

Equality Impact Assessment (EQIA) Initial Screening

Title of EQIA	The return of staffing to Whitton, Crown Pools and Fore Street
Date	11 th August 2020
Officer carrying out screening	Andrew Wilesmith
Service Area	Sport and Leisure
Project Sponsor	Justin Jupp

The characteristics protected by the Equality Act are: **Disability, Age, Sex (gender), Gender reassignment, Marriage/civil partnership, Pregnancy/maternity, Race, Sexual orientation and Religion/belief.**

The purpose of this Equality Impact Assessment is to achieve the following.

By law we must have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Further information on each of the characteristics can be found at the end of the document.

1. Project/Proposal/ Service changes

What is proposed?	The Council will be reopening Whitton, Crown Pools and Fore Street and require the return of some staff to operate the facilities
Why are the changes being introduced?	The Coronavirus Outbreak has caused the Council to consider the services it operates, how these services could be delivered safely and cost effectively and provide appropriate staffing
What evidence is being used to support this equality impact analysis?	HR advice, furlough rules and staffing requirements of the facilities
How will this change be implemented?	As part of the reopening plans for sport and leisure agreed at Tactical Management Team.

2 Equality Impact Analysis

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
Age	No anticipated impact	<p>The reintroduction of staff back to sites has no positive or negative impacts on any of the protected characteristics.</p> <p>The return of staff was done by those not on redeployment in other parts of the Council or on furlough, first. Then followed by those on furlough in the order they were drawn and finally by those on redeployment. This was done by job role until the needs of the service to reopen, was met.</p>	<p>Those on furlough were placed into a 'draw' by their job role and then selected, via a random number generator, with the first being drawn returning first etc. This was agreed with HR and Trade Unions, deemed the fairest way to return staff from furlough.</p> <p>Where a member of staff was returning to their regular place of work into a shift they normally did, they were offered this shift.</p> <p>All staff will receive full reorientation training to be safe to return and all staff will have personal risk assessments to ensure they are safe to return as well as being required to read and receive a session on the facility and activity risk assessments.</p>

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Disability	No anticipated impact	<p>The reintroduction of staff back to sites has no positive or negative impacts on any of the protected characteristics.</p> <p>The return of staff was done by those not on redeployment in other parts of the Council or on furlough, first. Then followed by those on furlough in the order they were drawn and finally by those on redeployment. This was done by job role until the needs of the service to reopen, was met.</p>	<p>Those on furlough were placed into a 'draw' by their job role and then selected, via a random number generator, with the first being drawn returning first etc. This was agreed with HR and Trade Unions, deemed the fairest way to return staff from furlough.</p> <p>Where a member of staff was returning to their regular place of work into a shift they normally did, they were offered this shift.</p> <p>All staff will receive full reorientation training to be safe to return and all staff will have risk assessments to ensure they are safe to return.</p> <p>Where a member of staff requires additional support or different access, this has been accounted for in their reorientation training and risk assessments to ensure needs are met.</p>

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
Gender reassignment	No anticipated impact	<p>The reintroduction of staff back to sites has no positive or negative impacts on any of the protected characteristics.</p> <p>The return of staff was done by those not on redeployment in other parts of the Council or on furlough, first. Then followed by those on furlough in the order they were drawn and finally by those on redeployment. This was done by job role until the needs of the service to reopen, was met.</p> <p>All staff will receive full reorientation training to be safe to return and all staff will have risk assessments to ensure they are safe to return.</p>	<p>Those on furlough were placed into a 'draw' by their job role and then selected, via a random number generator, with the first being drawn returning first etc. This was agreed with HR and Trade Unions, deemed the fairest way to return staff from furlough.</p> <p>Where a member of staff was returning to their regular place of work into a shift they normally did, they were offered this shift.</p>
Pregnancy and maternity	No anticipated impact	<p>The reintroduction of staff back to sites has no positive or negative impacts on any of the protected characteristics.</p> <p>The return of staff was done by those not on redeployment in other parts of the Council or on furlough, first. Then followed by those on furlough in the order they were drawn and finally by</p>	<p>Those on furlough were placed into a 'draw' by their job role and then selected, via a random number generator, with the first being drawn returning first etc. This was agreed with HR and Trade Unions, deemed the fairest way to return staff from furlough.</p>

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		<p>those on redeployment. This was done by job role until the needs of the service to reopen, was met.</p>	<p>Where a member of staff was returning to their regular place of work into a shift they normally did, they were offered this shift.</p> <p>Alternative working conditions offered to those that exceed the weeks gone (28 weeks) in the government guidance.</p> <p>All staff will receive full reorientation training to be safe to return and all staff will have risk assessments to ensure they are safe to return. As part of the risk assessment, if their pregnancy falls within the government guidelines of weeks gone and as a result they aren't deemed fit to return to front line duty, they will be given the ability to carry out duties at home.</p>
Race	No anticipated impact	<p>The reintroduction of staff back to sites has no positive or negative impacts on any of the protected characteristics.</p> <p>The return of staff was done by those not on redeployment in other parts of</p>	<p>Those on furlough were placed into a 'draw' by their job role and then selected, via a random number generator, with the first being drawn returning first etc. This was agreed with</p>

