



Haringey Council

Equalities Impact Assessments (EqIA) Screening Tool

1.	Name of the policy/project/function/major development/planning application: Restructuring of Frameworki Team, Finance Assessment Team ,and Safeguarding Team			
2.	Brief summary of the above: (include main aims and proposed outcomes) To make efficiencies by reducing 2 posts in Frameworki /2 posts in Finance Assessment Team and 1 in Safeguarding Team			
3.	Lead Officer contact details: (name, job title, email, phone no.) S Barter			
4.	Date 26/1/11			
	Response to Screening Questions	Yes	No	Please explain your answer. If answering YES but after consideration a full EqIA is not necessary please provide a detailed explanation* for NOT undertaking a full EqIA
5.	Could the proposed policy/project/function/staff restructuring/major development/planning application or the way it is carried out have an adverse impact on any of the key equalities protected characteristics age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation? Or relations between any equalities groups?		no	<ul style="list-style-type: none"> • FWi officers manage the computer system supporting adults and children’s social workers. The current team have been in place since 2007. Reconfiguration of the team to support existing users and new requirements will be managed by a change in some team roles to a generic job description. • Finance Assessment Team: . The reconfiguration of the team maintains the existing frontline service – particularly with regard to benefits advice and supporting the broader anti poverty and income maximisation activity across adults services. • Safeguarding: The management of the team will be reconfigured so there will be no disruption or impact to the service – ergo, no risk to the management of the service. Discussions will also take place with the Deputy Director of adults and other service heads as to how best to manage safeguarding referrals with the reconfigured safeguarding adults team.
6.	Is there any indication or evidence (including from consultation with relevant groups) that different groups have or will have different needs, experiences, issues and priorities in relation to the particular policy/project/function/major development/		no	<p>If different needs are identified please explain what action you will take to meet these.</p> <ul style="list-style-type: none"> • FWI – The user base for Frameworki is increasing. Volumes of users should not adversely impact on the service provided, however, reconfiguration and generic job descriptions will address this.

*NB This explanation **MUST** be included in the Equalities comments in all subsequent reports relating to this issue.

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	planning application? Or do you need more information?			<ul style="list-style-type: none"> • Finance Assessment Team-front line services are protected by the restructure. • Safeguarding: The increase in safeguarding adults referrals to the Council is partly the result of raised awareness of the issues but also includes some inappropriate reporting. The method of addressing these issues has been to work with colleagues both internally and externally to feedback arising issues and carry out prevention work to address trends in safeguarding alerts. This work will continue but, as above, will need to be considered as part of the team reconfiguration. So, we have demonstrated that we are effectively able to manage this.
7.	If there is or will be an adverse impact, could it be reduced by taking particular measures?		no	<p>If adverse impact is identified please explain what action you will take to mitigate this.</p> <ul style="list-style-type: none"> • FRAMEWORKi – we are looking at alternative methods of delivering services to users such as e learning packages which will reduce the need for class room training. • Finance Assessment Team -Improvements to software allow for the FA officer to be deleted as a result of semi automated reviews and will not impact on service delivery • Safeguarding: In April 2010 a new specialist safeguarding adults team was set up. This has brought efficiencies. This change will require the team processes to be reviewed and ways explored to reassign work that has up to now been actioned by the safeguarding manager.
8.	By taking particular measures could a positive impact result?		no	
9.	As a result of this screening is a full EqIA necessary?		no	<p>If answering NO please explain* why not.</p> <p>The reduction of staff in Frameworki /Finance Assessment Team and Safeguarding will be mitigated by management through restructuring the teams and therefore will not have a major impact on service delivery to our service users. The restructuring process will be carried out using the councils restructuring procedures which take due account of any equalities issues relating to staff.</p>

Checked and agreed by Eve Featherstone, Principle Equalities Officer, 4/2/2011