

Equality Impact Assessment [version 2.10]



Title: GAP058 – Children and Education Operating Model Redesign	
<input checked="" type="checkbox"/> Budget Proposal	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Children and Education	Lead Officer name: Reena Bhogal-Welsh and Fiona Tudge
Service Area: ALL	Lead Officer role: Director of Education, Skills and Learning and Director of Children and Families

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

Budget context

Every year, the council must agree an annual budget which balances the money we spend with the money we are expecting to receive. Councils across the country are continuing to face financial challenges and based on our current forecasts, we face a funding gap over the next five years (to 2028/29) of up to £81.2 million dependent on the severity of factors such as inflation, funding changes, and unavoidable service pressures. This is in addition to the £17.7 million of savings and efficiencies proposals for 2024-2028 outlined in the 2023/24 budget and assumed delivery of 2023/24 savings in the current year.

The Council has defined statutory responsibilities, but deliver against a far broader agenda, providing universal services benefiting the whole community, and targeted services aimed at individuals, communities with particular needs, and businesses – administered by our workforce, city partners, stakeholder organisations and commissioned services.

To address these challenges, we are looking across all of our services with a focus on:

- maximising our transformation programmes – where we are looking to improve services whilst achieving the best value for money
- income opportunities – where we are looking to improve our external income and most effectively apply that income

- targeted reviews – where we are looking at services that are comparatively high in cost compared to other councils to see where we can do things differently to reduce costs, be more efficient in how we do things and, in some cases, stop doing some things entirely.

This Proposal

This proposal covers the redesign for the Children and Education directorate which will contribute to a balanced budget by enhancing our operational delivery of services, improving quality of practice, retaining and developing the workforce, improving governance and quality assurance and working more effectively with partners. This builds on the transformation programme that focuses largely on changes to the Directorate, which were previously agreed by Cabinet, and are currently being implemented.

The proposed redesign of the structure has also been informed by Local Authority Ofsted “health checks”, Ofsted inspections, independent reviews and best practice.

The Children and Education directorate are experiencing rising demand and receiving information about increasingly complex situations for our children and young people both directly and from referrals from our partners. This is causing capacity within the directorate to become stretched and at levels which are unsustainable.

On top of this, we are having to contend with huge external financial pressures to which we need to adapt - an unprecedented national cost of living, and social care and special education needs crises.

Therefore, the proposed new operating model will enable us to better meet the demands we are experiencing while making the service more financially sustainable long term. It will ensure the efficient use of resources (human and financial) on those things that will deliver the best outcomes for our children, young people and families in Bristol, in alignment with the Corporate Strategy and Belonging Strategy.

The redesign will be phased in two phases:

- Phase 1 Tier 4: November’23 - consultation with Heads of Service on proposed high-level operating model, associated functions and changes to the number of Heads of Service within Education and Children’s.
- Phase 2: January’24 - wider consultation with all staff in scope on the proposed restructure under each Head of Service. The Heads of Service will lead on Phase 2, including the development of proposed new structures under each Head of Service in scope.

Where colleagues are in scope of the restructure, we will carry out consultation in line with our [Managing Change Policy](#) where required. All posts in current structure have been captured and any proposed changes will have assessed against EQIA to understand the impact on any persons in those posts.

As the consultation is in two phases the EQIA will continued to be updated during the lifecycle of changes.

1.2 Who will the proposal have the potential to affect?

<input checked="" type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

1.3 Will the proposal have an equality impact?

Yes **No** [please select]

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

Step 2: What information do we have?

2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: [How we measure equality and diversity \(bristol.gov.uk\)](http://bristol.gov.uk)

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](#). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](#); [Joint Strategic Needs Assessment \(JSNA\)](#); [Ward Statistical Profiles](#).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment Form](#)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
Census 2021	The Census details the demographic profile of Bristol.
The population of Bristol Bristol Key Facts 2022	Updated annually. The report brings together statistics on the current estimated population of Bristol, recent trends in population, future projections and looks at the key characteristics of the people living in Bristol. Population Profiles for Equalities Groups bring together detailed analysis looking at equalities groups and how they differ in relation to age, health, employment, education and housing, and maps the distribution of equalities groups across the city.

Ward profile data (bristol.gov.uk)

The Ward Profiles provide a range of data-sets, including population, life expectancy, health and education disparities etc. for each of Bristol's electoral wards.

