

Equality Impact Assessment - head of service review

Reference: EQIA293192561

Submitted: 08 January 2021 12:30 PM

Executive summary

Title of policy or decision: Future Temporary Resourcing Services

Describe the main aims, objectives and purpose of the policy (or decision): To seek agreement to change the strategic approach to temporary resourcing by bringing all temporary resourcing activity and supplier management in house and to procure a payroll service for temporary staff and a dynamic purchasing system for the provision of agency staff.

This approach will see ECC drive change in the market, moving away from a reliance on third parties with a proactive temporary workforce driven by workforce planning and responsive to the needs of the Authority.

What outcome(s) are you hoping to achieve?: Enable inclusive economic growth, Transform the council to achieve more with less

Which strategic priorities does this support? - Enable inclusive economic growth: Help people in Essex prosper by increasing their skills

Which strategic priorities does this support? - Transform the council to achieve more with less: Limit cost and drive growth in revenue, Develop the capability, performance and engagement of our people

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

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

https://teams.microsoft.com/_#/files/0221%20-%20Future%20Temporary%20Resourcing%20Services?threadId=19%3A9a596670796142c4b93582dca04fa7a9%40thread.tacv2&ctx=channel&context=1220%2520-%2520Future%2520Temporary%2520Resourcing%2520Services&rootfolder=%252Fsites%252FCabinetOfficial%2520Future%2520Temporary%2520Resourcing%2520Services

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

https://teams.microsoft.com/_#/files/0221%20-%20Future%20Temporary%20Resourcing%20Services?threadId=19%3A9a596670796142c4b93582dca04fa7a9%40thread.tacv2&ctx=channel&context=1220%2520-%2520Future%2520Temporary%2520Resourcing%2520Services&rootfolder=%252Fsites%252FCabinetOfficial%2520Future%2520Temporary%2520Resourcing%2520Services

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): No impact to communities who would apply for temporary roles with ECC as the open and transparent advertising of all opportunities on the LA website will not change.

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?: Yes

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: ECC offers pro-active job interview schemes to care leavers, veterans and those who consider themselves to have a disability. We are a disability confident employer. In addition temporary roles are advertised on specialist sites to attract underrepresented groups such as VERCIDA.

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: 08/01/2021

Name of person completing the EqlA: Danielle Foster

Email address of person completing the EqlA: Danielle.Foster@essex.gov.uk

Your function: Organisation Development, People and Service Transformation

Your service area: People Operations

Your team: Resourcing

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

Email address of Head of Service: graeme.lennon@essex.gov.uk