

EQUALITY IMPACT ASSESSMENT

Name of Policy/Service/Function : Human Resources Strategy	
Directorate:	
Date of Assessment:	
Head of Service : Bevin Betton	
Names and Roles of the people carrying out the EIA: Bevin Betton Lin Varathalingam	
Why is the Equality Impact Assessment being done?	HR Strategy and the HR Workforce Development plan - Reviewed

1. Introduction and Background

1.1 The Human Resources Strategy is one of the core strategic pillars required to ensure that Ascham Homes can meet its overall aims. The aim of the Strategy is to ensure that we have a highly motivated and professional workforce to ensure we can work together to provide quality homes in a thriving community.

This document is split into two key sections. The first section is the Strategy itself together with an action plan setting out the key objectives and actions to be delivered. The second is a Workforce Development Plan which focuses specifically on the Learning and Development objectives, again with an action plan capturing the actions required. It sets out broad workforce training and development priorities to support the achievement of core business objectives of the company for the next three years.

2. Profile of groups affected (all data is as at 01/04/09)

2.1 Age equality

Age	staff	%
18-64	197	97.5
65-74	5	2.5
75-84	0	-
85+	0	-
Unknown	0	-
Total	202	100

2.2 Disability equality

Disability	staff	%
Disabled	8	4
Not Disabled	194	96
Total	202	100

2.3 Gender equality

Gender	staff	%
Female	102	50
Male	100	50
Unknown	0	-
Total	202	100

2.4 Race equality

Ethnicity	staff	%
Asian or Asian British	24	12
Black or Black British	67	33
Chinese or other Ethnic origin	3	1.5
Mixed	3	1.5
Not Stated	0	-
White	105	52
Total	202	100

2.5 Religion/Beliefs

Religion	staff	%
Buddhist	1	.5
Christian	97	48
Confucian	0	-
Hindu	4	2
Islam	7	3.5
Jewish	2	1
No Religion	24	12
Not Stated	8	4
Other Religion	2	1
Rastafarian	0	-
Sikh	1	.5
Unknown	56	27.5
Total	202	100

2.6 Sexual Orientation

Sexual Orientation	staff	%
Bi-Sexual	0	-

Gay	0	-
Heterosexual	174	86
Lesbian	1	.5
Transexual	0	-
Unknown/not stated	27	13.5
Total	202	100

3. Questions this assessment addresses

3.1 What kind of equality impact may there be?

Positive Impact

Overall the Strategy and the Workforce Development Plan is designed to identify priority areas for actions and then to have a positive impact on those areas. This then has a positive impact on equality and diversity and the Human Rights of all. For example as part of the strategy on recruitment, it has been noted that young people are under-represented. A stated aim of the Strategy therefore is to “attract young people into the company through the introduction of apprentices and trainees”. This will be done by supporting trainees through Housing Studies courses and by ensuring that our partner organisations provide at least 1 trainee/apprenticeship place for every £1million worth of work awarded.

Equality and Diversity is explicitly stated in the Workforce Development Plan which has an ongoing action to ensure that all staff receive training and regular refreshers on diversity issues.

Negative Impact

A key part of the strategy is that it provides monitoring information on the six strands of diversity:

- age;
- disability;
- gender;
- ethnicity;
- religion/belief;
- sexual orientation.

This provides the information required to monitor the impact of all the actions in the Strategy and means that we will not have an unintended negative impact. (for example, by continuing with an initiative which has already addressed the under-representation).

The message of the Strategy is a positive one. The only challenge there is surrounds the collection of monitoring information. Staff may have concerns about giving information, how the information is used and who will have access to it. Training is therefore required for those who will have access to the data and assurances should be given to those being asked for their information. One of the actions in the Strategy is to research best practice in this area.

3.2 How significant is it in terms of its nature and the number of people likely to be affected?

The Strategy is one which impact on every member of staff and all potential applicants for posts and apprenticeships.

3.3 Is the impact positive or negative (or is there a potential for both)?

The impact is positive as stated above at 3.1.

3.4 On what aspects of the Equality Duties will this impact be?

All aspects.

3.5 Could the impact constitute unlawful discrimination?

We will work within the law to ensure all actions, eg, on recruitment are examples of positive action, not positive discrimination.

3.6 What further information is required to gauge the probability and extent of the impact?

Monitoring information is collected, analysed and reported on quarterly in the HR Report. Further information from the next staff opinion survey will be fed into the Strategy.

3.7 Where and how can that information be obtained?

See 3.6.

4. Action Planning Questions

4.1 What action do we need to take to reduce negative impact?

Clear information about the monitoring process will be given to staff at any time that they are asked for sensitive information. Staff with access to that information will receive information about the importance of confidentiality and the consequences of not maintaining that confidentiality.

4.2 If the action proposed will not fully mitigate adverse consequences for equality, or if the decision is to take no action, why is this, and can we justify it?

Action proposed will fully mitigate adverse consequences.

4.3 Can any further action be taken to promote equality of opportunity in relation to any of the equality strands?

The Strategy sets out a positive basis for promoting equality of opportunity. This will be built on and the action plan developed over time to ensure it continues to progress the equality agenda.

4.4 Do we need to undertake any further consultation or research?

The Strategy and Workforce Development Plan are reviewed and updated annually. The Equality Impact Assessment will be reviewed at the same time.

4. Conclusions and Next Steps

4.1 The key areas, which were improved as a result of this assessment, were:

- increased awareness that the monitoring data collected as part of this Strategy has a significant part to play in the equality impact of the Strategy as a whole.

5. Action Plan

Action required	Lead Officer	Time Scale	Comments/Outcomes
As stated in the Strategy, monitoring data is to be incorporated into to HR system. Ensure this is done in line with new and changing legislation.	Bevin Betton	April 2010	
At next review of Strategy, ensure that the equality agenda progress is built on and developed.	Bevin Betton	Oct 2010	
When the Strategy is reviewed, also review the EIA.	Bevin Betton	Oct 2010	