

Agenda item:

[No.]

General Purposes Committee

On 10th March 2011

Report Title. Rethinking Haringey – Equality Impact Assessment

Report of **Assistant Chief Executive**

Signed :

Contact Officer : Stuart Young, Asst CE - 020 8489 3174

Wards(s) affected: **All**

Report for:

1. Purpose of the report (That is, the decision required)

1.1. To provide Members of the General Purposes Committee with the Equality Impact Assessment as at February 2011, relating to Rethinking Haringey.

2. State link(s) with Council Plan Priorities and actions and /or other Strategies:

2.1. Rethinking Haringey is a fundamental review of the management of the Council and therefore links to each of the Council Plan priorities. It particularly addresses the need for an efficient Council.

3. Recommendations

3.1. Members are asked to note the Equality Impact Assessment as at February 2011, and to note that a full assessment will be brought back to the Committee should any further decisions on Rethinking Haringey be required.

4. Reason for recommendation(s)

4.1. To provide the EqlA to Members for information.

5. Other options considered

5.1. N/A

6. Summary

6.1. The Council uses a standard approach to organisational reviews. This ensures that information about the impact of any review is known and planned into its implementation.

6.2. The Equality Impact Assessment is completed at various stages during an organisational review. Analysis is undertaken at the outset and then the results of consultation fed in at the appropriate stage. At the end of the reorganisation, a review of impact is made. The Council's approach is in accordance with the legislation and relevant guidance .

7. Chief Financial Officer Comments

7.1. N/a to this information report

8. Head of Legal Services Comments

8.1. Not applicable at this stage. Once the results of consultation are available it will be important that the committee when reaching its decision pays due regard to any equalities implications outlined in the completed EqIA and legal advice will be provided at that point.

9. Equalities &Community Cohesion Comments

9.1. This report provides a copy of the Equality Impact Assessment to date. The assessment enables action to be taken as reorganisations progress with a view to addressing any detrimental effect identified.

10. Consultation

10.1. Rethinking Haringey is currently the subject of consultation.

11. Service Financial Comments

11.1. N/A as information report

12. Use of appendices /Tables and photographs

12.1. Equality Impact Assessment attached

13. Local Government (Access to Information) Act 1985

13.1. Rethinking Haringey report, Employment Profile