

Equality Analysis

Birmingham City Council Analysis Report

EA Name	Waste Management Future Operating Model Phase 1b
Directorate	Place
Service Area	Place - Fleet & Waste Management
Type	New/Proposed Function
EA Summary	To 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.
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Date Approved	2017-06-19 00:00:00 +0100
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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 comply with the corporate spans and layers proposals, 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	No
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 increased demand on both street cleansing and refuse collection. Providing 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	No
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2.2 Individuals affected by the policy

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

To provide the most efficient service possible, rounds will need to be reworked. This could mean the day of collection might change for the service user.

Will the policy have an impact on employees?	Yes
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Comment:

The removal of layers could have an impact on the remaining employees, Duties will be reviewed and tasks will be stopped to ensure workloads are achievable and realistic. Posts and workloads will be reviewed in six months time past implementation.

The removal of blanket compressed hours and the change in working days will potentially affect employees with care commitments. We will address this by holding individual consultation and individual requests for flexible working.

Redundancy is a possibility and everything will be done to mitigate this. There are enough posts within the proposed structure for everyone.

Will the policy have an impact on wider community?	No
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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 113 people. 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; 94% male, 2.49% have a registered disability, it is a predominately white workforce (40.61%) and 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; 112 male, 1 female and the age profile is as follows:

20-29 - 0.9%
30-39 - 22.3%
40-49 - 43.8%
50-59 - 29.5%
60-69 - 3.6%

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 1:1s and group consultations. A further assessment towards the end of the consultation will follow.

3 Full Assessment

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

3.1 Concluding Statement on Full Assessment

There is no impact on direct service provision and therefore no recognised requirement for further analysis and a full EA is not required.

4 Review Date

28/02/18

5 Action Plan

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