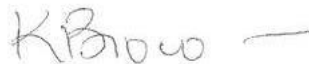


EQUALITY IMPACT ASSESSMENT – SENIOR MANAGEMENT STRUCTURE AND ORGANISATIONAL DESIGN

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s):	Laura Hill, Policy and Intelligence Advisor	Department and service:	Policy and Intelligence Team	Date of assessment:	15.03.2023
Lead Officer:	Kim Brown, Service Director HROD	Signature:		Approval date:	16.03.2023
Overview:	As part of the Council's approved budget savings, proposals have been developed to reduce the cost of the senior management structure across the Council as set out in the Senior Management Structure and Organisational Design paper. It is work noting that as a result of this proposal an officer will be at risk of redundancy. This EIA assesses the impacts of those proposals (listed below).				
Decision required:	<p>That Council:</p> <ol style="list-style-type: none"> Approves the changes to the Chief Officer structure as set out at section 3 of the report. <i>Reasons:</i> <i>To contribute towards the savings required from the Chief Officer / Senior Management Structure within the 2023-24 budget as approved by Council. Given the significant financial pressures the Council faces it is important that there is an experienced and qualified senior lead for finance and resource leadership across the whole Council</i> Approves the approach to Deputy Chief Officer designations as set out at section 7 of the report <i>Reasons: To reconfirm and regularise roles and functional arrangements for those reporting to Chief Officers</i> Approves the extension of the appointment of David Northey as the Interim Service Director for Finance (s151 Officer) from 1 April 2023 for a further 6 months. <i>Reasons:</i> <i>To ensure that the Council has a s151 officer in post pending the recruitment to the proposed Director of Resources post, in line with legal requirements.</i> Notes the changes to service functions and responsibilities as set out at appendix 3 of the report. 				

	<p><i>Reasons:</i></p> <p><i>To update Council on the proposed changes in the responsibilities of certain functions within the Chief Officer structure.</i></p> <p>5. Notes that amendments will be made to Proper Officer delegations within the Council's Constitution as a result of the changes, set out in section 9 of the report.</p> <p><i>Reasons: To ensure that Proper Officer posts are appointed to as required in line with relevant legislation.</i></p>
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SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	Yes		No	x
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	x
Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section three)	Yes		No	x
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	Not applicable.			

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department

Age	<p>Plymouth</p> <ul style="list-style-type: none"> • 16.4 per cent of people in Plymouth are children aged under 15. • 65.1 per cent are adults aged 15 to 64. • 18.5 percent are adults aged 65 and over. • 2.4 percent of the resident population are 85 and over. <p>South West</p> <ul style="list-style-type: none"> • 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64. • 22.3 per cent are aged 65 and over. <p>England</p> <ul style="list-style-type: none"> • 17.4 per cent of people are aged 0 to 14. • 64.2 per cent of people are aged 15 to 64. • 18.4 per cent of people are aged 65 and over. <p>(2021 Census)</p>	No adverse impacts are anticipated.	No adverse impacts are anticipated.	Not applicable.
Disability	<p>9.4 per cent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem.</p> <p>12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)</p>	No adverse impacts are anticipated.	No adverse impacts are anticipated.	Not applicable.
Gender reassignment	0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as	No adverse impacts are anticipated.	No adverse impacts are anticipated.	Not applicable.

	non-binary and, 0.1 per cent identify as a trans women (2021 Census).			
Marriage and civil partnership	<p>40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married.</p> <p>0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).</p>	No adverse impacts are anticipated.	No adverse impacts are anticipated.	Not applicable.
Pregnancy and maternity	The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5.	No adverse impacts are anticipated.	No adverse impacts are anticipated.	Not applicable.
Race	<p>In 2021, 94.9 per cent of Plymouth's population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census)</p> <p>People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census)</p> <p>92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).</p>	No adverse impacts are anticipated.	No adverse impacts are anticipated.	Not applicable.
Religion or belief	48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census).	No adverse impacts are anticipated.	No adverse impacts are anticipated.	Not applicable.

	Those who identified as Muslim account for 1.3 per cent of Plymouth's population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).			
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	No adverse impacts are anticipated.	No adverse impacts are anticipated.	Not applicable.
Sexual orientation	88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census).	No adverse impacts are anticipated.	No adverse impacts are anticipated.	Not applicable.

