

Equality Impact Assessment - head of service review

Reference: EQIA232236028

Submitted: 27 July 2020 10:53 AM

Executive summary

Title of policy or decision: Local Government Reform

Describe the main aims, objectives and purpose of the policy (or decision): Establish a project team to consider and potentially develop proposals concerning local government reform in Essex

What outcome(s) are you hoping to achieve?: Transform the council to achieve more with less

Which strategic priorities does this support? - Transform the council to achieve more with less: Limit cost and drive growth in revenue

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:

<https://teams.microsoft.com/l/team/19%3a9999e798c27846a9bf3159a978865bc7%40thread.tacv2/conversations?groupId=1c28ae2c-c43f-4b68-bbd6-697034cb20e8&tenantId=a8b4324f-155c-4215-a0f1-7ed8cc9a992f>

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

<https://teams.microsoft.com/l/team/19%3a9999e798c27846a9bf3159a978865bc7%40thread.tacv2/conversations?groupId=1c28ae2c-c43f-4b68-bbd6-697034cb20e8&tenantId=a8b4324f-155c-4215-a0f1-7ed8cc9a992f>

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 project is looking to potentially develop proposals concerning the future of Essex and how services will be delivered and governed. As part of any proposal development we will undertake research to identify the views of Essex citizens to any proposals. This work in itself will not impact on citizens, but may result in a proposal that could. Any final proposal will have an accompanying EQIA identifying the impact it will have on citizens.

Does or will the policy or decision affect:

Service users: No

Employees: No

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

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: No impact on any of the above groups

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: This work in itself will not impact on citizens, but may result in a proposal that could. Any final proposal will have an accompanying EQIA identifying the impact it will have on citizens.

Action plan to address and monitor adverse impacts

Does your EqIA 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 EqIA completed: 27/07/2020

Name of person completing the EqIA: Graeme Green

Email address of person completing the EqIA: Graeme.Green@essex.gov.uk

Your function: Corporate and Customer Services

Your service area: Transformation, Delivery and Support

Your team: Transformation, Delivery and Support

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

Email address of Head of Service: debbie.knopp@essex.gov.uk