

# Initial Equality Impact Assessment – establishing relevance to equality

Proposal to introduce a shared  
Regulatory Service across the  
Boroughs of Croydon, Merton  
and Richmond

# INITIAL EQUALITY IMPACT ASSESSMENT (EQIA) - ESTABLISHING RELEVANCE TO EQUALITY

## SECTION 1: SUMMARY OF EQUALITY IMPACT ASSESSMENT

<b>1.1</b>	<b>Details of the Project</b>
	<p><b>Title of EqIA:</b> Provision of a shared Regulatory Service across the boroughs of Croydon, Merton and Richmond.</p>
	<p><b>Date of EqIA:</b> 27 April 2012</p>
	<p><b>State whether EqIA is on a Policy, Strategy, Function, Project or Activity or a combination:</b> Project</p>
	<p><b>Indicate whether it is a 'new' or an 'existing' policy, strategy, function, project or activity:</b> A new project</p>
<b>1.2</b>	<b>Details of the person responsible for the EqIA</b>
	<p><b>Full Name:</b> Tony Brooks</p>
	<p><b>Position:</b> Director Public Safety and Public Realm</p>
	<p><b>Directorate:</b> Public Safety and Public Realm</p>
	<p><b>Department:</b> Planning &amp; Environment</p>
	<p><b>Full Contact Details:</b> Floor 18 (NW), Taberner House. Tel: Ext 65433</p>
<b>1.3</b>	<b>What is the aim and objective of the project?</b>
	<p>Conversations have been ongoing firstly with the London Boroughs of Bromley and Bexley and now Merton and Richmond (the boroughs) about a number of shared service opportunities.</p> <p>A Chief Executives Shared Services Group of the three boroughs has agreed in principle that a defined group of 'regulatory services' should be delivered for the three boroughs via a single shared provider unit.</p> <p>The aim is to proceed with the appointment of a shared Head of Service for the Boroughs of Croydon, Merton and Richmond and then to take all necessary steps to introduce a shared delivery model to cover Regulatory Services,.</p> <p>Following the appointment of a shared Head of Service a phased approach to implementation and subsequent savings is proposed with the appointment of a shared management team at phase one and a fully integrated and streamlined service with</p>

integrated systems at phase two with a view to achieving efficiencies that align with the Council's Target Operating Model.

The intention is to rationalise spans and numbers of management posts across the three boroughs and to bring the various services together.

## SECTION 2: ANALYSING RELEVANCE TO EQUALITY

2.1 Answering the following questions in relation to the above project will ensure you have given proper consideration to equality.		
	Y/N	Supporting information for both Yes and No
Does the proposal affect service users, employees or the wider community?	<b>Y</b>	<p>Yes. The proposal will directly affect a number (4) of management posts, Tier 3 and 4, who may be subject to redundancy and/or redeployment.</p> <p>The aim is to create a shared service and rationalise management posts across the three boroughs. Service delivery officers will remain with the intention that levels of delivery at the operational level are not affected.</p> <p>In these particular circumstances, the affected members of staff will be subject to the Council's restructuring and reorganisation procedure.</p>
Does it significantly affect how functions are delivered in terms of equality, for example SEN in schools?	<b>N</b>	This specific proposal would not impact on members of the public or protected groups. It is a reduction in management posts not service delivery.
Does it relate to functions that previous engagement has identified as being important to protected groups, for example accessible transport?	<b>N</b>	The reduction of the management posts will not impact on service delivery in the wider range of regulatory services.
Does or could it affect protected groups differently?	<b>N</b>	The reduction of the management posts will not impact on service delivery in the wider range of regulatory services.
Does it relate to an area with known or potential inequalities, such as school attainment or youth offending?	<b>N</b>	This specific proposal would not impact on members of the public or protected groups. It is a reduction in management posts not service delivery.
Does it relate to an area where equality objectives have been set by the council, such as through local or national indicators?	<b>N</b>	There are no local or national equality indicators for this range of Regulatory Services.

**2.2 How does the above project help or hinder the council in meeting those duties?**

<b>Equality Duties</b>	<b>Supporting information</b>
Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.	No protected groups are deliberately or unintentionally targeted by these proposals.
Advance equality of opportunity between people who share a protected characteristic and those who do not.	No protected groups are deliberately or unintentionally targeted by these proposals.
Foster good relations between people who share a protected characteristic and those who do not.	No protected groups are deliberately or unintentionally targeted by these proposals.

**2.3 How does this project affect protected groups?**

<b>Protected groups</b>	<b>Supporting information</b>
Age	Not relevant. No targeted services or unique service delivery arrangements
Disability	Not relevant. No targeted services or unique service delivery arrangements.
Gender/Sex (incl gender reassignment)	All of the posts are male.
Race/Ethnicity	Not relevant. No targeted services or unique service delivery arrangements.
Religious/Faith Groups	Not relevant. No targeted services or unique service delivery arrangements.
Sexual Orientation	Not relevant. No targeted services or unique service delivery arrangements.
Pregnancy and maternity	Not relevant. No targeted services or unique service delivery arrangements.
Marriage and civil partnership	Not relevant. No targeted services or unique service delivery arrangements.

**SECTION 3: DECISION AND SIGN-OFF**

<b>3.1</b>	<b>Once you have answered the questions in section 2, please make a judgment on whether the project is relevant to equality and therefore requires further equality analysis.</b>	
<b>Is further equality impact assessment required?</b>		
No (briefly state why)	<p>A full equality assessment is not required for the proposals to introduce a shared management structure for the shared regulatory services for Croydon, Merton and Richmond.</p> <p>The project will directly affect a number of employees who may be subject to redundancy and/or redeployment. In these cases, the Council's restructuring and reorganisation procedure will apply.</p> <p>During the restructure the intention is to ensure that services such as door step crime perpetrated against the old and vulnerable, anti social behavior and harassment are prioritised.</p>	
<b>Lead Officer</b>		
Name	Tony Brooks	
Signature		
Date	27 April 2012	
<b>Lead Director</b>		
Name	Tony Brooks	
Signature		

Date	
Date sent to corporate equalities and cohesion team ( <a href="mailto:data.equalities@croydon.gov.uk">data.equalities@croydon.gov.uk</a> )	

**Please send completed initial assessment to Equalities and Cohesion Team,  
7<sup>th</sup> Floor Taberner House, [data.equalities@croydon.gov.uk](mailto:data.equalities@croydon.gov.uk)**