STAGE 2: Evidence and Impact – workforce data (%ages rounded to 2 decimal points)					
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback) – WHOLE WORKFORCE @ 01/03/2023 – 2466 (removes 21 duplicates where an employee holds more than one role in the Council)	Evidence and information (e.g. data and feedback) – CHIEF EXECUTIVE / CHIEF OFFICERS @ 01/03/2023 – 16 (2 vacant)	Any adverse impact	Actions	Timescale and who is responsible
Age	Teens = $10/2466 = 0.41\%$ 20s = $275/2466 = 11.15\%$ 30s = $399/2466 = 16.18\%$ 40s = $564/2466 = 22.87\%$ 50s = $821/2466 = 33.29\%$ 60s = $369/2466 = 14.96\%$ 70s = $28/2466 = 1.14\%$	30s = $1/16 = 6.25\%$ 40s = $4/16 = 25.00\%$ 50s = $7/16 = 43.75\%$ 60s = $3/16 = 18.75\%$ Unknown = $1/16 = 6.25\%$	None anticipated	n/a	
Disability	None = $1395/2466 = 56.57\%$ Not declared = $946/2466 = 38.36\%$	None = $7/16 = 43.75\%$ Not declared = $6/16 = 37.50\%$	None anticipated	n/a	

	Yes = 125/2466 = 5.07%	Yes = 2/16 = 12.50% Unknown = 1/16 = 6.25%			
Faith, Religion or Belief	Not declared = 817/2466 = 33.14% None = 870/2466 = 35.28% Christian = 720/2466 = 29.20% Buddhist = 8/2466 = 0.32% Other = 45/2466 = 1.82% Jewish = 1/2466 = 0.04% Muslim = 4/2466 = 0.16% Sikh = 1/2466 = 0.04%	Not declared = 7/16 = 43.75% None = 1/16 = 6.25% Christian = 5/16 = 31.25% Other = 2/16 = 12.50% Unknown = 1/16 = 6.25%	None anticipated	n/a	
Gender	Female = 1544/2466 = 62.61% Male = 922/2466 = 37.39%	Female = 8/16 = 50% Male = 8/16 = 50%	None anticipated	n/a	
Gender Reassignment	Data not available.	Data not available	n/a	n/a	
Race	White British = 2076/2466 = 84.18% Asian Or Asian British – Indian = 2/2466 = 0.08% Asian Or Asian British – Pakistani = 1/2466 = 0.04% Black Or Black British – African = 10/2466 = 0.41% Black Or Black British – Caribbean = 4/2466 = 0.16% Chinese = 3/2466 = 0.12% Information Refused = 3/2466 = 0.12% Mixed - White And Asian = 6/2466 = 0.24% Mixed - White And Black African = 3/2466 = 0.12% Mixed - White And Black Caribbean = 4/2466 = 0.16% Not Known = 82/2466 = 3.34%	White British = 12/16 = 75.00% Black Or Black British – Caribbean = 1/16 = 6.25% Not declared = 2/16 = 12.5% Unknown = 1/16 = 6.25%	None anticipated	n/a	

	Other Asian Background = 9/2466 = 0.36% Other Black Background = 1/2466 = 0.04% Other Ethnic Group = 3/2466 = 0.12% Other Mixed Background = 7/2466 = 0.28% Other White Background = 65/2466 = 2.64% White Irish = 6/2466 = 0.24% Not declared = 181/2466 = 7.35%				
Sexual Orientation - including Civil Partnership	Bisexual = 24/2466 = 0.97% Gay Man = 34/2466 = 1.38% Gay Woman/Lesbian = 28/2466 = 1.14% Heterosexual = 1501/2466 = 60.87% Information Refused = 74/2466 = 3.00% Other = 3/2466 = 0.16% Prefer Not To Say = 26/2466 = 1.05% Not declared = 775/2466 = 31.43%	Bisexual = 1/16 = 6.25% Heterosexual = 9/16 = 56.25% Not declared = 5/16 = 31.25% Unknown = 1/16 = 6.25%	None anticipated		n/a

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	No adverse impacts are anticipated.	No adverse impacts are anticipated.	Not applicable.

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
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Celebrate diversity and ensure that Plymouth is a welcoming city.	No adverse impacts are anticipated.	No adverse impacts are anticipated.	Not applicable.
Pay equality for women, and staff with disabilities in our workforce.	No adverse impacts are anticipated.	No adverse impacts are anticipated.	Not applicable.
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024			
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	No adverse impacts are anticipated.	No adverse impacts are anticipated.	Not applicable.
Plymouth is a city where people from different backgrounds get along well.	No adverse impacts are anticipated.	No adverse impacts are anticipated.	Not applicable.