Bristol Quality of Life Survey 2021-22

The Quality of Life (QoL) survey is an annual randomised sample survey of the Bristol population, mailed to 33,000 households (with online & paper options), and some additional targeting to boost numbers from low responding groups. In brief, the most recent QoL survey indicated that inequality and deprivation continue to affect people's experience in almost every element measured by the survey.

The Quality of Life 2021/22 data dashboard highlights those indicators, wards and equality and demographic groups which are better or worse than the Bristol average.

For example there are significant disparities based on people's characteristics and circumstances in the extent to which they find it difficult to manage financially:

Quality of Life Indicator	% who find it difficult to manage financially
16 to 24 years	12.5
50 years and older	6.7
65 years and older	3.2
Female	8.6
Male	8.5
Disabled	21.6
Asian /Asian British	9.9
Black/Black British	19.8
Mixed/Multiple Ethnicity	16.3
White British	7.8
White Minority Ethnic	8.4
Lesbian Gay or Bisexual	12.7
No Religion or Faith	8.0
Christian Religion	8.3
Other Religions	18.2
Carer	10.7
Full Time Carer	14.0
Part Time Carer	9.7
Single Parent	28.6
Two Parent	9.6
Parent (all)	12.0
No Qualifications	10.0
Non-Degree Qualified	12.9

Degree Qualified	6.7
Rented (Council)	20.3
Rented (HA)	20.6
Rented (Private)	14.6
Owner Occupier	4.6
Most Deprived 10%	18.8
Bristol Average	8.7

[Joint Strategic Needs Assessment \(JSNA\)](#)

The Joint Strategic Needs Assessment reports on the health and wellbeing needs of the people of Bristol. It brings together detailed information on local health and wellbeing needs and looks ahead at emerging challenges and projected future needs. The JSNA is used to provide a comprehensive picture of the health and wellbeing needs of Bristol (now and in the future); to inform decisions about how we design, commission and deliver services, and also about how the urban environment is planned and managed; to improve and protect health and wellbeing outcomes across the city while reducing health inequalities; and to provide partner organisations with information on the changing health and wellbeing needs of Bristol, at a local level, to support better service delivery.

[HR Analytics: Power BI reports \(sharepoint.com\)](#) [internal link only]

[Equality and Inclusion annual progress report 2021-22 \(bristol.gov.uk\)](#)

Appendix – Workforce Diversity Data – summary analysis

Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment Form](#) completed by individuals and teams [internal links only]

The Workforce Diversity Report shows Bristol City Council Workforce Diversity statistics for Headcount, Sickness, Starters and Leavers data. The report is updated once a month with data as at the end of the previous month. It excludes data for locally managed schools/nurseries, councillors, casual, seasonal and external agency employees. The report is based on the sensitive information that staff add to Employee Self Service on iTrent (ESS).

Summary of Children and Education Workforce data

	Children & Education Headcount	BCC Headcount	Bristol Working Age %
	%	%	
16-29	12	12	39
30-39	26	22	24
40-49	28	25	16
50-64	34	41	21
Asian or Asian British	2	3	6
Black or Black British	6	5	5
Mixed	3	3	3
Other Ethnic Groups	1	1	1

White	71	78	85
Prefer not to Say	1	2	0
Unknown	16	8	0
Femal	81	61	49
Male	19	38	51
Use another Term	0	0	0
Prefer not to Say	0	1	0
Christian	23	26	44
Other Religion or Belief	6	6	7
No Religion or Belief	41	43	42
Prefer not to Say	14	16	7
Unknown	16	9	0
LGB	6	6	9
Heterosexual	65	70	91
Prefer not to Say	13	16	0
Unknown	16	8	0
Disabled	6	9	12
Not Disabled	57	65	88
Prefer not to Say	3	3	0
Unknown	34	23	0
Civil Partnership	0	0	0
Declared Partnership	0	0	0
Divorced	2	2	0
Married	18	18	0
Partner	9	7	0
Single	13	13	0
Widowed	0	0	0
Prefer not to Say	2	2	0
Unknown	56	58	0

Age - Younger staff are under-represented within Children and Education in comparison to wider Bristol Working Age population, which needs to be addressed through the operating model such as apprenticeships and as part of succession planning. Highest percentage of workforce within Children and Education is 40 to 64 years old.

Ethnicity – Asian/Asian British is under-represented within Children and Education in comparison to BCC and wider Bristol Ethnicity population, which needs to be addressed through its Children and Education Workforce and Talent Management Strategy as part of the operating model. Black or Black British has a good representation when compared to BCC and wider Bristol Ethnicity population. A high representation of Children and Education workforce who have identified as unknown ethnicity in comparison to BCC.

