

Somerset Equality Impact Assessment

Before completing this EIA please ensure you have read the EIA guidance notes – available from your Equality Officer

Organisation prepared for:	SSDC		
Version:	2 (2018-19)	Date Completed:	V1 March 2018 v2 April 2019

Description of what is being Equality Impact Assessed:

Agile working framework – introduction of agile working for SSDC staff

Evidence

What data/information have you used to assess how this policy/service might impact on protected groups? Sources such as the [Office of National Statistics](#), [Somerset Intelligence Partnership](#), [Somerset's Joint Strategic Needs Analysis \(JSNA\)](#), Staff and/ or [area profiles](#),, should be detailed here

2018
 A confidential staff survey was undertaken seeking the views of staff who fall under the protected Characteristics (and in particular staff with disabilities or with caring responsibilities) as to what, if any, negative impacts would be experienced by introducing agile working. The survey ran for a period of 3 weeks.
 In total the survey generated nine responses which represents 2% of the total workforce of 444 employees.
 Of these nine responses, 5 (1% of the workforce) were from staff who fall under the Protected Characteristic of Disability/Caring Responsibilities.
 The remaining 4 responses were from staff who wished to comment on Agile working but did not fall into any of the Protected Characteristics.

2019
 Use of workforce data to analyse by gender & contracted hours

Who have you consulted with to assess possible impact on protected groups? If you have not consulted other people, please explain why?

Broad staff consultation during a number of development stages of agile principles, framework and tools. Eg Yammer channel, specific consultations (see above), workshops, ECG working group. A survey targeted at staff with protected characteristics ran in 2018 (9 responses).

Analysis of impact on protected groups

The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, make an assessment of the likely outcome, before you have implemented any mitigation.

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Age	Not significant. National evidence tells us that the emerging workforce expect greater levels of flexibility, however people seek flexibility at all ages. The take up of new tools / technologies is more linked to design and attitude than age.	□	☒	☒
Disability	2018 – consultation with staff raised the following concerns for impact - Not having the right specialist equipment/furniture/aids and adaptations, particularly if home working, as part of agile. - Loss/misplacement of specialist equipment if having to constantly work from different workstations due to hot-desking arrangements	☒	□	□

	- Not being able to discharge duties as a consequence of hearing loss and having to work in an open office environment where there is considerable background noise.			
Gender reassignment	<ul style="list-style-type: none"> • Not significant 	☐	☒	☐
Marriage and civil partnership	<ul style="list-style-type: none"> • Not significant 	☐	☒	☐
Pregnancy and maternity	<ul style="list-style-type: none"> • Not significant 	☐	☒	☐
Race and ethnicity	<ul style="list-style-type: none"> • Not significant 	☐	☒	☐
Religion or belief	<ul style="list-style-type: none"> • Not significant 	☐	☒	☐
Sex	There is a higher proportion of females to males at SSDC, so women are more affected. In addition a higher proportion of women work part-time, often as a result of needing to meet family responsibilities. Consultation in 2018	☐	☐	☒

	with staff identified concern changes to practice could result in insufficient flexibility or enforced working methods/patterns that prevent the carrying out of essential caring responsibilities. Agile working is distinct from the right to request flexible and this right is unaffected by the introduction of agile working – if anything flexible working opportunities are enhanced.			
Sexual orientation	<ul style="list-style-type: none"> Not significant 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other, e.g. carers, veterans, homeless, low income, rurality/isolation, etc.	The agreed principles for agile working will help support those employees with caring / family responsibilities. (see note under sex)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Negative outcomes action plan

Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
Ensure design of new workspaces can provide suitable locations for focussed / quieter areas and for adjustable equipment / desks. (Per phase)	29/01/2019	Agile team	Staff feedback	<input checked="" type="checkbox"/>
Continue to consider right to request flexible working	Select date	People / line manager	Staff feedback	<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>

	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
If negative impacts remain, please provide an explanation below.				
<p>We will continue to seek feedback from staff through ECG and employee surveys to ensure reasonable adjustments are made where needed / appropriate.</p> <p>If homeworking is a particular problem for disabilities – there is no expectation for working from home, so employees can work from an office location.</p>				
Completed by (Officer name and role):	2018 – Anna-Maria Lenz. 2019 – Charlotte Jones			
Date:	V2 Dec 18 / Jan 19			
Manager/Director Sign off (Name and position)	Charlotte Jones			
Date:	29/04/19			
Equality Lead sign off (Name):	Dave Crisfield			
Date:	29/04/19			
To be reviewed by: (officer name)	Charlotte Jones			
Review date:	December 2019			