

27 February 2020

Conservative amendment 4

| EIA No. S9 | EIA Proposal | |
|--|---|---|
| | <p>HR & OD – Trade Union Facilities To reduce the Union Facility Time budget by £0.040m in a full year. The saving is expected to be implemented by July 2020 and therefore the part year affect is £0.030m 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"> 1. Offer all employees job application, interview and other support as needed. 2. Consider the need for appropriate support and training to re-skill employees in new working methods. 3. Ensure that all appropriate reasonable adjustments are made for disabled employees as required during and after the restructure process. 4. Sign posting staff to appropriate forums (LGBT, women, disability, BME) 5. Review communications approach options (plain English etc) and monitor understanding. 6. Support to part-time staff in identifying opportunities and consideration of other roles as job share roles as needed. |

