

Equality Impact Assessment

Name of project/proposal HR Transformation Programme to 2019
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Department Corporate Services
Date of Assessment 25 Aug 2017

Description of Service / Policy

The HR Service is made up of 6 functional areas; HR Advice & Case Management, Organisational Change, Recruitment, Policy & Reward, Workforce Development and Business Partners.

Geographical impact* Eastleigh Winchester

Description of proposed change

The project links with the Council's Transformation to 2019 programme and the requirement to re-shape and innovate service provision in response to reductions in Government funding. The purpose of the project is to build on the Transformation to 2017 programme and create a more efficient and effective HR Service which is provided to HCC and its partners by; changes in the operating model, technology & communication channel shift and greater emphasis on income generation.

Engagement and consultation

Has engagement or consultation been carried out? Yes

No specific consultation has been carried out on this proposal, however, the County Council carried out a major public consultation exercise over the Summer 2017 on a range of options for finding further budget savings including increasing council tax, using reserves and making changes to the way in which services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to Cabinet in September 2017. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

Impacts of the proposed change

This impact assessment covers HCC Staff (and partners)

Statutory considerations

Impact

Age Impact	Low 71.64% of the HR workforce are aged between 30-54 years old, compared to 65.76% of Corporate Services and 63.35% of HCC as a whole.
Disability Impact	Low 4.10% of the HR workforce are known to have a disability, compared to 2.67% of Corporate Services and 1.66% of HCC as a whole.

Sexual Orientation	Neutral
Race Impact	Low 7.84% of the HR workforce are of BME origin, compared to 6.12% of Corporate Services and 6.78% of HCC as a whole.
Religion and Belief	Neutral
Gender Reassignment	Neutral
Gender Impact	Low Staff working in HR are predominately female (85.08%), which equates to 228 females and 40 males across the department. The gender split across Corporate Services is 65% female and 35% male, and across the whole of HCC it is 77% female and 23% male.
Marriage and civil partnership	Neutral
Pregnancy and Maternity Impact	Low Due to the age and gender demographic within HR there is likely to be individuals on maternity/adoption or other family friendly leave. Currently there are approximately 7 individuals on family friendly leave across HR.

Other policy considerations

Poverty	Neutral
Rurality	Neutral

Additional Information