

Huntingdonshire District Council Equality Impact Assessment (EIA)



Service area	Human Resources
Date of assessment	November 2022
Name of policy/service to be assessed	Redundancy Policy and Procedure
Is this a new or existing policy/service?	Existing Policy
Name of manager responsible for new or amended policy/service	Nicki Bane – Strategic HR Manager
Names of people conducting the assessment	Nicki Bane
Step 1 – Description of new or amended policy/service	



Describe the aims; objectives and purpose of the new or amended policy/service (include how it fits in to wider aims or strategic objectives).

It is the policy of HDC to provide, as far as possible, security of employment to avoid the need for compulsory redundancies through careful forward planning. However, it is recognised that the needs of the business may change from time to time and there may be circumstances that affect security of employment and this may result in redundancies.

This policy aims to deal with all aspects of redundancy and is to be followed where a redundancy situation or the possibility of redundancy arises. The objectives of this policy are to:

- ⇒ provide a transparent framework for which HDC can make necessary staffing adjustments within the given economic climate,
- ⇒ provide guidance and a process for employees to raise these concerns internally and receive feedback on actions taken,
- ⇒ reassure employees that they will be protected from victimisation, subsequent discrimination or disadvantage for raising concerns.

The Equality Act 2010 requires the Council to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations, the Council also needs to demonstrate its compliance with the Equality Duty. The Council therefore needs to understand how its decisions and activities impact on different people. An Equality Impact Assessment is the current method by which the Council can assess and keep a record of the impact of new or amended strategies, policies, functions or services.

The Council retains these duties even when outsourcing services or providing shared services.

Definition of Adverse Impact - occurs when a decision, practice, or Policy has a disproportionately negative effect on a protected group. Adverse Impact may be unintentional.

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Are there any (existing) equality objectives of the new/amended policy/service	Previous data not available
Who is intended to benefit from the new/amended policy/service and in what way?	This Policy applies to all Council employees and gives guidance to employees and managers carrying out consultations..
What are the intended outcomes of this new/amended policy/service?	The intent of this Policy is to ensure that all HDC employees are aware how HDC will engage in discussions over change sin their contractual terms and conditions and redundancy where this is proposed.
Step 2 – Data	
What baseline quantitative data (statistics) do you have about the function relating to equalities groups (e.g. monitoring data on proportions of service users compared to proportions in the population), relevant to this new/amended policy/service? Huntingdonshire Statistics	None
What qualitative data (opinions etc) do you have on different groups (e.g. comments from previous consumer satisfaction surveys/consultation, feedback exercises, or evidence from other authorities undertaking similar work), relevant to this new/amended policy/service?	This is an existing Policy that has been applied consistently as needed, the process defined within is consistent with other authorities. HDC is committed to early and meaningful consultation with affected employees both individually and through the Employee Representative Group (ERG) and UNISON.
The Consultation and Engagement Strategy Accessibility Guidance may be helpful when thinking about the potential impact of a policy/service on people with different protected characteristics.	

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<p>Age – this refers to the protected characteristic of age. A person belonging to a particular age (for example 32-year olds) or range of ages (for example 18 to 30-year olds).</p> <p>Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic?</p> <p>Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic?</p> <p>For some services this should include consideration of impact in terms of safeguarding young people.</p> <p>What evidence do you have for your answer?</p>	<p>Neutral impact</p> <p>This Policy is applied to all employees consistently, however in line with statutory redundancy payments HDC follow the number of weeks calculation based on age and length of service.</p>
<p>Disability – this refers the protected characteristic of disability. A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.</p> <p>Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic.</p> <p>Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic?</p> <p>What evidence do you have for your answer?</p>	<p>Neutral impact</p> <p>This Policy is applied to all employees consistently. Where reasonable adjustments are required they will be applied or taken into account during the process.</p>
<p>Gender reassignment – gender reassignment discrimination occurs when a person is treated differently because they are trans*.</p>	<p>Neutral impact</p>

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<p>Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic.</p> <p>Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic? What evidence do you have for your answer?</p> <p>*although the term gender reassignment and transsexual is in the Equality Act 2010, it is accepted that the preferred term is trans.</p>	<p>This Policy is applied to all employees consistently.</p>
<p>Marriage and civil partnership in the workplace; this refers the protected characteristic of marriage and civil partnership which is a union between a man and a woman or between a same-sex couple. Civil partnership is between partners of the same sex. Discrimination is when a person is treated differently at work because a person is married or in a civil partnership.</p> <p>Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic.</p> <p>Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic?</p> <p>What evidence do you have for your answer?</p>	<p>Neutral impact</p> <p>This Policy is applied to all employees consistently.</p>
<p>Are there concerns that the function could have a differential impact in terms of pregnancy and maternity in the workplace (e.g. pregnant or breast-feeding women). Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work</p>	<p>Neutral impact</p> <p>Employees have a separate legal entitlement to be offered any suitable alternative work that is available if they are made redundant while on maternity leave. HR advice should be sought in this situation.</p>

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<p>context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.</p> <p>Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic.</p> <p>Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic?</p> <p>What evidence do you have for your answer?</p>	
<p>Race – this refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. Gypsy/Travellers are distinct group within this category</p> <p>Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic.</p> <p>Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic?</p> <p>What evidence do you have for your answer?</p>	<p>Neutral impact</p> <p>This Policy is applied to all employees consistently.</p>
<p>Religion and Belief in the workplace - refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief.</p>	<p>Neutral impact</p> <p>This Policy is applied to all employees consistently.</p>

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<p>Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic.</p> <p>Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic?</p> <p>What evidence do you have for your answer?</p>	
<p>Sex - this refers to the protected characteristic of sex which can mean either male or female, or a group of people like men or boys, or women or girls.</p> <p>Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic.</p> <p>Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic?</p> <p>What evidence do you have for your answer?</p>	<p>Neutral impact</p> <p>This Policy is applied to all employees consistently.</p>
<p>Sexual orientation – this relates to whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.</p> <p>Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic.</p> <p>Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic?</p> <p>What evidence do you have for your answer?</p>	<p>Neutral impact</p> <p>This Policy is applied to all employees consistently.</p>

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<p>Are there concerns that the function could have a differential impact on part time/full time employees? What evidence do you have for your answer?</p>	<p>Neutral impact</p> <p>This Policy is applied to all employees consistently. In some cases proposed roles in a restructure may offer differing hours to the employees substantive post, this would require discussions with the employee and consideration of the business needs.</p>
<p>Are there concerns that the function could have a differential impact in terms of specific characteristics of Huntingdonshire e.g. Rural isolation</p>	<p>Not aware of any.</p>

Findings

This Policy should have a neutral impact across the HDC workforce as it is applied consistently across all areas for all employees.

Recommendations

To continue to monitor the application of the Policy to ensure that no detrimental impacts are seen.