

Equality Analysis

Birmingham City Council Analysis Report

EA Name	Reorganisation Of Waste Management Service - Sept 2017
Directorate	Place
Service Area	Place - Fleet & Waste Management
Type	New/Proposed Function
EA Summary	To reorganise the Waste Management Service. Specifically around the removal of blanket compressed hours and the introduction of a five out of seven day working week with deletion of GR3 Leading Hand posts, to report on industrial action and operations to deal with this. To recommend engagement with ACAS.
Reference Number	EA002266
Task Group Manager	bethany.hughes@birmingham.gov.uk
Task Group Member	valerie.lecky@birmingham.gov.uk
Date Approved	2017-08-23 00:00:00 +0100
Senior Officer	darren.share@birmingham.gov.uk
Quality Control Officer	placeequalitycontrol@birmingham.gov.uk

Introduction

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

Initial Assessment

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 Initial Assessment

2.1 Purpose and Link to Strategic Themes

What is the purpose of this Function and expected outcomes?

The purpose of the function is to carry out a service modernisation programme for both refuse collection and street cleansing. This will bring the service within its new operating budget. The redesign will flatten the structure, reorganise operations, make use of improving technology and improve communications throughout the service. It will rationalise terms and conditions of street cleansing and refuse collection to ensure consistency, economies of scale and efficiencies, specifically around the removal of blanket compressed hours and the introduction of a five out of seven day working week.

For each strategy, please decide whether it is going to be significantly aided by the Function.

Children: A Safe And Secure City In Which To Learn And Grow	No
Health: Helping People Become More Physically Active And Well	Yes

Comment:

The collection of clinical and assisted residual and recycling waste helps people to live independently at home. Many elderly and disabled people required assisted collection and this needs to be incorporated in any changes.

Housing : To Meet The Needs Of All Current And Future Citizens	Yes
--	-----

Comment:

The City is projected to grow by up to 10,000 households per year over the next five years. This will attract a significant increase in demand on both street cleansing and refuse collection. The provision of a more efficient service will ensure the needs of the citizen will be met. Citizens will be encouraged to work with the service to improve the cleanliness of their local environment.

Jobs And Skills: For An Enterprising, Innovative And Green City	Yes
---	-----

Comment:

A recruitment plan will be developed, this includes the creation of apprenticeships to work within Waste Management Services and across the Place portfolio. There will also be considerable efforts to recruit to reflect more accurately the demography of the city.

2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
---	-----

Comment:

To provide the most efficient service possible, rounds will need to be reworked. This could mean a change of the day of collection for service users. Waste Services are a universal service however, some people are impacted more by non-collection. The Industrial Action to date appears to have disproportionately impacted on some of the poorer areas of the City due to limited access to transport to dispose of their waste at HRCs. In addition, the Industrial Action appears to have had a disproportionate impact upon residents in need of assisted collections. Both of these have been identified in the contingency plan and actions put in place to mitigate any further impact.

Will the policy have an impact on employees?	Yes
--	-----

Comment:

Restructuring will have an impact on the remaining employees. The duties of the GR3 Leading Hand role have diminished due to the improvement of operations and introduction of the wheeled bins, now embedded since April 2016, which has therefore made this post redundant. The Loader role has remained unchanged at GR2. There are alternative roles at same basic pay for redundant GR3's. If employees choose to remain in the refuse service as a GR2 Loader there will be financial loss.

The removal of blanket compressed hours and the change in working days will potentially affect employees with care commitments. This will be addressed by holding individual consultation and wherever possible individual requests for flexible working to address these needs will be given due consideration.

There are enough posts at the same grade (over 106) for redeployment of the GR3 Leading Hands. There are also 150 GR2 Loader posts in addition to this. Future vacancies may arise due to the corporate VR Trawl. Redundancy is a possibility and everything will be done to mitigate this.

Will the policy have an impact on wider community?	No
--	----

2.3 Relevance Test

Protected Characteristics	Relevant	Full Assessment Required
Age	Relevant	No
Disability	Relevant	No
Gender	Relevant	No
Gender Reassignment	Relevant	No
Marriage Civil Partnership	Relevant	No
Pregnancy And Maternity	Relevant	No
Race	Relevant	No
Religion or Belief	Relevant	No
Sexual Orientation	Relevant	No

2.4 Analysis on Initial Assessment

A business case had been produced and any potential staffing impact will be managed in accordance to the HR policies and procedures.

The proposed change to remove the compressed hours will impact on all staff connected to refuse collection (341).

One to one meetings will be held with any employee requesting flexible working to see if the service could accommodate this.

The proposed removal of the Leading Hand will directly affect 106 people in post. It is proposed to hold individual meetings with these employees to discuss options. It is the aim of the City Council to mitigate against redundancy.

This is a large workforce broken down into the following areas; 95% male, 2% have a registered disability.

41% have identified themselves as White British, 52% made no comment. However, it is evident that the workforce is predominantly white male.

The age profile is as follows:

20-29 - 3.73%
30-39 - 16.02%
40-49 - 33.98%
50-59 - 37.71%

60-69 - 8.43%
>70 - 0.14%

The breakdown of the Leading Hand position is 106 male and the age profile is as follows:

20-29 - 2%
30-39 - 24%
40-49 - 38%
50-59 - 32%
60-69 - 4%

This is a large workforce which includes all the protected characteristics that might be impacted upon by these proposals, none more so than others. There are plans to consult relevant individual employees via 1:1's and group consultations. The aim of the operating model is to reduce the missed collections, improve the service, reduce the journey times - removing the unnecessary journeys to improve air quality.

This service, as with all BCC services, is required to deliver an efficient, effective, economic, value for money service. If these savings are not delivered by this service this could have a disproportionate impact on other services which may have different protected characteristics.

3 Full Assessment

The assessment questions below are completed for all characteristics identified for full assessment in the initial assessment phase.

3.1 Gender - Assessment Questions

3.1.1 Gender - Relevance

Gender	Relevant
--------	----------

Comment:

It is acknowledged that the workforce is predominantly male and does not reflect the City's population in terms of the protected characteristics.

3.1 Concluding Statement on Full Assessment

The restructure delivers an improved service provision.

An action plan will be drawn up based upon the Cabinet decision. This action plan will follow all BCC policies and procedures.

4 Review Date

31/07/18

5 Action Plan

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