



IPSWICH  
BOROUGH COUNCIL

# **Equality Impact Assessment**

## *Democratic Services Restructure*

Ref: EQIA2019080504

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**Title of report:** Democratic Services Restructure

**Reference:** EQIA2019080504

**What is the report trying to achieve?:**

The purpose of this small restructure is to ensure that the Council has appropriate resources to support its decision making structures. It is intended that the changes will allow the Council to develop staff to ensure that they have appropriate skills.

**What evidence/data is being used to support this equality analysis?:**

Findings from surveys, focus groups & consultations

**Supporting documents (if available):**

Democratic Services Restructure Paper

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**Is there potential for positive or negative impact on any of the protected characteristics?**

- **Age:** *No Impact*
- **Disability:** *No Impact*
- **Marriage & Civil Partnership:** *No Impact*

- **Race:** *No Impact*
- **Pregnancy & Maternity:** *No Impact*
- **Religion or Belief:** *No Impact*
- **Gender Reassignment:** *No Impact*
- **Sex:** *No Impact*
- **Sexual Orientation:** *No Impact*

**If 'No Impact' explain why**

Age - Whilst the introduction of a Career Grade Scheme might be of greater benefit to younger people recruitment will be fair and open to all ages.

Disability - The report does not change the Council's policies relating to employing disabled people.

Marriage and Civil Partnership - The report does not change the Council's policies relating to the employment of married people and those in civil partnerships.

Race - The report does not change the Council's policies relating to employing people without reference to their race.

Pregnancy and Maternity - The report does not change the Council's policies relating to Pregnancy and Maternity. The Career Grade will allow people to take career breaks in line with the Council's policies in the same way as the current structure.

Religion or Belief - The report does not have any impact on Religion or Belief.

Gender Reassignment - The report does not have any impact on Gender Reassignment.

Sex - The report does not have any impact on Sex.

Sexual Orientation - The report does not have any impact on Sexual Orientation.

**If you have identified any negative impacts (above) how can they be minimised or removed?**

**The report helps us to 'eliminate unlawful discrimination, harassment & victimisation' in the following way(s):**

By ensuring that the Council has sufficient support for its decision making processes it can make sound strategic decisions to eliminate unlawful discrimination, harassment and victimisation.

**The report helps us to 'advance equality of opportunity...' in the following way(s):** The report will allow those with a lower level of educational attainment, but with sufficient aptitude, to progress to higher levels of work and pay through the career grade scheme.

**The policy helps us to 'foster good relations...' in the following way(s):** The proposed restructure will have no impact on relations between people who share a protected

characteristic and those who do not.