

27 February 2020

Conservative amendment 3

EIA No. S8	EIA Proposal	
	<p>Travellers Service Propose an increase saving in the Travellers Service from £0.050m to £0.100m shown on page 94 of the agenda. This would impact on staffing and therefore could not be implemented until July 2020 and therefore the part year saving is £0.037m.</p>	
Groups potentially impacted	Impacts identified	Specific Mitigating Actions (in addition to the generic actions identified above)
<p>Note: As not more than 20 employees affected to preserve employee confidentiality, no employee equalities data has been gathered or analysed from the council's employee database. Comments are based on evident information.</p>	<p>We know that for the council as a whole that most protected characteristics are under-represented.</p>	<p>No specific mitigation: Council policies and support processes to be equitably applied. Including:</p> <ol style="list-style-type: none"> 1. Offer all employees job application, interview and other support as needed. 2. Consider the need for appropriate support and training to re-skill employees in new working methods. 3. Ensure that all appropriate reasonable adjustments are made for disabled employees as required during and after the restructure process. 4. Sign posting staff to appropriate forums (LGBT, women, disability, BME) 5. Review communications approach options (plain English etc) and monitor understanding. 6. Support to part-time staff in identifying opportunities and consideration of other roles as job share roles as needed.

