

**SP23 Equality Impact Assessment - Asbestos Management Service operating model review - staff**

**EIA writer(s) and authoriser**

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**Section one – information about the service and service change**

<b>Service affected</b>	<b>Asbestos Management Services</b>
<b>Please provide a short description of the service / policy/project/project phase</b>	<p>The service provides UKAS accredited asbestos testing and inspection services, designs and delivers asbestos management controls to help enable the County Council to meet its statutory obligations in relation to the Control of Asbestos Regulations. The service also includes delivery of drone services.</p> <p>SP23 project - Review of Asbestos Service &amp; implementation of a fit for purpose operating model to ensure full cost recovery of service provision as a minimum. To incorporate assessment of fee models &amp; income streams, efficiencies, non-fee earning work, business plan development.</p>

<p><b>Please explain the new/changed service/policy/project</b></p>	<p>The Asbestos Service proposes to review and make changes to the way in which they operate. This will include an appraisal of their current portfolio of services and the staffing structure required to deliver these. The review will consider the best ways to deliver required service savings whilst maintaining sustainable, fit-for-purpose and deliverable services. The review may propose changes to the total number of roles within the Services, and/or amendments to role responsibilities and tasks.</p>
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**Engagement and consultation**

The County Council's *Serving Hampshire Balancing the Budget* consultation (2021-2023) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

**Has any pre-consultation engagement been carried out?**  
(Delete as appropriate)

	<p><b>No</b></p>	
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**Describe the consultation or engagement you have performed or are intending to perform.**

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No staff or Trade Union consultation has yet been carried out. Until the Service's ways of working and staffing structures have been reviewed, it is currently unknown what the likely impact will be upon staff. Consultation activities will be carried out as appropriate when further details of any proposed changes are understood.

**Section two: Assessment**

**Table 1 Impact Assessment**

Protected characteristic (see <a href="#">EIA Guidance</a> for considerations)	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age		X				Staff
Disability		X				Staff
Gender reassignment		X				Staff
Pregnancy and maternity		X				Staff
Race		X				Staff
Religion or belief		X				Staff
Sex		X				Staff
Sexual orientation		X				Staff
Marriage & civil partnership		X				Staff
Poverty		X				Staff
Rurality		X				Staff

**Table 2 Geographical impact**

Does the proposal impact on a specific area?

Area	Yes / no	Area	Yes / no	Area	Yes / no
All Hampshire	Yes	Fareham		New Forest	
Basingstoke and Deane		Gosport		Rushmoor	
East Hampshire		Hart		Test Valley	
Eastleigh		Havant		Winchester	

**Section three: Equality Statement**

**Table 3 Consideration of and explanation for neutral or low negative impacts**

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
Age	<p>Current age profile of the Asbestos Management Services:</p> <p>20-29 = 13%</p> <p>30-39 = 34.8%</p> <p>40-49 = 39.1%</p> <p>50-59 = 13%</p> <p>The age profile in the Asbestos Management Services differs from the Corporate profile in that it has more staff in mid age ranges and less in the upper age range. Until the review of Asbestos Management Services is complete and required workforce changes are confirmed, it is difficult to know the extent of the impact of this on this protected characteristic, but it would be expected to be neutral or low. If required, stringent decision-making processes would be</p>

	put in place to ensure that individuals are not unfairly disadvantaged because they possess a particular characteristic.
<b>Disability</b>	No staff have declared a disability. However, care will be taken to ensure changes do not unfairly disadvantage those from this protected characteristic group.
<b>Gender reassignment</b>	No staff have indicated that they are in this protected characteristic group. It is not thought that changes will have a disproportionate impact on this protected characteristic.
<b>Pregnancy and maternity</b>	One member of staff falls in this protected characteristic group. Until the review of Asbestos Management Services is complete and required workforce changes are confirmed, it is difficult to know the extent of the impact of this on this protected characteristic, but it would be expected to be neutral or low. If required, stringent decision-making processes would be put in place to ensure that individuals are not unfairly disadvantaged because they possess a particular characteristic.
<b>Race</b>	Current ethnicity profile of the Asbestos Management Services: 95.7% white 4.3% not obtained  Until the review of Asbestos Management Services is complete and required workforce changes are confirmed, it is difficult to know the extent of the impact of this on this protected characteristic, but it would be expected to be neutral or low. If required, stringent decision-making processes would be put in place to ensure that individuals are not unfairly disadvantaged because they possess a particular characteristic.
<b>Religion or belief</b>	No current data on religion of belief profile of the Asbestos Management Services team. Until the review of Asbestos Management Services is complete and required workforce changes are confirmed, it is difficult to know the extent of the impact of this on this protected characteristic, but it would be expected to be neutral or low. If required, stringent decision-making processes would be put in place to ensure that individuals are not unfairly disadvantaged because they possess a particular characteristic.
<b>Sex</b>	Current gender profile of the Asbestos Management Services team: 74% male (compared to 24% male staff within HCC) 26% female (compared to 76% female staff within HCC) There is an uneven gender split currently within the team, with 74% male staff compared to 26% female.

	Until the review of Asbestos Management Services is complete and required workforce changes are confirmed, it is difficult to know the extent of the impact of this on this protected characteristic, but it would be expected to be neutral or low. If required, stringent decision-making processes would be put in place to ensure that individuals are not unfairly disadvantaged because of their gender.
<b>Sexual orientation</b>	No current data on sexual orientation profile of the Asbestos Management Services team. It is not thought that changes will have an impact on this protected characteristic.
<b>Marriage &amp; civil partnership</b>	No current data on marriage and civil partnership profile of the Asbestos Management Services team. It is not thought that changes will have a disproportionate impact on this protected characteristic.
<b>Poverty</b>	No current data on poverty profile of the Asbestos Management Services team. It is not thought that changes will have a disproportionate impact on this protected characteristic.
<b>Rurality</b>	No current data on rurality profile of the Asbestos Management Services team. It is not thought that changes will have a disproportionate impact on this protected characteristic.

**Table 4 Explanation and mitigation for medium and high impacts**

<b>Protected characteristic</b>	<b>Brief explanation of why this has been assessed as having medium or high negative impact</b>	<b>Is there a Geographical impact? If so, please explain -use list below to identify geographical area(s)</b>	<b>Short explanation of mitigating actions</b>
N/A			

**Table 5 Consideration of and explanation for positive impacts**

<b>Protected characteristic</b>	<b>Brief explanation of why this has been assessed as having positive impact</b>

N/A	
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**Box 1 Please set out any additional information which you think is relevant to this impact assessment:**

Although changes in the service's way of working and changes to the staffing structure are not expected to have an impact on any of the protected characteristics, if changes do represent a risk once proposed they are fully identified, more detailed EIAs will be undertaken at a later date, with appropriate consideration and action taken in respect of their findings.

The work delivered by the team is primarily for internal clients and partners, rather than being delivered directly to the public. Full testing and inspection services need to be maintained to ensure ongoing compliance with Regulations. There are not any foreseen impact on other HCC departments or partners (customers) and therefore an EIA has not been completed for the public. If, when the review and outcomes are clearer, any changes may represent a risk to clients and partners, a more detailed EIA will be undertaken, again with appropriate consideration and action taken in respect of their findings.

**Box 2**

**If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:**

N/A
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