

# EQUALITY IMPACT ASSESSMENT

Corporate Office Rationalisation



## STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

<b>What is being assessed - including a brief description of aims and objectives?</b>	Corporate Office Rationalisation – the reduction of the Council’s corporate office estate by vacating one of its three main office buildings and the relocation of City Council and partner organisation staff requiring office space elsewhere within the corporate estate
<b>Author</b>	Nathan Sanders
<b>Department and service</b>	Transformation
<b>Date of assessment</b>	22/9/20

## STAGE 2: EVIDENCE AND IMPACT

<b>Protected characteristics (Equality Act)</b>	<b>Evidence and information (eg data and feedback)</b>	<b>Any adverse impact</b> See <a href="#">guidance</a> on how to make judgement	<b>Actions</b>	<b>Timescale and who is responsible</b>
<b>Age</b>	The project will affect Plymouth City Council staff and partner organisation staff of working age i.e. between 16-67	None		
<b>Disability</b>	The City Council’s HR policies are compliant with the Equalities Act in terms of ensuring that its corporate office buildings are accessible and that reasonable	None	Project Manager to ensure that all alternative future office locations for staff are compliant in terms of accessibility	Project Manager – Oct 2021

	adjustments can be made for individual requirements			
<b>Faith/religion or belief</b>	The change of office location for some staff will not have any impact on faith/religion or belief	None		
<b>Gender - including marriage, pregnancy and maternity</b>	The change of office location for some staff will not have any impact on gender	None		
<b>Gender reassignment</b>	The change of office location for some staff will not have any impact on gender reassignment	None		
<b>Race</b>	The change of office location for some staff will not have any impact on race	None		
<b>Sexual orientation - including civil partnership</b>	The change of office location for some staff will not have any impact on sexual orientation	None		

**STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN**

<b>Local priorities</b>	<b>Implications</b>	<b>Timescale and who is responsible</b>
<b>Reduce the gap in average hourly pay between men and women by 2020.</b>	None	
<b>Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.</b>	None	
<b>Good relations between different communities (community cohesion)</b>	None	

<b>Human rights</b> Please refer to <a href="#">guidance</a>	None	
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**STAGE 4: PUBLICATION**

Responsible Officer: Andy Ralphs, Strategic Director of Customer & Corporate Services \_\_\_\_\_ Date \_\_\_\_\_

Strategic Director, Service Director or Head of Service