

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	Restructure and refocus Policy and Strategy
Please outline the proposal.	<p>This is a reduction in staffing and activity within Policy and Strategy, focusing on developing our Public Affairs and Policy Development work areas at the expense of Strategy and International workstreams.</p> <p>This proposal would mean the council does more to engage and influence regional and national funders and decision-makers, including the government, to try and get the best deal for Bristol and bring in new opportunities and funding. However, the team will have less resource to work with international partners and would remove council funding for international twinning. We would seek other partners to support this, but with the risk of having to stop much twinning activity and international work if new partners cannot be found.</p>
What savings will this proposal achieve?	£104,500
Name of Lead Officer	Tim Borrett

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 proposal strengthens the council's Equalities and Community Cohesion team by reintroducing a manager role with dedicated expertise. This could provide positive impacts across all protected characteristics by strengthening the council's approach to embedding equalities and diversity.
Please outline where there may be significant negative impacts, and for whom.	None are anticipated. However if alternative funding sources are not found for International Twinning then some groups who have benefitted from the voluntary community activities it promotes (inc. exchanges for young people) could miss out in

future.

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.

There are opportunities for progression for some displaced people where more senior roles could be established, and the council's Management of Change policy would apply, which will include consultation with all colleagues in the division and Trade Unions.

Please outline where there may be negative impacts, and for whom.

Up to nine colleagues may be at-risk in the proposed structure although the opportunities above would apply to at least five. Of these nine:

- Six are female, three are male
- None are BME
- One is LGBT
- None have a declared disability
- None are known to have undergone gender reassignment
- None are known to be pregnant

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.

No. The proposal has no significant effects on frontline services and only minor potential impact on our workforce.

Service Director sign-off and date:
Tim Borrett, Head of Policy and Strategy (interim) 1/9/17

Equalities Officer sign-off and date:
Wanda Knight 1/9/17