

### Appendix 3

#### Brent Council - Equality Impact Assessment

<b>Change, initiative or review:</b>	Voluntary Redundancy Scheme
<b>Directorate:</b>	Council Wide Initiative
<b>Officer:</b>	Debra Norman/Martin Williams
<b>Date:</b>	26 <sup>th</sup> November 2018

#### Section A: Description

Please describe your proposed policy, decision, action or project, explaining why the change is needed. Please cite any relevant background information and/or previous decisions:

The Council is required to find savings of circa £40million over the next four years. A number of initiatives will be implemented to address this savings target.

The Council's General Purposes Committee, following a recommendation from CMT agreed that a 'time limited' Voluntary Redundancy Scheme could be implemented between 3<sup>rd</sup> August and 28<sup>th</sup> September 2018 as a measure to mitigate potential Compulsory Redundancies.

The scheme was open to all Council staff on the proviso that there was no guarantee requests for Voluntary Redundancy would be accepted. Each individual application would be assessed on the basis of the efficiency of the service and the longer term financial considerations together with those skill sets and specific experience that would be required in the future.

The Council received 149 requests for Voluntary Redundancy 94 were accepted and 55 refused. 6 employees have subsequently withdrawn and 1 has left the council for other reasons.

An expectation of the scheme is that the costs will be covered by the savings achieved through it within a 2 year period applied consistently across the whole Council.

Please complete the following table by including an X in the relevant column to outline the impact on specific equality characteristics (make sure you include residents, staff and external stakeholders if the group is more likely to use this service or be particularly affected by the proposal). Positive and negative impacts identified will need to inform your action plan. Impacts on all three needs in the PSED should be highlighted.

Equality groups	Positive impacts	Negative impacts	Neutral impacts	Unknown impacts
<b>Age</b> (including older and younger people, and working age population)	X	X		
<b>Disability</b> (a physical or mental health condition which has a long-term impact on a person's ability to carry out day to day tasks)	X			
<b>Religion or belief</b> (means both religious and non-religious beliefs)	X			
<b>Sex</b>	X			
<b>Gender reassignment</b> (including trans people who identify as trans but have not gone through the medical gender reassignment process)	X			

<b>Marriage and civil partnership</b>	X			
<b>Pregnancy and maternity</b>	X			
<b>Race</b>	X			
<b>Sexual orientation</b>	X			
<b>Human rights</b> (not covered by the PSED, but should still be a consideration)			X	
<b>Socio economic equality</b> (including lone parents and people on low incomes. Not covered by the PSED, but should still be a consideration)			X	

## Section C - Evidence and data

Please outline the evidence you have on the expected impacts identified in Section B. Include any relevant data, graphs or research under the headings below (only complete those boxes relevant to the type of impact you have identified). You can also include any specific consultation you have undertaken with the named protected groups but remember that consultation is a separate process. You may find the Brent Data resource helpful, as it holds a range of information and intelligence about the borough: <https://intelligence.brent.gov.uk/Pages/default.aspx>

### 1. Evidence of positive impact

Staff in all protected groups with significant numbers have put themselves forward under the scheme and applications from all these groups are recommended for approval. Staff in all groups who do not want to leave their roles benefit from colleagues leaving on a voluntary basis as the number of compulsory redundancies likely to be required reduces accordingly. Longer serving and older employees have particularly benefitted as legislative and policy rules favour them financially.

### 2. Evidence of negative impact (You will need to assess carefully if there's discrimination that you cannot remove or reduce, and how this will be justified)

There is a proportionally larger number of older people (51+) who have applied for Voluntary Redundancy. If the requirement that all redundancy costs be paid back in two years were applied on an application by application basis this would have detrimental impact on this group, given the cost of releasing them is higher due to length of service/and or pension entitlement factors. The proportion applying for VR in the older age group (79% of applicants) is much higher than the proportion of the overall workforce that this represents (34%). This is explained by the access to early unreduced pension entitlements in the case of those aged 55 yrs and over. This will have an effect on the age profile of the workforce but this cannot be avoided whilst maintaining fair access to the VR scheme for this age group.

### 3. Evidence of neutral impact

As the scheme is voluntary in nature it is self-selective.

The decision making in respect of applications is based on service provision requirements which take account of the need to maintain service to all parts of the Brent community and service users at an appropriate level.

In the case of some protected groups the numbers who have applied under the scheme are so small statistical analysis is not possible.

In all other groups the figures for applications and approvals/rejections do not indicate an adverse impact arising from the application of the scheme criteria, provided that the expectation of a payback period not exceeding 2 years is applied across the scheme as a whole to prevent a potential impact on those aged 55yrs or older.

