

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?	
Name of proposal	Closer working and efficiencies across Community Development and Health Communities teams
Please outline the proposal.	Redesign community development and public health communities teams with the view to align resources to shared outcomes and reduce overall size of team.
What savings will this proposal achieve?	£100,000
Name of Lead Officer	Gemma Dando

Could your proposal impact citizens with protected characteristics? (This includes service users and the wider community)
Please outline where there may be significant opportunities or positive impacts, and for whom.
The majority of the work that the community development and community health teams undertake is targeted at areas with high populations of citizens with protected characteristics. The intention is to reorganise the team so that the same outcomes can be delivered in a more efficient way, and potentially allow additional outcomes to be achieved. This will have a positive impact on citizens.
Please outline where there may be significant negative impacts, and for whom.
If the redesign does not find a way to reorganise the team so that the same outcomes can be delivered and the savings result in a reduction in the service to citizens, there could be significant negative impacts on the health and 'stronger communities' outcomes for citizens across the city with protected characteristics.

Could your proposal impact staff with protected characteristics? (i.e. reduction in posts, changes to working hours or locations, changes in pay)
Please outline where there may be significant opportunities or positive impacts, and for whom.
None
Please outline where there may be negative impacts, and for whom.
This proposal will result in a reduction to the overall staffing numbers and potentially changes in working locations and changes in pay. This could have a negative impact on staff with protected characteristics as the teams in question are diverse teams.

Is a full Equality Impact Assessment required?

Does the proposal have the potential to impact on people with protected characteristics in the following ways:

- access to or participation in a service,
- levels of representation in our workforce, or
- reducing quality of life (i.e. health, education, standard of living) ?

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.

Yes

Service Director sign-off and date:
Gemma Dando 12/10/17

Equalities Officer sign-off and date:
Jackie Healey 20.10.17