

# **Equality Impact Assessment Level 3 FULL EQUALITY IMPACT ASSESSMENT Redeployment Procedure**

## **Background**

### **Aims of the Procedure**

- To ensure, where possible, that employment status is protected when someone cannot continue to work in their substantive post – for reasons of redundancy, health, or capability;
- To retain valued staff and utilise their skills;
- To be a good employer;
- To reduce Employment Tribunal claims and, where these occur, defend them successfully.
- To support the Council's Redundancy, Attendance Management or Capability Procedures;
- To assist staff who become ill or have a disability – or to prevent conditions worsening because of work-related factors – thereby seeking to increase equality of opportunity for people with disabilities;
- To find work at the appropriate level for staff whose pay is protected;
- In capability situations, to recognise that staff have a positive contribution to make in the right job;

The Procedure is defined and managed by the HR team.

The desired outcome for staff placed on the Redeployment List is to find a suitable alternative post, equivalent in grade to their substantive post, for which they meet the essential criteria. Ideally, the post will be in an area of work they are interested in and view as a positive career move.

The stakeholders are: HR, all employees, all managers and the Trade Unions. Sometimes other agencies may be involved – for instance JobCentrePlus or our Occupational Health providers.

The current procedure gives guidelines on what constitutes a suitable redeployment opportunity. However, this could be made clearer.

### **Methodology and Sources of Data**

For this assessment we have analysed equality characteristics for staff redeployed since 2008. 6 staff who were placed on the redeployment register and successfully redeployed. Of these:

- 4 were male, 2 female;
- 2 had disabilities;
- Age-wise, 1 in 20s, 2 in 30s, 2 in 40s and 1 in 50s.
- All were White British.

### **Assessment on Impact on Equality**

Given the low numbers and the fact that all outcomes were successful, the data available does not show any adverse impact on any group based on equality strand.

### **Consideration of Alternative Approaches/Mitigation of Negative Impact**

Given that it is likely that more staff will fall under the provisions of the procedure because of spending cuts, it would be useful to review this.

### **Monitoring Arrangements**

We will continue to monitor the outcomes for staff placed on the redeployment register.

### **Formal Consultation**

A revised draft will be produced and agreement sought with Management Team, the Trade Unions and Management Review Committee.

### **Publication of the EIA**

As with other EIAs, it will be published on the Council's website.

### **Conclusions**

No adverse impact has been identified but it is timely to review the procedure.

**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	7 <sup>th</sup> Jan 2011

### **Details of Departmental Equalities Representative**

Name:	
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Date	