Although disability absence tends to be higher if the case of disabled staff, on the basis that redundancy (and if appropriate pension) payments are based on total length of service there is no detriment arising from this.

### Section D - Action Planning

This will help you monitor the steps you have identified to reduce the negative impact and increase the positive impact of your proposed policy, decision, action, project or review. You can also outline how you will address any gaps in knowledge.

NB: Please list the actions you will take to **advance opportunities for improvement where positive impacts have been identified** and **reduce the negative impacts** and explain the monitoring arrangements. You may also list how you will **address the gaps** in knowledge /evidence.

Action	How will you measure success?	Officer responsible	Estimated completion date
The two year payback period is calculated on a whole scheme basis so as not to detrimentally impact on the older (55 yrs+) workforce.	The release of older people via the scheme.	Debra Norman	Immediate.

Officer:	Martin Williams, Head of HR
Reviewing Equality Officer:	Natalie Gordon, Policy performance and Partnerhsips
Head of Service:	Debra Norman, Director of Legal and HR Services



PNTS = Prefer not to say

<b>Number of Mutually Accepted Applications</b>	<b>88</b>
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By Age Band	Headcount	Percentage of Total
21-30	0	0%
31-40	4	5%
41-50	15	17%
51-60	46	52%
61-70	22	25%
71-79	1	1%

By Disability	Headcount	Percentage of Total
Yes	11	13%
No	68	77%
PNTS / Unknown	9	10%

By Religion	Headcount	Percentage of Total
Christian	38	43%
Hindu	12	14%
Muslim	7	8%
No Religion	6	7%
Other	3	3%
PNTS / Unknown	22	25%

By Gender	Headcount	Percentage of Total
Male	27	31%
Female	61	69%

By Ethnic Origin	Headcount	Percentage of Total
Asian	21	24%
Black	32	36%
Mixed Heritage	1	1%
Other	1	1%
PNTS / Unknown	10	11%
White	23	26%

By Sexual Orientation	Headcount	Percentage of Total
Heterosexual/Straight	58	66%
Lesbian, gay or bisexual	3	3%
PNTS / Unknown	27	31%

Married or in a civil partnership	Headcount	Percentage of Total
Yes	45	51%
No	16	18%
PNTS / Unknown	27	31%

Currently on maternity leave	Headcount	Percentage of Total
Yes	0	0%
No	88	100%
PNTS / Unknown	0	0%

Care responsibilities	Headcount	Percentage of Total
Yes	17	19%
No	49	56%
PNTS / Unknown	22	25%

Gender identity same as assigned at birth	Headcount	Percentage of Total
Yes	77	88%
No	0	0%
PNTS / Unknown	11	13%

Parenting responsibilities	Headcount	Percentage of Total
Yes	30	34%
No	34	39%
PNTS / Unknown	24	27%

PNTS = Prefer not to say

<b>Number of Declined Applications</b>	<b>55</b>
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By Age Band	Headcount	Percentage of Total
21-30	1	2%
31-40	5	9%
41-50	6	11%
51-60	24	44%
61-70	19	35%
71-79	0	0%

By Disability	Headcount	Percentage of Total
Yes	6	11%
No	45	82%
PNTS / Unknown	4	7%

By Religion	Headcount	Percentage of Total
Christian	27	49%
Hindu	7	13%
Muslim	1	2%
No Religion	7	13%
Other	5	9%
PNTS / Unknown	8	15%

By Gender	Headcount	Percentage of Total
Male	15	27%
Female	40	73%

By Ethnic Origin	Headcount	Percentage of Total
Asian	13	24%
Black	17	31%
Mixed Heritage	1	2%
Other	1	2%
PNTS / Unknown	6	11%
White	17	31%

By Sexual Orientation	Headcount	Percentage of Total
Heterosexual/Straight	41	75%
Lesbian, gay or bisexual	3	5%
PNTS / Unknown	11	20%

Married or in a civil partnership	Headcount	Percentage of Total
Yes	23	42%
No	17	31%
PNTS / Unknown	15	27%

Care responsibilities	Headcount	Percentage of Total
Yes	11	20%
No	25	45%
PNTS / Unknown	19	35%

Currently on maternity leave	Headcount	Percentage of Total
Yes	0	0%
No	55	100%
PNTS / Unknown	0	0%

Gender identity same as assigned at birth	Headcount	Percentage of Total
Yes	50	91%
No	0	0%
PNTS / Unknown	5	9%

Parenting responsibilities	Headcount	Percentage of Total
Yes	16	29%
No	23	42%
PNTS / Unknown	16	29%