

Equalities Comprehensive Impact Assessment v3 - Head of service review

Reference: ECIA555638946

Submitted: 23 October 2023 18:48 PM

Executive summary

Title of policy / decision: Strategic Workforce Investment Request

Policy / decision type: Cabinet Member Action (CMA)

Overview of policy / decision: To approve drawdown from Transformation Reserves that are required to deliver the full programme of works required to deliver against our People Plan 2021 - 2025

What outcome(s) are you hoping to achieve?: The programme of works will deliver against;

- o Strategic Workforce Planning - building capability within ECC
- o Equality, Diversity & Inclusion - ensuring our workforce reflects the community we serve
- o Recruitment and Retention - ensuring we attract and retain the talent to deliver the services under Everyone's Essex
- o Organisation Development - developing an engaged and recognised workforce
- o Management, Leadership and Talent Development - development of skills in support of our Council's Transformation Programme
- o Critical Skills and Capabilities - ensuring we build and retain the skills necessary to deliver our services
- o Brilliant at the basics - create an effective and efficient people ecosystem

Executive Director responsible for policy / decision: Pam Parkes (Organisation Development & People)

Cabinet Member responsible for policy / decision: Cllr Chris Whitbread (Chancellor of Essex)

Is this a new policy / decision or a change to an existing one?: New policy / decision

How will the impact of the policy / decision be monitored and evaluated?: Quarterly performance reporting through the People Insights, Technology and Performance Service against the measures of budget, effectiveness and impact.

Will this policy / decision impact on:

Service users: No

Employees: Yes

Wider community or groups of people: No

If the policy decision impacts on employees, provide details here and include potential impacts on identified groups later in the form: The programme of works will impact all existing and future employees according to the proposed benefits listed in the People Plan 21-25.

What strategic priorities will this policy / decision support?: Strong, Inclusive and Sustainable Economy

Which strategic priorities does this support? - Economy?: Good jobs

What geographical areas of Essex will the policy / decision affect?: All Essex

Digital accessibility

Is the new or revised policy linked to a digital service (website, system or application)?: No

Equalities - Groups with protected characteristics

Age

Nature of impact: Positive

Extent of impact: Medium

Disability - learning disability

Nature of impact: None

Disability - mental health issues

Nature of impact: Positive

Extent of impact: Medium

Disability - physical impairment

Nature of impact: Positive

Extent of impact: Medium

Disability - sensory impairment

Nature of impact: None

Sex

Nature of impact: Positive

Extent of impact: Medium

Gender reassignment

Nature of impact: Positive

Extent of impact: Medium

Marriage / civil partnership

Nature of impact: None

Pregnancy / maternity

Nature of impact: None

Race

Nature of impact: Positive

Extent of impact: Medium

Religion / belief

Nature of impact: Positive

Extent of impact: Medium

Sexual orientation

Nature of impact: Positive

Extent of impact: Medium

Rationale for assessment, including data used to assess the impact: The programme of works will support initiatives under our Diversity, Equity and Inclusion Initiatives and are designed to positively impact our broad employee population and ensure the Council represents the community we serve.

What actions have already been taken to mitigate any negative impacts?:

How could you strengthen any positive impact(s)?:

Levelling up - Priority areas & cohorts

Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)

Nature of impact: None

Children on Free School Meals

Nature of impact: None

Working families

Nature of impact: None

Young adults (16-25 who have not been in education, training or employment for around 6-12 months)

Nature of impact: None

Residents of Harlow

Nature of impact: None

Residents of Jaywick and Clacton

Nature of impact: None

Residents of Harwich

Nature of impact: None

Residents of Basildon (Town) housing estates

Nature of impact: None

Residents of Canvey Island

Nature of impact: None

Residents of Colchester (Town) - Housing Estates

Nature of impact: None

Residents of Rural North of the Braintree District

Nature of impact: None

Rationale for assessment, including data used to assess the impact: The programme of works is designed for employees within the Council and not designed to impact (positively or negatively) any of those populations under the Levelling Up Communities.

