

Equality Analysis – Establishment of Strategic Alliance between South Somerset and Sedgemoor

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|--------------------|-----------------------------------|------------------------|----------|
| Impact | Unable to determine at this stage | Lead Officer | SSDC/SDC |
| Date of EqA | 10/05/16 | EqA Review Date | 10/05/16 |

Why are you completing the equality analysis? - Financial Savings

What are the main purposes of the policy, strategy or service area?

South Somerset District Council agreed to work with Sedgemoor District Council to form a Strategic Alliance with a view to generate efficiencies and savings either by reducing costs or increasing income, strengthening resilience for the partners and increasing their joint voice nationally and regionally.

Between October 2015 and February 2016 both South Somerset and Sedgemoor District Councils undertook the development of business cases to explore the opportunities of joint working. The conclusion of this work was the resolution to continue work to explore the establishment of a strategic alliance between the partners.

The initial priorities for inclusion in any strategic alliance are identified as:

- A Joint Income Generation Board to generate ideas and seek potential joint initiatives.
- To continue monitoring of opportunities across the two authorities so that, where possible, vacant posts are filled in either council without the need for external recruitment.
- A review of potential opportunities for alternative means of service delivery that would be unaffected by the scope of transformation.

The key work stream plans are to focus on income generation:

- Housing development and lettings – establishment of a company structure to support this
- Expansion of the trading opportunities for services delivered by the Sedgemoor clean surrounds and South Somerset street scene teams
- Explore joint opportunities to work with an energy company to become a local energy supplier

Secondary work streams to potentially include:

- Joint response to consultation documents
- Sharing specialist plant and vehicles
- Procurement

Supporting Documentation/Links

www.local.gov.uk/shared-services-map

Recruitment protocol, reciprocal arrangements between South Somerset District Council and Sedgemoor District Council for the treatment of vacant posts

Conclusion and potential impacts

Please note:

The conclusions being drawn are based on the proposed Establishment of a Strategic Alliance between South Somerset and Sedgemoor report only, and the information provided within that document and associated Appendices. There may be wider impacts identified within projects as they are developed.

Proposals within the Recruitment Protocol could offer greater protection and opportunities for staff across the two authorities and SSDC has a fair recruitment and selection policy that will, be followed so equality considerations will be adhered to by the council.

As stated, it is difficult to fully explore potential impacts at this point, as the projects have not been developed.

Moving forward, once a decision is made and subsequently policy and procedural changes start to be initiated, further EqAs for each project, will need to be carried out to demonstrate due regard and compliance with The Equality Act 2010; this will ensure that no one group is affected more than another.

Please comment/explain how you will meet the General Equality Duty (GED)?

It is envisaged that strategic / extended management teams (including Group Managers and Assistant Directors) will meet quarterly to discuss key issues and share experience.

Both authorities have established Member and Officer project boards to deal with key priorities:

South Somerset District Council has three boards:

- Regeneration Board
- Income Generation Board
- Transformation Board

Sedgemoor District Council has:

- Income Generation
- Staff savings
- Third party expenditure

A mechanism for involvement of staff from both authorities through a joint Income Generation Board will be established as agreed by Council (Section 1.2.5) the Joint Leaders Advisory Group (JLAG) will act as the potential clearing-house for all potential opportunities for joint income generation decisions.

Staff briefings and awareness sessions have been undertaken by both SSDC and Sedgemoor, and information, key messages and Frequently Asked Questions have been shared on internal websites for both authorities. This is in line with the Joint Meeting Schedule and Communication Activity Plan.

Lead Officer Sign Off

Jo Morgan, Angela Farmer

Date 10/05/16