



IPSWICH  
BOROUGH COUNCIL

## **Equality Impact Assessment**

### *HR Restructure 2017*

Ref: EQIA2017090500

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**Title of report:** HR Restructure 2017

**Reference:** EQIA2017090500

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

The report seeks approval for a restructure of Human Resources (HR). The last restructure of HR was undertaken in July 2013. Since this time the needs of Ipswich Borough Council (IBC) have changed due to the way in which it provides its services to the community. In line with these changes, the support required IBC from the Human Resources Department have also changed. The restructure has been designed to ensure the provision of HR support is relevant and adds value to the service areas within the organisation. This will lead to a reduction of the staff within HR.

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

Corporate Management Team Paper

**Supporting documents (if available):**

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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**

There is no impact on any of the protected characteristics above. All employees involved have the same opportunity through the process. The restructure consultation is being undertaken in line with Ipswich Borough Councils Equality and Diversity Policy.

**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):**

All employees effected by the restructure go through the same consultation process. The documents detailing the re-organisation has been discussed with all members of the HR Team and are available to HR employees to read. Any interviews for available positions will have an independent representative on the panel from outside of the HR department to ensure fairness and unbiased decision making is undertaken during the interview process.

**The report helps us to 'advance equality of opportunity...' in the following way(s):** All the effected Human Resources employees are given equal opportunity to apply for the available roles or the opportunity to be slotted in to a role where they have the appropriate level of professional experience and knowledge.

**The policy helps us to 'foster good relations...' in the following way(s):** All effected Human Resources team members, including those on long term absence, have been communicated to in person "face to face" by the Human Resources Operations Manager, ensuring the same information and guidance are given to all those effected. All the effected HR team members are encouraged to ask questions during the consultation period.