

Equalities Comprehensive Impact Assessment v3 - optional ECIA review

Reference: ECIA547913761

Submitted: 03 October 2023 13:52 PM

Executive summary

Title of policy / decision: Spans of control and Layers of management

Policy / decision type: Cabinet Member Action (CMA)

Overview of policy / decision: An exploratory review of the organisation's spans of control, layers of management will enable us to quantify the scale of the possible financial contribution to the business planning process.

What outcome(s) are you hoping to achieve?: Providing recommendations as to how the structure of the organisation could be improved to maximise the efficient delivery of services.

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?: All recommendations as part of the review will have a full assessment of the potential people, financial and social implications of their implementation. This will allow a decision to be made as to whether they will be implemented or not.

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: This is an exploratory review of the organisation's spans of control, layers of management

What strategic priorities will this policy / decision support?: Strong, Inclusive and Sustainable Economy, High Quality Environment, Health, Independence and Wellbeing for All Ages, A good place for Children and Families to Grow

Which strategic priorities does this support? - Economy?: Good jobs, Infrastructure, Future growth and investment, Green growth, Levelling up the economy

Which strategic priorities does this support? - Environment: Net zero, Transport and built environment, Minimise waste, Green communities, Levelling up the environment

Which strategic priorities does this support? - Health: Healthy lifestyles, Promoting independence, Place

based working, Carers, Levelling up health

Which strategic priorities does this support? - Families: Education outcomes, Family resilience and stability, Safety, Outcomes for vulnerable children, Levelling up outcomes for families

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: None

Disability - learning disability

Nature of impact: None

Disability - mental health issues

Nature of impact: None

Disability - physical impairment

Nature of impact: None

Disability - sensory impairment

Nature of impact: None

Sex

Nature of impact: None

Gender reassignment

Nature of impact: None

Marriage / civil partnership

Nature of impact: None

Pregnancy / maternity

Nature of impact: None

Race

Nature of impact: None

Religion / belief

Nature of impact: None

Sexual orientation

Nature of impact: None

Rationale for assessment, including data used to assess the impact: This work is an exploratory review to identify possible options to maintain / improve organisational efficiency. The work itself will not result in immediate changes which impact service users, communities or employees. Any recommendations made as part of the review will have a specific EQIA completed if appropriate to review the potential impact (if any) on any specific groups.

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

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: This work is an exploratory review to identify possible options to maintain / improve organisational efficiency. The work itself will not result in immediate changes which impact service users, communities or employees. Any recommendations made as part of the review will have a specific EQIA completed if appropriate to review the potential impact (if any) on any specific groups.

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

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: None

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: This work is an exploratory review to identify possible options to maintain / improve organisational efficiency. The work itself will not result in immediate changes which impact service users, communities or employees. Any recommendations made as part of the review will have a specific EQIA completed if appropriate to review the potential impact (if any) on any specific groups.

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

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: This work is an exploratory review to identify possible options to maintain / improve organisational efficiency. The work itself will not result in immediate changes which impact service users, communities or employees. Any recommendations made as part of the review will have a specific EQIA completed if appropriate to review the potential impact (if any) on any specific groups.

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

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: This work is an exploratory review to identify possible options to maintain / improve organisational efficiency. The work itself will not result in immediate changes which impact service users, communities or employees. Any recommendations made as part of the review will have a specific EQIA completed if appropriate to review the potential impact (if any) on any specific groups.

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

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:

This work is an exploratory review to identify possible options to maintain / improve organisational efficiency. The work itself will not result in immediate changes which impact service users, communities or employees. Any recommendations made as part of the review will have a specific EQIA completed if appropriate to review the potential impact (if any) on any specific 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?:

N/A

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: 21/09/2023

Name of person completing the ECIA: Nicole Smith

Email address of person completing the ECIA: nicole.smith@essex.gov.uk

Your function: Corporate Services

Your service area: Transformation Delivery Service

Your team: Business Support

Are you submitting this ECIA on behalf of another function, service area or team?: No

Email address of Head of Service: katie.browne@essex.gov.uk