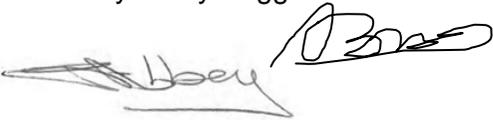


Appendix 2 - Equality Impact Assessment

Name of Project	Recruitment and Retention Incentives	Cabinet meeting date <i>If applicable</i>	
Service area responsible	Deputy Chief Executive	Date EqIA created	03/12/2015
Name of completing officer	Victor Roman	Date of approval	03/12/2015
Approved by Director / Assistant Director	Jon Abbey/ Andy Briggs 		

The Equality Act 2010 places a ‘**General Duty**’ on all public bodies to have ‘**due regard**’ to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity between those with ‘protected characteristics’ and those without them
- Fostering good relations between those with ‘protected characteristics’ and those without them.

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Haringey Council also has a ‘**Specific Duty**’ to publish information about people affected by our policies and practices.

All assessments must be published on the Haringey equalities web pages. All Cabinet papers MUST include a link to the web page where this assessment will be published.

This Equality Impact Assessment provides evidence for meeting the Council’s commitment to equality and the responsibilities outlined above, for more information about the Councils commitment to equality; please visit the Council’s website.

Stage 1 – Names of those involved in preparing the EqIA	
1. Project Lead: Andy Briggs	5.
2. Equalities / HR : David Towler (HR)	6.
3. Legal Advisor (where necessary)	7.
4. Trade union	8.

Stage 2 - Description of proposal including the relevance of the proposal to the general equality duties and protected groups. Also carry out your preliminary screening (Use the questions in the Step by Step Guide (The screening process) and document your reasoning for deciding whether or not a full EqIA is required. If a full EqIA is required move on to Stage 3.

Describe the nature of the proposal

On 14th September 2015, Children’s Services sought delegated authority for the Director for Children’s Services to implement a monetary recruitment and retention reward to attract new experienced social workers and retain our existing social worker workforce, this was agreed subject to consultation with Lead Member for Children and Families and Lead Member Resources & Culture, and section 151 Officer, which has now happened and subsequently ratified.

Following the September Staffing & Remuneration Committee, Childrens’ Services have carried out further benchmarking and are now seeking agreement on a more detailed Social Care recruitment and retention offer, which includes a number of additional benefits to attract and retain qualified Social Workers and Team Managers. The Offer that is worked up in this report and proposed to the committee will bring us more in line with other London Boroughs, against which we are competing for the same limited workforce

The recruitment and retention of staff within CYPS presents a growing challenge nationally, especially within social care services. Haringey’s Children’s Services in particular, is undergoing a period of significant and rapid change against the backdrop of reducing budgets and pending OFSTED inspections in 2016 with the aim of moving to GOOD. The Service needs to recruit and retain more quality, experienced permanent staff. These staff will not only exhibit the key skills and experience to undertake their roles effectively but also demonstrate the right attitudes and behaviours that the Council aspires to both now and in the future as it moves towards being judged a GOOD Service by OFSTED.

CYPS will start paying a retention incentive to all permanent social workers, senior practitioners, team managers, IRO’s and CPA’s where there is a statutory requirement for a social work qualification to fulfil the duties of the post. These payments will be on a sliding scale and will be dependent on the services where we are having the most difficulty in recruitment and retention and for business critical posts.

Target Area	Type of Benefit	Description
T1 – Assessments and Safeguarding	Recruitment (£3k/year)	£1000 on appointment, £1000 after probation of 6 months, £1000 after the end of the first 12 months
	Retention (£3k/year)	£1500 every 6 months
T2 – Children in Care and Placements	Retention (£2k/year)	£1000 every 6 months
T3 – All other Social Workers, Senior Practitioners Team Managers, IROs and CPAs in CYPS	Retention (£1.5k/year)	£750 every 6 months

The retention element of the offer will be made to every permanent member of staff in the above categories, including the following :

- Anyone who is on sick absence/maternity leave and receiving full pay – 100% of retention amount paid
- Anyone who is on sick absence/maternity leave and receiving half pay – 50% of retention amount paid
- Anyone who is on sick absence/maternity and receiving no pay - 0% of retention amount paid

For anyone who is subject to formal performance, sickness absence or disciplinary action, the payment will be suspended until the outcome of the action has been concluded.

