



IPSWICH
BOROUGH COUNCIL

Equality Impact Assessment

Legal Services Restructure 2020

Ref: EQIA2020070631

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Title of report: Legal Services Restructure 2020

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What is the report trying to achieve?:

Amendments to the Legal Services structure are proposed in the light of the revised local government landscape post pandemic, and due to historic anomalies in the legal services establishment and budget. The proposed structure will ensure that the Council has access to efficient, competent and timely legal advice when needed from a flexible and resilient team which is focused on the needs of the authority and provides value for money. It will minimize the reliance on expensive locum provision, and reduce the spend on legal services across the authority.

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

Budget, legal spend, consultations with client departments on the future need for legal services within the authority

Supporting documents (if available):

<https://ipswichbc.sharepoint.com/sites/HRSupport/SitePages/Organisational-Change-Management-and-Redeployment-Toolkit.aspx>

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

The proposals seek to strengthen the professional advice available to the authority by slotting in all existing employees into a role which is either the same, similar or better than their current role, driven by the redesign of the service and not by individuals. Job evaluation will be undertaken for new roles once the structure is agreed.

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

None identified.

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

Existing employees will be slotted in to the same, similar or improved roles, while vacant posts will be recruited via a fair and robust recruitment process in accordance with Council policies.

The report helps us to 'advance equality of opportunity...' in the following way(s): Existing employees will be slotted in to the same, similar or improved roles, while vacant posts will be recruited via a fair and robust recruitment process in accordance with Council policies. Employees will be able to apply for improved roles via the open recruitment process.

The policy helps us to 'foster good relations...' in the following way(s): Existing employees will be slotted in to the same, similar or improved roles, while vacant posts will be recruited via a fair and robust recruitment process in accordance with Council policies.