Sex – Identifying as male is significantly under-represented in Children and Education in comparison to BCC and wider Bristol Population

	<p>which needs to be addressed through its Children and Education Workforce and Talent Management Strategy as part of the operating model. The negative gender pay gap seen in Children and Education is due to the higher proportion of women in senior roles within the pay structure, which means that women are more likely to be paid more than men. Women could be disproportionately impacted because they are generally over-represented in the Council’s workforce. This would depend on the demographics of employees affected by changes in roles or loss of jobs.</p> <p>Sexual Orientation - Identifying as LGB in Children and Education is in line with BCC data but still under-represented against Bristol wider population. A high representation of Children and Education workforce who have identified as unknown sexual orientation in comparison to BCC.</p> <p>Trans - Trans people are under-represented in Children and Education and there is no comparative data for the Bristol Working Age population.</p> <p>Disability – staff with a disability is under-represented in Children and Education in comparison to BCC and wider Bristol Population which needs to be addressed through its Children and Education Workforce and Talent Management Strategy as part of the operating model.</p> <p>Demographic data is available for employees but will be used for internal purposes only for sensitivity reasons.</p>
<p><u>Nomis - Official Labour Market Statistics (nomisweb.co.uk)</u></p> <p><u>Business demography, UK - Office for National Statistics (ons.gov.uk)</u></p>	<p>84% of all people in Bristol are economically active which is higher than nationally (78.6%) and in the Southwest (80.7%). Of economically active people in Bristol 6.9% are self-employed, compared to 9.5% nationally. Of those who are economically inactive in Bristol, 33% are Students, 29% are ‘long-term sick’ and 16% are looking after family/home, as well as 9.2% who are retired. The percentage of ‘workless households’ in Bristol is 12.1%, compared to 13.6% nationally, and the proportion of working age people who are benefit claimants is 11.2%. Bristol has a higher proportion of people working in ‘professional occupations’ (36.2) than for the Southwest (24.4%) and nationally (25.8%).</p> <p>In 2020 (most recent data) the Southwest continued to have the highest five-year ‘survival rate’ in the UK of businesses that survived into 2020 (this has been the case since 2012). The largest proportion of these surviving businesses, 22%, was in the professional, scientific and technical industry.</p>

Bristol One City: Cost of Living Crisis –
Bristol’s One City approach to
supporting citizens and communities
(Oct 2022)

The rising cost of living is not impacting on everyone equally. People who are already experiencing inequity and poverty will be disproportionately impacted:

- **People on the lowest incomes** - will have less available income but also pay more for the same services. For example, people unable to pay their bills by Direct Debit and those borrowing money are subject to higher costs and interest rates. This is what anti-poverty campaign group Fair by Design has referred to as a Poverty Premium
- **Households with pre-payment energy meters** - households with pre-payment meters often pay above-average costs for their fuel. They will face a significant rise in their monthly bills in autumn and winter with increased energy usage as they do not benefit from the “smoothing” effect of Direct Debits, which spread usage costs evenly across the year
- **Parents and young families** – parents of young children are more likely to seek credit and alternative support as they are less able, on average, to afford an unexpected expense. Single parents will be disproportionately affected; and one in four single parents find it difficult to manage financially (28.6%).
- **Persons who identify as disabled** – just under half of all people in poverty in the UK identify as a disabled people or someone living with a disabled person. Disabled people have higher living costs, and tend to pay more for their heating, travel, food/diet, prescription payments, and specialist equipment. It is estimated that UK households that include disabled children pay on average £600 more for their energy bills than an average household
- **Black and Minoritised people** – A higher proportion of Black and minoritised ethnic groups reported finding it difficult to manage financially (14.9%) in 2021. In 2020 the Social Metrics Commission found that almost half of people living in a family in the UK where the head of the household is Black are in poverty. Age UK report that poverty among older Black and minoritised ethnic groups is twice as high as for white pensioners
- **People in rented accommodation** – it is estimated that 69% of low-income private renters in England will be forced to go without food and heating at least one day per week to meet rising housing and living cost. Almost three in ten homes in Bristol are privately rented
- **Underserved populations** - It is likely that populations that are not typically well represented in data and research are likely to also face increased risk from rising cost of living. For example, refugees and asylum seekers, people experiencing homelessness, and Gypsy/Roma/Traveller groups.

