

Equality Impact Assessment - Originator Review

Reference: EQIA214363824

Submitted: 09 June 2020 16:36 PM

Executive summary

Title of policy or decision: Drawdown from Transformation Reserve: Implementing measures to reduce the risks of COVID-19 transmission in ECC core office estate

Describe the main aims, objectives and purpose of the policy (or decision): Implement a series of measures in the main ECC office locations to make them safe for staff who have an essential need to return to the workplace during the recovery phases of the COVID-19 pandemic. A decision is sought to draw down the funding required to deliver these measures.

What outcome(s) are you hoping to achieve?: Help create great places to grow up, live and work

Which strategic priorities does this support? - Help create great places to grow up, live and work: Help to secure stronger, safer and more neighbourly communities

Is this a new policy (or decision) or a change to an existing policy, practice or project?: a new policy (or decision)

Please provide a link to the document / website / resource to which this EqIA relates: Draft decision document uploaded

Please upload any documents which relate to this EqIA, for example decision documents: Draft decision document uploaded

Assessing the equality impact

Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision): The implementation of social distancing measures in ECC's main office locations will impact all those who are permitted to return to the workplace. The measures are in line with government and public health guidance in order to reduce the risk of COVID-19 and protect workers. The ECC Equalities Team were sent a list of proposed measures for review to consider potential impact on equality groups. Their feedback highlighted potential groups who may be affected by the measures and proposed a workable solution to mitigate against any adverse impact.

Does or will the policy or decision affect:

Service users: Yes

Employees: Yes

The wider community or groups of people, particularly where there are areas of known inequalities: No

Which geographical areas of Essex does or will the policy or decision affect?: All Essex

Will the policy or decision influence how organisations operate?: No

Will the policy or decision involve substantial changes in resources?: No

Is this policy or decision associated with any of the Council's other policies?: No

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

Please describe the steps you have taken to meet the digital accessibility requirements:

Please describe the steps you have taken to test the accessibility of the website, system or application:

Please describe the steps you have taken to maintain accessibility once it has gone live:

Description of impact

Description of Impact. If there is an impact on a specific protected group tick box, otherwise leave blank. You will be given the opportunity to rate identified impacts as positive, negative or neutral on the next page: Disability - physical impairment, Disability - sensory impairment

I confirm that I have considered the potential impact on all of the protected characteristics: I confirm that I have considered the potential impact on all of the protected characteristics

Describe any actions that have already been taken to mitigate negative impacts on any of the protected characteristics: To mitigate any disproportionately adverse impact of the social distancing measures being introduced, CLT has agreed that line managers will be responsible for conducting an individual risk assessment with any employee with a physical or sensory impairment before they can return to work. This will allow individual circumstances to be appropriately considered and will identify if reasonable adjustments to the measures are required. The outcome of the risk assessment could deem that it will not be safe for the employee to return to the office. Working from home is expected to continue to be the default position for the majority of the ECC workforce and support will be available to all staff to ensure their physical and mental wellbeing is maintained whilst working from home.

The expectation is that, wherever possible, service users should not visit ECC office buildings and services should do all they can to carry out meetings remotely. Services that have service users attending ECC office buildings will need to consider the risks posed to them as part of their service-level risk assessment.

Disability - physical impairment

Nature of impact: Adverse

Please provide more details about the nature of impact: In order to facilitate social distancing, movement around the buildings will be restricted and one-way systems will be implemented where appropriate. This could make it harder for people who have a physical impairment to navigate the buildings.

Extent of impact: Low

Please provide more details about the extent of impact: As the majority of staff are still expected to work from home by default, the extent of the impact on this equality group is likely to be low.

Disability - sensory impairment

Nature of impact: Adverse

Please provide more details about the nature of impact: In order to facilitate social distancing, movement around the buildings will be restricted and one-way systems will be implemented where appropriate. This will be enforced with signage which, due to scale and timelines, will not be able to include braille. This could make it harder for people who have a sensory impairment to navigate the buildings.

Extent of impact: Low

Please provide more details about the extent of impact: As the majority of staff are still expected to work from home by default, the extent of the impact on this equality group is likely to be low.

Action plan to address and monitor adverse impacts

Does your EqlA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?: 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 EqlA completed: 09/06/2020

Name of person completing the EqlA: Rachael WeeksFleming

Email address of person completing the EqlA: Rachael.WeeksFleming@essex.gov.uk

Your function: Corporate and Customer Services

Your service area: Transformation Delivery & Support

Your team: Transformation Delivery & Support

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

Name of person completing the EqlA: Rachael WeeksFleming

Function: Infrastructure & Environment

Service area: Property/FM

Team: Property/FM

Email address of Head of Service: ben.finlayson@essex.gov.uk