What actions have already been taken to mitigate any negative impacts?:

Equalities - Inclusion health groups and other priority groups

Refugees / asylum seekers

Nature of impact: None

Homeless / rough sleepers

Nature of impact: None

People who experience drug and alcohol dependence

Nature of impact: None

Offenders / ex-offenders

Nature of impact: None

Victims of modern slavery

Nature of impact: None

Carers

Nature of impact: None

Looked after children / care leavers

Nature of impact: None

The armed forces community (serving personnel and their families, veterans, reservists and cadets)

Nature of impact: None

People who are unemployed / economically inactive

Nature of impact: Positive

Extent of impact: Medium

People on low income

Nature of impact: None

Sex workers

Nature of impact: None

Ethnic minorities

Nature of impact: None

Gypsy, Roma, and Traveller communities

Nature of impact: None

People with multiple complex needs or multi-morbidities

Nature of impact: None

Rationale for assessment, including data used to assess the impact: The programme of works is not designed to impact those who form part of health and other priority groups, with the possible exception of those that are unemployed, through the provision of possible career opportunities.

What actions have already been taken to mitigate any negative impacts?:

How could you strengthen any positive impact(s)?:

Equalities - Geographical Groups

People living in areas of high deprivation

Nature of impact: None

People living in rural or isolated areas

Nature of impact: None

People living in coastal areas

Nature of impact: None

People living in urban areas

Nature of impact: None

Rationale for assessment, including data used to assess the impact: The programme of works is not designed to impact those who form part of geographical groups

What actions have already been taken to mitigate any negative impacts?:

Families

Family formation (e.g. to become or live as a couple, the ability to live with or apart from children)

Nature of impact: None

Families going through key transitions e.g. becoming parents, getting married, fostering or adopting, bereavement, redundancy, new caring responsibilities, onset of a long-term health condition

Nature of impact: None

Family members' ability to play a full role in family life, including with respect to parenting and other caring responsibilities

Nature of impact: None

Families before, during and after couple separation

Nature of impact: None

Families most at risk of deterioration of relationship quality and breakdown

Nature of impact: None

Rationale for assessment, including data used to assess the impact: The programme of works is not designed to impact those who form part of family groups

What actions have already been taken to mitigate any negative impacts?:

Crime & Disorder

Crime and disorder

Nature of impact: None

The misuse of drugs, alcohol and other substances

Nature of impact: None

Re-offending

Nature of impact: None

Serious violence

Nature of impact: None

Rationale for assessment, including data used to assess the impact:

The programme of works is not designed to impact those who form part of crime and disorder groups

(If negative impact assessed) What actions will be undertaken to mitigate negative impacts, including timescales:

What actions have already been taken to mitigate any negative impacts?:

Constant monitoring and regular assessments will form part of the performance reporting.

How could you strengthen any positive impact(s)?:

Climate

Does your decision / policy involve development or re-development of buildings or infrastructure?: No

Does your decision / policy take place in, or make use of, existing buildings or infrastructure?: No

Does your decision / policy involve elements connected to transport, travel or vehicles? This includes travel needs / requirements of both service users and staff (including staff you're planning to recruit): No

Are you undertaking a procurement exercise?: No

Does your decision / policy involve the purchase of goods or materials?: No

Will any waste be generated by this decision? This includes waste from construction, waste generated by service users / staff, and waste generated by replacing existing products / materials with new: No

Action plan to address and monitor adverse impacts

Does your ECIA indicate that the policy or decision would have a medium or high adverse impact on one or more of the groups / areas identified?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date ECIA completed: 19/10/2023

Name of person completing the ECIA: David Brett

Email address of person completing the ECIA: david.brett@essex.gov.uk

Your function: People and Transformation

Your service area: People Insight, Technology and Performance

Your team: n/a

Are you submitting this ECIA on behalf of another function, service area or team?: Yes

Function: People and Transformation

Service area:

Team:

Email address of Head of Service: alison.woods@essex.gov.uk