<p><u>An evaluation of the Bristol Race Equality Covid-19 Steering Group</u></p> <p><u>Designing a new social reality - Research on the impact of covid-19 on Bristol's VCSE sector and what the future should be – Black South West Network 2020</u></p> <p><u>Delivering an inclusive economy post COVID-19</u></p>	<p>Report focusing on how co-production using a One City approach has been used to respond to the disproportionate impact of the Covid-19 pandemic on our marginalized ethnic communities.</p> <p>Local research has highlighted how long-term underinvestment and lack of equity in funding and procurement has eroded the local Voluntary and community sector.</p> <p>Our local partners have conducted research into the ongoing impact of COVID-19 for women and have provided recommendations on what service providers can do to reduce impact further impact.</p>
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2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Marriage and Civil Partnership <input checked="" type="checkbox"/> Religion or Belief	<input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Pregnancy/Maternity <input checked="" type="checkbox"/> Sex	<input checked="" type="checkbox"/> Gender Reassignment <input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Sexual Orientation
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2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

Although our corporate approach is to collect diversity monitoring for all relevant characteristics, there are gaps in the available local diversity data for some characteristics, especially where this has not always historically been included in census and statutory reporting e.g. for sexual orientation.

We also know there are some under-reporting gaps in our workforce diversity information - where personal and confidential information is voluntarily requested from staff.

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing change or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

For Phase 1 Tier 4 workforce were briefed on the overall proposal and rationale for the redesign and associated savings before the workforce consultation went live. Engagement is underway to discuss options and ideas, and where any colleagues are in scope for a specific saving proposal, we will carry out consultation in line with our Managing Change Policy where required.

For Phase 2, the workforce were briefed on proposal for redesign and rationale. Where any colleagues are in scope for a specific saving proposal, we will carry out consultation in line with our Managing Change Policy where required.

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

All responses to the Budget Consultation will be analysed and included in the Council's Budget report that will be published on the Bristol City Council website in early 2023. We will take Budget consultation responses into account when developing this and other final proposals to put to the Cabinet and a meeting of the Full Council for approval. The final decision will be taken by Full Council at its budget setting meeting in February / March 2024.

Engagement with workforce as part of the proposed changes:

Phase 2 workforce will be kept apprised on the outcomes of Phase 1 and will be consulted in line with the Managing Change policy as part of Phase 1. Where any jobs are subject to change, we will prioritise redeployment opportunities for affected colleagues.

Engagement will continue throughout the lifecycle of the redesign through Directorate Briefings, Drop-in sessions and 121 meetings.

Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above, and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#)

3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)

Even when we plan to consult in more detail on specific service delivery proposals at a later time, we must ensure that any budget setting decisions that are likely to affect future services are informed by sufficient consultation and proper analysis. This is so that decision makers can have due regard to any likely disproportionate or negative impact on the basis of their protected and other relevant characteristics at the time the budget is approved – not afterwards¹.

Decision makers will have the ability to make changes to the individual spending plans following further consultation as appropriate and detailed evaluation of the impact of specific proposals. Within the proposed budget envelope there will be financial mitigation put aside for any non-delivery or amendments to proposals which may occur due to future consideration of equalities issues or other factors.

As well as identifying whether budget changes will have a disproportionate impact on particular groups (e.g., because they are over-represented in a particular cohort), we need to pay particular attention to the risk of indirect discrimination: when an apparently neutral decision puts members of a given group at a particular disadvantage compared with other people because of their different needs and circumstances.

We are also aware of existing structural inequalities and particular considerations, issues, and disparities for people in Bristol based on their characteristics, which we will take into account.

Phase 1 of the operating model has been completed, no adverse impacts were identified on members of the workforce based on their protected or other relevant characteristics.

At this stage, for Phase 2 there is insufficient detailed information on who might be impacted by the proposals, however, we are aware that workforce changes can disproportionately affect employees with particular protected characteristics and therefore we are seeking to mitigate impacts through holding vacancies, succession planning, voluntary redundancy where appropriate, and a range of support for staff. Furthermore, any under-representations will be addressed through its Children and Education Workforce and Talent Management strategy as part of the operating model.

Any subsequent proposals for service changes will be subject to their own Equality Impact Assessments to consider detailed issues for employees based on their protected and other relevant characteristics and inequality of pay. Mitigations will be in place for any risks identified regarding indirect discrimination which may arise from changes affecting workers with particular characteristics e.g. because they are over-represented in affected teams.

