aged 30-39	108	16.17%	17.9%
No. of employees aged 40-49	250	37.43%	32.3%
No. of employees aged 50-59	194	29.04%	31.07%
No. of employees aged 60-69	42	6.29%	11.1%
No. of employees aged 70 and above	11	1.65%	
No. of employees (Ethnicity not disclosed)	92	12.04%	9.3%
No. of employees (White British)	556	83.23%	85.4%
No. of employees (BME)	20	2.99%	5.3%
No. of employees with a declared disability	29	4.34%	4.3%

Actions to be taken as a result of the EqIAA

8. No immediate actions would be required as a result of this EqIAA. However, subject to consultation and any subsequent decision to proceed with the establishment of an LATC, further work will be undertaken and the impact of this will need to be reviewed carefully. This EqIAA will therefore be updated as necessary and actions taken as appropriate.