



IPSWICH
BOROUGH COUNCIL

Equality Impact Assessment

Shared Revenues Partnership Operating Model Review 2018

Ref: EQIA2018062844

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Title of report: Shared Revenues Partnership Operating Model Review 2018

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What is the report trying to achieve?:

This report considers:

- A review of the staffing structure and the reallocation of resources & responsibilities to provide resilience and strategic direction.
- A change in both the types and volumes of work undertaken as a consequence of Welfare Reform, increasing Fraud and Error Reduction work (affecting Benefits), and an increasing number of Council Tax households and Non Domestic Rates accounts to maintain and recover.
- The immediate challenges and risks for Revenues and Benefits as the transfer to Universal Credit commences and the likely speed of change.

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

employee feedback

Supporting documents (if available):

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 restructure will formalise the current working arrangements, provide opportunities for:-

- career progression through the establishment of new posts
- job enrichment through opportunities for more generic working
- improve management resilience & day to day accessibility
- allow the development of the business through growth and exploration

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

No adverse impact relating to the nine protected characteristics however the Council is aware that individuals may be affected in terms of anxiety or possibly stress in the lead up to attending interviews (especially for those who have not attended an interview for many years). HR will support employees in line with the relevant policies and support managers/ individuals with undertaking assessments in line with the current Stress Management Policy.

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

By being fully transparent about the process to be undertaken, it is hoped that this will demonstrate that all employees will be treated equally and that no employee is to be unfairly impacted or discriminated against.

The report helps us to 'advance equality of opportunity...' in the following way(s): By offering new posts under open recruitment and fairly identifying those posts which are no change/slot in or ring fenced.

The policy helps us to 'foster good relations...' in the following way(s): By reducing the amount of silo working and the amount of transactions which require 'handing off' between

officers, SRP will improve the customer experience by creating more time efficient processes. Removing duplication of effort and co-dependency between Revenues and Benefits teams by increasing generic working and flexibility.