

27 February 2020

Conservative amendment 3

EIA No. S7	EIA Proposal	
	<p><b>Transport Policy &amp; Strategy</b></p> <p>Propose a service redesign of the service area 'Head of Transport, Policy and Strategy Service' to deliver £0.100m cost savings in a full year. A service redesign affects staff and could not be implemented until July 2020 and therefore the part year saving is £0.075m in 2020/21.</p>	
Groups potentially impacted	Impacts identified	Specific Mitigating Actions (in addition to the generic actions identified above)
<p>Note: As not more than 20 employees affected to preserve employee confidentiality, no employee equalities data has been gathered or analysed from the council's employee database. Comments are based on evident information.</p>	<p>We know that for the council as a whole that most protected characteristics are under-represented.</p>	<p>No specific mitigation: Council policies and support processes to be equitably applied. Including:</p> <ol style="list-style-type: none"> <li>1. Offer all employees job application, interview and other support as needed.</li> <li>2. Consider the need for appropriate support and training to re-skill employees in new working methods.</li> <li>3. Ensure that all appropriate reasonable adjustments are made for disabled employees as required during and after the restructure process.</li> <li>4. Sign posting staff to appropriate forums (LGBT, women, disability, BME)</li> <li>5. Review communications approach options (plain English etc) and monitor understanding.</li> <li>6. Support to part-time staff in identifying opportunities and consideration of other roles as job share roles as needed.</li> </ol>

