

Equality Analysis

Birmingham City Council Analysis Report

EA Name	AE Consolidation Of Accommodation
Directorate	Place
Service Area	BAES
Type	New/Proposed Function
EA Summary	In the current academic year the AE service has to make significant savings to operating costs in response to significantly reduced funding. The financial viability of learning centres across the city have been reviewed and the potential to rationalise delivery venues considered. This EA relates to the proposal to withdraw BAES provision from two learning centres, Boldmere Centre in Sutton and Osborne Centre in Erdington, and to consolidate provision in a new centre, Civic House in Erdington
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Introduction

The report records the information that has been submitted for this equality analysis in the following format.

Overall Purpose

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

Relevant Protected Characteristics

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

1 Activity Type

The activity has been identified as a New/Proposed Function.

2 Overall Purpose

2.1 What the Activity is for

What is the purpose of this Function and expected outcomes?	The target outcomes are to relocate provision from two centres to one new centre to: 1. Reduce BAES operating costs in line with funding reductions 2. Reduce the number of learners attending courses in centres with poor accommodation 3. Improve learner access to high quality accommodation
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For each strategy, please decide whether it is going to be significantly aided by the Function.

Public Service Excellence	Yes
A Fair City	No
A Prosperous City	No
A Democratic City	No

2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
Will the policy have an impact on employees?	Yes
Will the policy have an impact on wider community?	Yes

2.3 Analysis on Initial Assessment

As the proposed new facility is close to Osborne Centre the transfer of provision to Civic House will have very little impact on learners from the Erdington area. The new centre is also better served by public transport and will therefore be more accessible for some learners. The impact will be greatest for those learners who currently study in the Sutton area and wish to continue to study locally. To mitigate against this discussions are taking place with other venues in the Sutton area to maintain a course offer albeit reduced.

The proposed changes will also impact on centre staff whose numbers for the new centre will be fewer than for the two current sites. A number of staff will be relocated but there will not be sufficient posts in the new centre for all existing staff. To mitigate against this BAES have been holding vacancies in several areas of activity pending staffing reductions. A competitive process will be used where necessary and a standard VR and CR package will be available.

Although the changes to accommodation will have some impact on staff and service users, the equality assessment process has found that no group of learners or staff with a protected characteristic will be disproportionately affected by these changes.

3 Concluding Statement on Full Assessment

We have analysed the impact of these proposed changes to accommodation and considered whether there will be a disproportionate impact on people with protected characteristics. As we have found the changes do not disproportionately impact on any such group, we do not feel that a full equality assessment is required.

4 Review Date

14/12/15

5 Action Plan

There are no relevant issues, so no action plans are currently required.

Work In Progress