

Bristol City Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)



Name of proposal	Transfer of Cleaning & Security staff to Bristol Waste Company
Directorate and Service Area	Resources; Facilities Management
Name of Lead Officer	David Martin

Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

1.1 What is the proposal?
To transfer Cleaning & Security staff from the Council to Bristol Waste Company, which is wholly-owned by BCC.

Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

2.1 What data or evidence is there which tells us who is, or could be affected?					
Data is from iTrent. Significant over-representation is as follows and highlighted in the tables below:					
<ul style="list-style-type: none"> • Black African and White, Caribbean, Other African, Other Black Background and Somali • Those aged 65+ • Men • Other religion/belief • Other sexual orientation 					
			BCC Workforce		
Disability	Headcount	%	Headcount	%	
Communication		0 0.00%	1	0.02%	
Development		0 0.00%	1	0.02%	

Hearing	0	0.00%	39	0.71%
Impairment memory / concentration or ability to understand	0	0.00%	1	0.02%
Learning	0	0.00%	51	0.93%
Long-term illness or health condition	2	1.12%	128	2.34%
Mental ill health	1	0.56%	51	0.93%
Mobility or physical	0	0.00%	61	1.11%
Other	5	2.79%	184	3.36%
Visual	0	0.00%	8	0.15%
No - I am not disabled	171	95.53%	4955	90.42%
Unknown	36		1157	
Grand Total	215	100.00%	6637	100.00%

			BCC Workforce	
Ethnicity	Headcount	%	Headcount	%
Arabic	0	0.00%	2	0.03%
Asian and White	0	0.00%	36	0.60%
Bangladeshi	0	0.00%	10	0.17%
Black African and White	2	1.16%	30	0.50%
Black Caribbean and White	2	1.16%	75	1.24%
Caribbean	15	8.67%	174	2.88%
Chinese	0	0.00%	18	0.30%
English/Welsh/Scottish/Northern Irish/British	102	58.96%	4909	81.37%
Gypsy/Roma/Traveller/Irish Traveller	0	0.00%	8	0.13%
Indian	0	0.00%	51	0.85%

Irish	2	1.16%	67	1.11%
Other African	20	11.56%	73	1.21%
Other Asian background	0	0.00%	31	0.51%
Other Black background	6	3.47%	102	1.69%
Other ethnic group	0	0.00%	26	0.43%
Other European	1	0.58%	36	0.60%
Other mixed ethnic background	1	0.58%	64	1.06%
Other White background	5	2.89%	236	3.91%
Pakistani	1	0.58%	43	0.71%
Somali	16	9.25%	42	0.70%
Unknown	42		604	
Grand Total	215	100.00%	6637	100.00%

BCC Workforce				
Age	Headcount	%	Headcount	%
16 to 24	3	1.40%	236	3.56%
25 to 34	24	11.16%	1228	18.50%
35 to 44	46	21.40%	1500	22.60%
45 to 54	64	29.77%	1838	27.69%
55 to 64	51	23.72%	1615	24.33%
65 plus	27	12.56%	220	3.31%
Unknown	0		0	
Grand Total	215	100.00%	6637	100.00%

			BCC Workforce	
Gender	Headcount	%	Headcount	%
Female		118 54.88%	3987	60.07%
Male		97 45.12%	2650	39.93%
Unspecified		0 0.00%	0	0.00%
Unknown		0	0	
Grand Total		215 100.00%	6637	100.00%

			BCC Workforce	
Religion/Belief	Headcount	%	Headcount	%
No religion or belief		40 32.00%	1801	39.13%
Christian		37 29.60%	1767	38.39%
Other religion or belief		48 38.40%	1035	22.49%
Unknown		90	2034	
Grand Total		215 100.00%	6637	100.00%

			BCC Workforce	
Sexual Orientation	Headcount	%	Headcount	%
Bisexual		3 2.73%	102	2.30%
Gay Man		0 0.00%	89	2.01%
Gay Woman/Lesbian		1 0.91%	79	1.78%
Heterosexual/Straight		104 94.55%	4140	93.33%
Other		2 1.82%	27	0.61%
Unknown		105	2201	
Grand Total		215 100.00%	6637	100.00%

	%	%
2.2 Who is missing? Are there any gaps in the data?		
Gaps are highlighted above. A data collection/reminder exercises is planned for 2020/21.		
2.3 How have we involved, or will we involve, communities and groups that could be affected?		
We started consultation with current staff and trade unions representatives on 10 th November. The consultation period is due to close on 10 th December.		

Step 3: Who might the proposal impact?

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?
Not directly, but indirectly, given the representation. Contractual terms and conditions (including pay and pension) are protected in law, and it would be unlawful for the new employer to seek to change these for any reason connected with the transfer unless they have a justifiable Economic, Technological or Organisational Reason for doing so. Non-contractual elements – such as HR policies – would change to those of the new employer, which may be more or less generous than those currently in place at BCC. For example, if the transfer were to go ahead and a current employee were to be offered a new or additional job with BWC then that would be on BWC rather BCC terms, where the pay may be more favourable but the pension may be less favourable than the BCC equivalent.
3.2 Can these impacts be mitigated or justified? If so, how?
Negotiations between BCC and BWC may secure greater protection of non-contractual terms, subject to this being affordable within the overall business case for the proposal.
3.3 Does the proposal create any benefits for people with protected characteristics?
Not directly, but indirectly, given the representation. As part of the BCC family, BWC is committed to diversity and fairness, and proposes to invest in the development of staff, including offering progression opportunities across its business, as well as updating the practices and equipment used to the benefit of both the Council as client and the employees providing the service.

3.4 Can they be maximised? If so, how?
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BCC could seek to agree with BWC targets in relation to progression in line with workforce representation.
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Step 4: So what?

The Equality Impact Assessment must be able to influence the proposal and decision. This section asks how your understanding of impacts on people with protected characteristics has influenced your proposal, and how the findings of your Equality Impact Assessment can be measured going forward.

4.1 How has the equality impact assessment informed or changed the proposal?
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To be completed following consultation
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4.2 What actions have been identified going forward?
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To be completed following consultation
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4.3 How will the impact of your proposal and actions be measured moving forward?
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To be completed following consultation
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Service Director Sign-Off:

David Martin

Equalities Officer Sign Off:

Helen Sinclair-Ross

Date:

06/01/2021

Date:18/01/2021
