

Appendix A – EIA Screening

Equality Analysis – Shared Registration and Nationality Service with Barnet

Stage 1 Screening Data

1. What are the objectives and expected outcomes of your proposal? Why is it needed? Make sure you highlight any proposed changes.

The overall proposal is to cease the current shared Registration and Nationality Service with Barnet.

The key features of the proposal are as follows:

To terminate the existing Inter Authority Agreement (IAA) for the service and to transfer any relevant Brent personnel to Barnet Council under the TUPE provisions.

2. Who is affected by the proposal? Consider residents, staff and external stakeholders.

Residents – However, as the current service offer for such residents will continue unchanged, there is no potential adverse impact currently anticipated.

Staffing – With the exception of one management post-holder, there are no plans arising from the proposal to change the organisational arrangements. There is however the potential for an adverse impact in relation to one management post-holder. The precise impact of the proposal will be determined closer to the transfer date.

External Stakeholders – The General Register Office (GRO) will need to be made aware of the change as will software suppliers for the service.

3.1 Could the proposal impact on people in different ways because of their equality characteristics?

The proposal is not currently anticipated to impact on residents in different ways because of their equality characteristics as the service is not intended to change.

However, there is currently a potential that one Brent management post-holder may be affected by any organisational management change undertaken as a consequence of the proposal. This will be kept under review subject to the decision taken to ensure that any potential impact arising is identified, considered and addressed, as appropriate.

3.2 Could the proposal have a disproportionate impact on some equality groups? If you answered 'Yes' please indicate which equality characteristic(s) are impacted

It is not currently anticipated that there will be a potential for a disproportionate impact on Brent personnel (i.e. those staff not transferring to Barnet under TUPE) because there are no plans to change the organisational structure in consequence of the proposals set out within the report, with the exception of one management post.

3.3 Would the proposal change or remove services used by vulnerable groups of people?

This is not currently anticipated.

3.4 Does the proposal relate to an area with known inequalities?

Yes – residents accessing the service may be from within the following protected characteristic groups:

Race, Religion or belief, Age, Sexual Orientation, Marriage and Civil Partnership, Maternity and Pregnancy.

3.5 Is the proposal likely to be sensitive or important for some people because of their equality characteristics?

It is not currently anticipated that this will be the case for residents, as the proposal is not anticipated to change the service offering and delivery.

However, the proposal may be sensitive or important for the post-holder that may be affected by the proposals.

3.6 Does the proposal relate to one of Brent's equality objectives?

Yes

To ensure that local public services are responsive to different needs and treat users with dignity and respect

To develop and sustain a skilled and committed workforce able to meet the needs of all local people.

Recommend this EA for Full Analysis?

No, as there is only one post-holder potentially affected by the proposals that may be subject to an adverse impact.