




Somerset Equality Impact Assessment

Before completing this EIA please ensure you have read the EIA guidance notes – available from your Equality Officer or www.somerset.gov.uk/impactassessment

Organisation prepared for (mark as appropriate)	 Somerset Council		 NHS Somerset		 NHS Somerset NHS Foundation Trust	
Version 1			Date Completed	29.04.2024		
Description of what is being impact assessed						
<p>As part of the Workforce Transformation Programme, Somerset Council is restructuring its Executive Director and Service Director tiers.</p> <p>Currently Somerset Council has 7 Executive Directors, 21 Service Directors and 1 Deputy Director. The data does highlight that one or more employees have declared their ethnicity as being from an ethnic minority group. The Service Director tier includes two vacant posts (1 filled with Interim and one on an acting basis).</p> <p>Under the new structure there will be 4 Executive Directors, 1 Interim Chief Finance Officer and 15 Service Directors.</p> <p>There will therefore be a reduction of 3 Executive Director posts, 6 Service Director posts and 1 Deputy Director post. There will be an additional role of 1 Interim Executive Director.</p> <p>Under the new structure 3 Service Director roles will be new posts with a further 2 existing posts where there will be 25% change in duties or a change in reporting line.</p> <p>This EIA considers the equality impacts of this change.</p> <p>Due to the small number of impacted employees and the possibility of identifiable data it will not be possible to share all the detail of this EIA.</p>						

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

The consultation period will start on 13th May and end on 25th June.
 All impacted employees will be spoken to on an individual basis prior to the consultation launch and will be able to seek further 1-2-1 discussions during the consultation period.
 Consultation will include Trade Union briefing on 8th May and a formal consultation meeting on 13 May (tbc).

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	<ul style="list-style-type: none"> Some employees who are older and may have less recent experience of undertaking a recruitment process and therefore may have increased anxiety in relation to this. 	☒	☐	☐
Disability	<ul style="list-style-type: none"> Some employees with disabilities may find recruitment exercises more challenging. For example, employees who identify as neurodiverse may find the format of interviews and /or assessments challenges and require reasonable adjustments. Some employees with disabilities may experience greater levels of anxiety associated with significant change. 	☒	☐	☐

Gender reassignment	<ul style="list-style-type: none"> The protected characteristic of gender reassignment has been considered and no specific impact identified. 	□	⊗	□
Marriage and civil partnership	<ul style="list-style-type: none"> The protected characteristic of marriage and civil partnership has been considered and no specific impact identified. 	□	⊗	□
Pregnancy and maternity	<ul style="list-style-type: none"> The protected characteristic of pregnancy and maternity has been considered and no specific impact identified. 	□	⊗	□
Race and ethnicity	<ul style="list-style-type: none"> The protected characteristic of race and ethnicity has been considered and no specific impact identified. 	□	⊗	□
Religion or belief	<ul style="list-style-type: none"> The protected characteristic of religion or belief has been considered and no specific impact identified. 	□	⊗	□
Sex	<ul style="list-style-type: none"> There are more women than men that will be affected by this process. 	□	⊗	□
Sexual orientation	<ul style="list-style-type: none"> The protected characteristic of sexual orientation has been considered and no specific impact identified. 	□	⊗	□

Armed Forces (including serving personnel, families and veterans)	<ul style="list-style-type: none"> No specific impact identified. 	□	⊗	□
Other, e.g. carers, low income, rurality/isolation, etc.	<ul style="list-style-type: none"> No specific impact identified. 	□	⊗	□

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
Provide guidance and signposting to all candidates in relation to recruitment support. To include both support around the recruitment process and support for Wellbeing.	25/05/2024	Nicola Houwayek	Through regular workstream meetings	□
Post-recruitment support & feedback for candidates. For Service Director roles the relevant Executive Director will notify candidates of shortlisting and offer a 1-2-1 discussion with any unsuccessful candidate.	25/06/2024	Nicola Houwayek	As above	□
Provision of E&D and unconscious bias training for all decision-making panel members.	28/06/2024	Nicola Houwayek	As above	□
Ensure consideration is given to the diversity of staff and stakeholder panels. This should include inviting employees from staff networks to participate.	28/06/2024	Nicola Houwayek	As above	□

Explore any opportunities of ring fencing for new or changed posts.	Ongoing	Nicola Houwayek	As above	<input type="checkbox"/>
Capture leaver data to collate within cumulative equality leaver report.	TBC	Business Partner – Workforce ED&I	Workforce Transformation Programme scheduled meetings	<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>

If negative impacts remain, please provide an explanation below.

Completed by:	Michelle Anderson
Date	2nd May 2024
Signed off by:	Nicola Houwayek
Date	8 May 2024
Equality Lead sign off name:	Michelle Anderson
Equality Lead sign off date:	2nd May 2024
To be reviewed by: (officer name)	Michelle Anderson
Review date:	Early June 2024 following consultation