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		<p>the Council or on furlough, first. Then followed by those on furlough in the order they were drawn and finally by those on redeployment. This was done by job role until the needs of the service to reopen, was met.</p> <p>Risk assessments carried out for staff to identify particular risk factors.</p>	<p>HR and Trade Unions, deemed the fairest way to return staff from furlough.</p> <p>Where a member of staff was returning to their regular place of work into a shift they normally did, they were offered this shift.</p>
Religion or belief	No anticipated impact	<p>The reintroduction of staff back to sites has no positive or negative impacts on any of the protected characteristics.</p> <p>The return of staff was done by those not on redeployment in other parts of the Council or on furlough, first. Then followed by those on furlough in the order they were drawn and finally by those on redeployment. This was done by job role until the needs of the service to reopen, was met.</p>	<p>Those on furlough were placed into a 'draw' by their job role and then selected, via a random number generator, with the first being drawn returning first etc. This was agreed with HR and Trade Unions, deemed the fairest way to return staff from furlough.</p> <p>Where a member of staff was returning to their regular place of work into a shift they normally did, they were offered this shift.</p>
Sex	No anticipated impact	The reintroduction of staff back to sites has no positive or negative impacts on any of the protected characteristics.	Those on furlough were placed into a 'draw' by their job role and then selected, via a random number generator, with the first being drawn

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Sexual orientation	No anticipated impact	<p>The reintroduction of staff back to sites has no positive or negative impacts on any of the protected characteristics.</p> <p>The return of staff was done by those not on redeployment in other parts of the Council or on furlough, first. Then followed by those on furlough in the order they were drawn and finally by those on redeployment. This was done by job role until the needs of the service to reopen, was met.</p>	<p>Those on furlough were placed into a 'draw' by their job role and then selected, via a random number generator, with the first being drawn returning first etc. This was agreed with HR and Trade Unions, deemed the fairest way to return staff from furlough.</p> <p>Where a member of staff was returning to their regular place of work into a shift they normally did, they were offered this shift.</p>
Marriage and civil partnership	No anticipated impact	<p>The reintroduction of staff back to sites has no positive or negative impacts on any of the protected characteristics.</p>	<p>Those on furlough were placed into a 'draw' by their job role and then selected, via a random number generator, with the first being drawn</p>

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

A. There are no unlawful discrimination, harassment or victimisation issues resulting from this service change

Q. The report helps us to 'advance equality of opportunity...' in the following way(s): *

A. Furlough returns were undertaken in a fair and transparent way and was anonymous.

Q. The policy helps us to 'foster good relations...' in the following way(s): *

A. All staff were provided with individual risk assessments to ensure they were safe and comfortable coming back and considering any protected characteristics.

Q. The new provisions will be reviewed in the following way(s): *

A. Staff feedback through blogs, 1-1s, team meetings and ad hoc.

3 Sign Off

Assessment Author:	Andrew Wilesmith	Date: 11 th August 2020
Project Sponsor:	Justin Jupp	Date: 13 th August 2020

Please provide any supporting documents in the appendices below.

Appendix 1 – Definition of the nine Protected Characteristics listed under the Equality Act 2010

Age	Where this is referred to, it refers to a person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 - 30 year olds).
Disability	A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
Gender reassignment	This refers to a person who is proposing to undergo, is undergoing or has undergone a change from one gender to another. The Equality Act introduced a number of changes to the legal protection of transgender and transsexual people. The Act no longer requires a person to be under medical supervision to be protected - for example, a woman who decides to live permanently as a man (or visa-versa), but does not undergo any medical procedures is protected by law.
Marriage and civil partnership	Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
Pregnancy and maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Race	This refers to a group of people defined by their race, skin colour, and/or nationality (including citizenship) ethnic or national origins. The term ethnic minority community is used to define a group of people that is numerically smaller than

	the predominant white British community. This includes people from communities such as Irish, Turkish, Cypriot, Eastern European and Travelling people.
Religion and belief	The term "religion" refers to both the personal practices related to communal faith and to group rituals and communication stemming from shared conviction. Belief can include religious and philosophical beliefs, including lack of belief (e.g. atheism). Generally, a belief should affect your life choices or the way you live for it to be included in this definition.
Sex (Gender)	This refers to either a male (man) or female (woman).
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Further information on the protected characteristics can be found on the [Office of Public Sector Information Website](#)