

## Bristol City Council Equality Impact Relevance Check




This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

| What is the proposal?                    |  |
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| Name of proposal                         | Occupational Health  |
| Please outline the proposal.             | Reduction in occupational costs.                                 |
| What savings will this proposal achieve? | <b>Budget Savings against full budget</b><br>£45,000 for 2018/19 |
| Name of Lead Officer                     | Mark Williams, Head of Human Resources                           |

| Could your proposal impact citizens with protected characteristics?<br>(This includes service users and the wider community) |
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| Please outline where there may be significant opportunities or positive impacts, and for whom.                               |
| <ul style="list-style-type: none"> <li>The proposal has no impact on citizens with protected characteristics</li> </ul>      |
| Please outline where there may be significant negative impacts, and for whom.  |
| Not applicable   |

| Could your proposal impact staff with protected characteristics?<br>(i.e. reduction in posts, changes to working hours or locations, changes in pay)   |
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| Please outline where there may be significant opportunities or positive impacts, and for whom.   |
| <ul style="list-style-type: none"> <li>This proposal relates to the costs of the Occupational Health contract which has already been commissioned from a new provider and is moving in to the second year of operation.</li> <li>The savings proposed will be achieved and are already budgeted for.</li> <li>There are consequently no negative impacts.</li> </ul> |
| Please outline where there may be negative impacts, and for whom.  |
| Not applicable.  |

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| Does the proposal have the potential to impact on people with protected characteristics in the following ways: <ul style="list-style-type: none"> <li>access to or participation in a service,</li> <li>levels of representation in our workforce, or</li> <li>reducing quality of life (i.e. health, education, standard of living) ?</li> </ul> |
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| <p>Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.</p> | <p>No. We would have ensured at procurement stage that the new provider met the Public Sector Equality Duty requirements before being commissioned.</p> |
| <p>Service Director sign-off and date:</p>  <p>16/01/2018</p>                 | <p>Equalities Officer sign-off and date:<br/>Cherene Whitfield 15 Jan 2018</p>  |