- The Council’s Managing Change Policy will apply. The policy sets out expectations regarding consultation, who should have priority consideration for vacancies, redeployment to other roles across the Council and pay protection.
- Tight controls on the engagement, extension and conversion of agency and fixed term workers
- Review of funded vacant positions – where those that can be left unfilled either for a period or permanently are be frozen/deleted as appropriate and others will be used as opportunities for those in redeployment.
- Ongoing implementation of the Succession Planning Policy which has enabled managers to apply to leave the council on a voluntary basis. This has reduced the cost of the Council’s management structure and opened up development opportunities for other Council staff.
- A range of support will be made available alongside any workforce changes, including well-being support for all colleagues, job search support for those at risk of redundancy (whether voluntary or compulsory)
- The proposals include the pilot of a bursary scheme to improve long term retention of social work students; social worker academy, international social worker recruitment and Care Leaver apprenticeships as part of our future operating model improving the impact of our entry to social work and other service routes.
- Pro-active matching of redeployees (for those at risk of redundancy or medical redeployment) to Suitable Alternative Employment and support and development plans for those redeployed to other jobs.
- Workforce efficiencies and changes may have a disproportionate impact on specific protected characteristics unless emerging accessibility issues are mitigated through ongoing equality impact assessment and liaison with Staff Led Groups for example the Disabled Colleagues Network prior to implementation.

Further mitigations will be identified during the course of consultation and implementation.

PROTECTED CHARACTERISTICS

Age: Young People

Does your analysis indicate a disproportionate impact? Yes No

Potential impacts:	<p>Younger staff are under-represented within Children and Education in comparison to wider Bristol Working Age population. Highest percentage of workforce within Children and Education is 40 to 64 years old.</p> <p>Reduction in staff number and less recruitment could mean it will take longer to address the under-representation of young people.</p>
Mitigations:	<p>Ensure as part of the operating model includes apprenticeship and graduate roles and as part of succession planning. Refer to general comments above. Further mitigations will be identified during the course of consultation and implementation.</p>
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Potential that older staff apply for voluntary redundancy.
Mitigations:	<p>Highest percentage of workforce within Children and Education is 40 to 64 years old.</p> <p>At this stage, please refer to general comments above. Further mitigations will be identified during the course of consultation and implementation.</p>
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>Staff who identify as a Disabled person are under-represented in Children and Education in comparison to BCC and the wider Bristol Population. The representation of Disabled persons in the service could be impacted by changes – for example, if reasonable adjustments are not promptly and properly made in selection processes and redeployment situations</p>
Mitigations:	<p>Mitigations will be in place for any risks identified regarding indirect discrimination which may arise from changes affecting workers with particular characteristics e.g. because they are over-represented in affected teams. Emerging accessibility issues are mitigated through ongoing equality impact assessment and liaison with stakeholders e.g. the Disabled Colleagues Network and Disability and Wellbeing Advisor prior to implementation</p> <p>Prior to any consultation will identify what reasonable adjustments need to be made for any staff impacted by the changes and any considerations that need to be made as part of the consultation process for example Case for Change accessible in large print.</p> <p>Further mitigations will be identified during the course of consultation and implementation.</p>
Sex	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>Identifying as male is significantly under-represented in Children and Education in comparison to BCC and wider Bristol Population which needs to be addressed through its Children and Education Workforce and Talent Management Strategy as part of the operating model. The negative gender pay gap seen in Children and Education is due to the higher proportion of women in senior roles within the pay structure, which means that women are more likely to be paid more than men. Women could be disproportionately impacted because they are generally over-represented in the Council's workforce. This would depend on the demographics of employees affected by changes in roles or loss of jobs.</p>
Mitigations:	<p>At this stage, please refer to general comments above. Further mitigations will be identified during the course of consultation and implementation.</p>
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<p>Identifying as LGB in Children and Education is in line with BCC data but still under-represented against Bristol wider population. A high representation of Children and Education workforce who have identified as unknown sexual</p>

