

Equality Impact Relevance Check Form



The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required.

What is the proposal?	
Name of the proposal	Ensuring staffing capacity 2022/23
Type of proposal (new or changed Strategy, policy, project, service or budget):	Changes in SLT and increased budget for staffing
Brief description of the proposal:	To ensure staffing capacity in 2022/23
Name of lead officer:	Jane Portman

You should consider whether the proposal has the potential to negatively impact on citizens or staff in the following ways:

- Access to or participation in a service,
- Levels of representation in our workforce, or
- Reducing quality of life (i.e. health, education, standard of living)

A negative impact is any change that could be considered detrimental. If a negative impact is imposed on any citizens or staff with protected characteristics, the Council has a legal duty to undertake a full Equality Impact Assessment.

Could your proposal negatively impact citizens with protected characteristics? (This includes service users and the wider community)	NO
Could your proposal negatively impact staff with protected characteristics? (i.e. reduction in posts, changes to working hours or locations, changes in pay)	NO

Is a full Equality Impact Assessment required?	NO
If Yes, Please provide a brief description of where there may be negative impacts, and for whom. Then complete a full Equality Impact assessment Form	
If No, Please set out your justification for why not.	
The proposal is to increase the staffing budget to ensure sufficient staffing capacity. This will not impact negatively on current staff sharing Protected Characteristics. However there is the potential to deliver positive impacts by enhancing the staffing capacity within specific service areas. There will be no negative impacts in respect of any new recruitment that takes place.	
Service Director / Manager sign-off and date	Jane Portman 03.02.22
Equalities Officer sign-off and date	Dave Crisfield 3 rd February 2022