

<b>Reference:</b>	APPENDIX 6
<b>Responsible Officer</b>	Anne Ryans
<b>Cabinet Member:</b>	Cllr A Jabber MBE
<b>Support Officer</b>	Chris Kelsall

## Equality Impact Assessment Tool

<b>Service Area:</b>	Finance Directorate
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### Stage 1: Initial Assessment

<b>1a</b>	<b>Which service does this project, policy or proposal relate to?</b>				
	<p>Following a decision by Cabinet at its meeting of 24 January 2022, on 1 April 2022 the business and assets of the Unity Partnership Ltd. (Unity) transferred to the Council.</p> <p>The commercial activity of Unity is now minimal. Now that statutory accounts have been prepared, going forward minimal work will be required to fulfil statutory financial obligations. Therefore, several roles within the former Unity Finance Service which transferred into the Councils Finance Directorate are now redundant.</p>				
<b>1b</b>	<b>What is the project, policy or proposal?</b>				
	The proposal is to consult on whether the staff affected can be assimilated into existing vacancies within the Finance Service and the procedure to be adopted in each case.				
<b>1c</b>	<b>What are the main aims of the project, policy or proposal?</b>				
	The main aim of the proposal is successfully realign staffing resources to best support the structure of the Oldham Council Finance Team and to provide clarity regarding future roles for staff who transferred from the former Unity Finance Service to the Council's Finance Service. The activity as a by-product will contribute to Council savings.				
<b>1d</b>	<b>Who, potentially, could this project, policy or proposal either benefit or have a detrimental effect on, and how?</b>				
	<p>The proposal impacts on four staff directly but has an indirect on other team members.</p> <p>It will provide certainty and clarity on future roles for those staff directly impacted. For other team members will ensure that vacancies are filled enabling roles and responsibilities to be formalised and remove the requirement to provide cover for vacant posts. However, a ringfenced approach removes the potential opportunity for other officers to apply for the vacant roles but does not specifically disadvantage them, leaving their current position unchanged.</p>				
<b>1e</b>	<b>Does the project, policy or proposal have the potential to <u>disproportionately</u> impact on any of the following groups?</b>				
		<b>None</b>	<b>Positive</b>	<b>Negative</b>	<b>Not sure</b>
	Disabled people	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Particular ethnic groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Men or women (includes impacts due to pregnancy / maternity)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People of particular sexual orientation/s	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

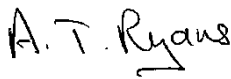
	People in a Marriage or Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People who are proposing to undergo, are undergoing, or have undergone a process or part of a process of gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People on low incomes	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People in particular age groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Groups with particular faiths or beliefs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Are there any other groups that you think may be affected negatively or positively by this project, policy or proposal?</b>					
	Veterans	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<b>1f</b>	<b>What do you think the overall NEGATIVE impact on groups and communities will be?</b>	<b>None / Minimal</b>	<b>Significant</b>
		<input checked="" type="checkbox"/>	<input type="checkbox"/>

<b>1g</b>	<b>Using the screening and information in questions 1e and 1f, should a full assessment be carried out on the project, policy or proposal?</b>	<b>Yes</b> <input type="checkbox"/>
		<b>No</b> <input checked="" type="checkbox"/>

<b>1h</b>	<b>How have you come to this decision?</b>	
	The proposal impacts on four staff and is not considered to disproportionately affect the groups outlined in section 1e above.	

### Stage 5: Signature

Role	Name	Date
Lead Officer	Anne Ryans	26.08.2022
Approver Signature		

<b>EIA Review Date:</b>	25.08.23
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Further guidance and information on Equality Impact Assessments is available here – [http://intranet.oldham.gov.uk/downloads/download/35/equality\\_impact\\_assessments](http://intranet.oldham.gov.uk/downloads/download/35/equality_impact_assessments)