

Equality Impact Assessment Level 3 FULL EQUALITY IMPACT ASSESSMENT

Redundancy Policy

Executive Summary

The Redundancy Policy should be reviewed, specifically to ensure that the selection criteria are fair and objective and do not unfairly discriminate against any protected groups.

Background

The council aims to ensure as far as possible, security of employment for its employees. However, it also recognises that there may be circumstances when the Council has to reduce the number of employees. This may mean that some jobs become redundant or alter substantially to improve service efficiency.

The current Redundancy Policy dates from June 2007. The economic downturn and indications from the new Coalition government are that there will be significant reductions in funding available to local government. The full extent of the reductions are not yet known. However, it is likely that there will be a need to reduce expenditure on staff, and therefore staff numbers.

Given this background, it is important to ensure that we have a policy in place to manage redundancies in a way that is fair and non-discriminatory and which will help the Council to meet its objectives and continue to deliver excellent services.

The Council will try to minimise the effects of redundancies by seeking suitable volunteers or other ways of reducing costs and will provide time and support to help people find alternative employment. Where compulsory redundancies are unavoidable, the council will handle the redundancies in the most fair, consistent and sympathetic manner.

Methodology and Sources of Data

Within the last 2 years, there have been no redundancies. No adverse impact can be identified.

In reviewing the policy, we will use up to date guidance from advisory bodies, such as Local Government Employers, North West Employers Organisation.

Assessment on Impact on Equality

No adverse impact can be identified, however clearly there is potential for this to happen. The selection criteria should be carefully chosen to avoid this as far as possible.

Consideration of Alternative Approaches/Mitigation of Negative Impact

See above.

Monitoring Arrangements

We will continue to analyse monitoring data for any potential or actual redundancies.

Formal Consultation

The new draft policy has been developed with the Corporate Management Team and will be subject to formal consultation with Trade Unions. Managers and employees will also be asked for their views. Any revised policy will need to be agreed by the Employment Committee.

Publication of the EIA

This EIA will be published on the Council's website.

Conclusions

The Redundancy Policy should be reviewed, specifically to ensure that the selection criteria are fair and objective and do not unfairly discriminate against any protected groups.

This Full Impact Assessment has been completed to the best of our knowledge

Details of Officer Completing Full Impact Assessment

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Date	15 July 2010

Details of Departmental Equalities Representative

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