	orientation in comparison to BCC. Representation of Lesbian, gay and bisexual people in the service could be impacted by workforce changes.
Mitigations:	At this stage, please refer to general comments above. Further mitigations will be identified during the course of consultation and implementation.
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Colleagues on maternity leave may be less able to engage in change processes and could be overlooked.
Mitigations:	Once staff identified as in scope, will establish any of those staff who may be on maternity leave or paternity leave and agree with those how they would like to be kept informed of changes and how they would like to be engaged during consultation period. Further mitigations will be identified during the course of consultation and implementation.
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	People may not disclose gender reassignment and may not be an accurate representation and will be difficult to identify what the impacts might be at this stage. Very few employees have made a declaration around gender reassignment and there is no comparative data for the Bristol Working Age population.
Mitigations:	At this stage, please refer to general comments above. Further mitigations will be identified during the course of consultation and implementation.
Race	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Asian/Asian British is under-represented within Children and Education in comparison to BCC and wider Bristol Ethnicity population. Black or Black British has a good representation when compared to BCC and wider Bristol Ethnicity population. A concern is the high representation of Children and Education workforce who have identified as unknown ethnicity. Under-representation of Black, Asian and Minority Ethnic staff within the service and the race pay gap could be impacted by this change.
Mitigations:	Mitigations will be in place for any risks identified regarding indirect discrimination which may arise from changes affecting workers with particular characteristics e.g. because they are over-represented in affected teams. Emerging issues are mitigated through ongoing equality impact assessment and liaison with embRACE staff network group. At this stage, please refer to general comments above. Further mitigations will be identified during the course of consultation and implementation.
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	This proposal could compound under-representation within the service
Mitigations:	At this stage, please refer to general comments above. Further mitigations will be identified during the course of consultation and implementation.
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Given the limited data available it is difficult to identify what the impacts might be.
Mitigations:	
OTHER RELEVANT CHARACTERISTICS	

Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	This proposal might further compound the under-representation of staff who live in the most deprived wards.
Mitigations:	At this stage, please refer to general comments above. Further mitigations will be identified during the course of consultation and implementation.
Carers	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Given the limited data available it is difficult to identify what the impacts might be.
Mitigations:	At this stage, please refer to general comments above. Further mitigations will be identified during the course of consultation and implementation.
Other groups [Please add additional rows below to detail the impact for any other relevant groups as appropriate e.g. asylum seekers and refugees; care experienced; homelessness; armed forces personnel and veterans]	
Potential impacts:	This proposal might further compound the under-representation of staff who are care leavers, homelessness etc
Mitigations:	At this stage, please refer to general comments above. Further mitigations will be identified during the course of consultation and implementation.

3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our [Public Sector Equality Duty](#) to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

The scale of the potential gap in Children and Education means that there is very limited opportunity to bring genuine additional benefit to equalities groups in the circumstances. However we have considered as far as possible the need to: eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010; advance equality of opportunity between people from different groups; and foster good relations between people from different groups.

Our budget savings proposals are aligned to our Corporate Strategy and although we have limited resources our future focus will be on achieving those priorities we have identified including tackling poverty and intergenerational inequality.

We are primarily focusing on mitigating the negative impacts of the proposals however we will seek opportunities for developing future leaders and address equality gaps and continue to develop a service that is representative of the city we serve..

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:
Please refer to 3.1 above. Change processes could have a differential impact based on age. Difficulties in recruitment and retainment of staff could compound existing under-representations and mean it will take longer to address them.
Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:
Please refer to 3.2 above.

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
All relevant EqlAs will be published on the Council’s website https://www.bristol.gov.uk/council-spending-performance/council-budgets and continue to be updated as appropriate.		
Phase 1: Operating Model Head of Service	Vanessa Wilson	December 2023
Phase 1: Recruitment to Head of Service Vacancies	Fiona Tudge & Reena Bhogal-Welsh	January 2024
Re-grading of our Social Care Social Worker roles to align to market rates	Fiona Tudge	January 2024
Phase 2: Operating Model – Wider Service	Fiona Tudge & Reena Bhogal-Welsh	April 2023
International Social Worker recruitment	Becky Lewis	April 2024
Care-leaver apprentices within our new model	Vanessa Wilson	June 2024
Implementation of Children and Education Workforce and Workplace Strategy	Vanessa Wilson	June 2024

4.3 How will the impact of your proposal and actions be measured?

How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

<p>Our Equality and Inclusion Annual Progress Reports show what we have done to achieve the aims of our Equality and Inclusion policy and strategy, and the progress we have made including reporting on all relevant KPIs and workforce diversity Equalities policy - bristol.gov.uk</p> <p>Our Equality and Inclusion Annual Progress Reports show what we have done to achieve the aims of our Equality and Inclusion policy and strategy, and the progress we have made including reporting on all relevant KPIs and workforce diversity Equalities policy - bristol.gov.uk</p> <p>Representation levels across the service will be monitored via the HR Dashboard.</p>

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqlA. EqlAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities

impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director¹.

Equality and Inclusion Team Review: Reviewed by the Equality and Inclusion Team	Director Sign-Off:  Vanessa Wilson Director of Children and Education Transformation
Date: 22/12/2023	22/12/23

¹ Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.