

SP23 EIA – Broadband, Transformation and Business Support – Staff

EIA writer(s) and authoriser

| No | | Name | Department | Position | Email address | Phone number | Date | Issue |
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Section one – information about the service and service change

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|---|---|
| Service affected | Hampshire Broadband Programme, CCBS Business Support, CCBS Transformation Team |
| Please provide a short description of the service / policy/project/project phase | CCBS Transformation and Business Services comprises a number of different teams. This EIA relates specifically to the Hampshire Broadband Programme, CCBS Business Support and CCBS Transformation teams. The Broadband team support delivery of improved broadband across Hampshire premises. The Business Support and Transformation teams deliver administrative, cross-cutting and specialist support to the Culture, Communities and Business Services department. These teams encompass a range of roles across numerous functions. |

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| <p>Please explain the new/changed service/policy/project</p> | <p>In order to deliver their savings targets for 2023, the Hampshire Broadband Programme, CCBS Business Support and CCBS Transformation teams have undertaken to collectively review and makes changes to the way in which their cross-cutting and supporting functions are delivered. This review aims to develop a more joined-up and efficient operating model to support departmental priorities. It will include an appraisal of these teams' current range of activities and the staffing structures required to deliver them. The review and any changes arising from it may therefore result in workforce changes e.g. to the number of roles within these teams or amendments to role responsibilities and tasks and/or contractual changes. Until the review is complete, the nature and extent of any required workforce changes is unknown.</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>No</p> | |
|--|------------------|--|

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 consultation or engagement will be carried out prior to the *Serving Hampshire Balancing the Budget* consultation (2021-2023). Should workforce changes be required as a result of this proposed review, appropriate staff consultation will be carried out as and when required.

Section two: Assessment

Table 1 Impact Assessment

| Protected characteristic (see EIA Guidance 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 | Neutral - The age profile of impacted teams is broadly in line with the County Council as a whole. Until the review 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 there is currently no evidence that it would be disproportionately affected by any workforce changes. |
| Disability | Neutral – Less than 7% of staff within impacted teams have a declared disability. This is not significantly different to that for the County Council as a whole in 2019/20 (3.61%). Until the review 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 there is currently no evidence that it would be disproportionately affected by any workforce changes. |

| | |
|------------------------------|---|
| Gender reassignment | Neutral - There is no evidence that this protected characteristic would be disproportionately affected by any workforce changes. |
| Pregnancy and maternity | Neutral – c. 75% of staff within impacted teams are women, and it is possible that at the time of any staff reviews there may be staff on maternity leave or currently pregnant. Any staff on maternity leave during any period of workforce change would be given the opportunity to engage in relevant consultation and be kept briefed throughout the process. This equally applies to those off on paternity and adoption leave. There is no evidence that this protected characteristic would be disproportionately affected by any workforce changes. |
| Race | Neutral - There is no evidence that this protected characteristic would be disproportionately affected by any workforce changes. |
| Religion or belief | Neutral - There is no evidence that this protected characteristic would be disproportionately affected by any workforce changes. |
| Sex | Low negative – Within the impacted teams c. 25% of employees are male, 75% female. This is comparable with the HCC 2019/2020 position of 24% male and 76% female. Until the review 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 there is currently no evidence that it would be disproportionately affected by any workforce changes. 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. |
| Sexual orientation | Neutral - There is no evidence that this protected characteristic would be disproportionately affected by any workforce changes. |
| Marriage & civil partnership | Neutral - There is no evidence that this protected characteristic would be disproportionately affected by any workforce changes. |
| Poverty | Neutral - There is no evidence that this protected characteristic would be disproportionately affected by any workforce changes. |
| Rurality | Neutral - There is no evidence that this protected characteristic would be disproportionately affected by any workforce changes. |

Table 4 Explanation and mitigation for medium and high impacts

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

Table 5 Consideration of and explanation for positive impacts

| Protected characteristic | Brief explanation of why this has been assessed as having positive impact |
|--------------------------|---|
| N/A | |

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

Until the Hampshire Broadband Programme, CCBS Business Support and CCBS Transformation teams have reviewed their cross-cutting and supporting functions, and decisions are taken on a future operating model and any required workforce changes, it is unknown what the likely impact will be upon relevant staff. Further, more detailed EIAs will be undertaken at a later date, with appropriate consideration and action taken in respect of their findings.

At this stage, it is not thought that any changes resulting from the proposed review will have any impact on the public – due to the nature of the teams involved which are internal-facing, support services.

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

