

Equality Analysis

Birmingham City Council Analysis Report

EA Name	Cityserve Cleaning Service 2017
Directorate	People
Service Area	Children - Education & Skills
Type	New/Proposed Function
EA Summary	Equality Impact assessment to evaluate the impact of Cityserve transferring cleaning staff into schools. This is a non statutory service, schools will still require cleaning services therefore there will be no impact on local communities.
Reference Number	EA002348
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Task Group Member	
Date Approved	2017-10-26 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?

Priority 3 - Jobs and Skills; Cityserve has a competitive strength in the schools catering market. The implementation of the recommendations proposed within will help Cityserve build upon their assets, talents and capacity in catering to shape the schools education market and harness opportunities across related markets.

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	No
Jobs And Skills: For An Enterprising, Innovative And Green City	Yes

2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	No
Will the policy have an impact on employees?	Yes
Will the policy have an impact on wider community?	No

2.3 Relevance Test

Protected Characteristics	Relevant	Full Assessment Required
Age	Relevant	No
Disability	Not Relevant	No
Gender	Relevant	No
Gender Reassignment	Not Relevant	No
Marriage Civil Partnership	Not Relevant	No
Pregnancy And Maternity	Not Relevant	No
Race	Not Relevant	No
Religion or Belief	Not Relevant	No
Sexual Orientation	Not Relevant	No

2.4 Analysis on Initial Assessment

Our analysis has identified that 52% of permanent Cityserve employees fall within the age range 50-64%. A concern was raised that this could have a negative impact on their pension contributions. In the event of an external provider taking on the contract it is a recommendation that they must gain Admitted Body Status.

Our analysis has also revealed that 86.5% of permanent Cityserve cleaning staff are women. The recommendations in the cabinet report will be for Cityserve to work with schools to transfer employees into schools. This would offer more protection to staff as opposed to the status quo whereby the service withers away resulting in a higher proportion of staff being TUPE'd over to private providers.

It has been identified therefore that the recommendations in the report will be more beneficial to frontline staff than

the current 'as is' position.

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

Our analysis has identified that 52% of permanent Cityserve employees fall within the age range 50-64%. A concern was raised that this could have a negative impact on their pension contributions. This has been looked into by Project Board and a recommendation included in the private report that in the event of an external provider taking on the contract that they must gain Admitted Body Status.

Our analysis has also revealed that 86.5% of permanent Cityserve cleaning staff are women. The recommendations in the cabinet report will be for Cityserve to work with schools to transfer employees into schools. This would offer more protection to staff as opposed to the status quo whereby the service withers away resulting in a higher proportion of staff being TUPE'd over to private providers.

It has been identified therefore that the recommendations in the report will be more beneficial to frontline staff than the current 'as is' position and a full assessment is not required.

4 Review Date

13/10/17

5 Action Plan

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