If no action is taken following the formal procedure, then payment will be made retrospectively.

Timeline of implementation stages:

The Recruitment and Retention incentive will be administered in December 2015.

Stage 3 – Scoping Exercise - Employee data used in this Equality Impact Assessment
Identify the main sources of the evidence, both quantitative and qualitative, that supports your analysis. This could include for example, data on the Council’s workforce, equalities profile of service users, recent surveys, research, results of recent relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national.

Data Source (include link where published)	What does this data include?
EqIA Profile on Harinet	Age, gender, ethnicity, disability information – for the Council and the Borough
External benchmarking of Local Authority reward systems	Information on the reward strategies of London Boroughs.
Analysis of CYPS Social Care workforce data	

Stage 4 – Scoping Exercise - Service data used in this Equality Impact Assessment
This section to be completed where there is a change to the service provided

Data Source (include link where published)	What does this data include?
Employee data of affected staff drawn from SAP report	Data includes information on equality profile of affected employees including age, gender, disability, faith, sexual orientation and race.

**Stage 5a – Considering the above information, what impact will this proposal have on the following groups in terms of impact on residents and service delivery:
Positive and negative impacts identified will need to form part of your action plan.**

	Positive	Negative	Details	None – why?
Sex				The Recruitment and Retention Offer should not impact residents or service delivery, as it outlines the benefits of being a Children’s Social Worker in Haringey.
Gender Reassignment				See above
Age				See above
Disability				See above
Race & Ethnicity				See above
Sexual Orientation				See above
Religion or Belief (or No Belief)				See above
Pregnancy & Maternity				See above
Marriage and Civil Partnership (note this only applies in relation to eliminating unlawful discrimination (limb 1))				See above

Stage 5b – For your employees and considering the above information, what impact will this proposal have on the following groups: Positive and negative impacts identified will need to form part of your action plan.

Sex / Gender	Positive	Negative	Details	None – why?
<p>The gender split of employees affected by the proposal reveal that there are more women than men in these positions.</p> <p>Although we have stated that there will be no impact we believe that the impact is neutral as the proposal will affect all strands equally.</p>			See text on the left	✓

Gender Analysis					
Grade Group	Total No. Staff	Male		Female	
		No. Staff	% Grade Group	No. Staff	% Grade Group
SC1-SC5	0	0	0	0	0
SC6-SO1	0	0	0	0	0
PO1-PO3	21	5	24	16	76
PO4-PO7	133	23	17	110	83
PO8+	0	0	0	0	0
TOTAL	154	28	18	126	82

Table 1: Gender analysis of employees affected by the proposal

Gender Reassignment	Positive	Negative	Details	None – why?
<p>The council does not currently collate information on Gender Reassignment. However, there is no evidence to suggest that the proposal would have negatively affected this group as it is designed to affect all groups equally and will have the benefit of rewarding people fairly for their contribution to the Council, regardless of gender.</p> <p>Although we have stated that there will be no impact we believe that the impact is neutral as the proposal will affect all strands equally.</p>			See text on the left	✓

Age	Positive	Negative	Details	None – why?
<p>The age groups are split quite evenly in the 25 to 64 bracket. This is consistent with the council-wide headcount. The current council workforce profile is available on the council’s internet site at Haringey Council Employment Profile Haringey Council</p> <p>Although we have stated that there will be no impact we believe that the impact is neutral as the proposal will affect all strands equally.</p>			See text on the left	✓

Age Analysis													
Grade Group	Total No. Staff	16-24		25-34		35-44		45-54		55-64		65+	
		No. Staff	% Grade Group										
SC1-SC5	0	0	0	0	0	0	0	0	0	0	0	0	0
SC6-SO1	0	0	0	0	0	0	0	0	0	0	0	0	0
PO1-PO3	21	2	10	11	52	4	19	4	19	0	0	0	0
PO4-PO7	133	0	0	23	17	37	28	36	27	36	27	1	1
PO8+	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	154	2	1	34	22	41	27	40	26	36	23	1	1

Table 2: Age analysis of employees affected by the proposal

Disability	Positive	Negative	Details	None –
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Although analysis of the ethnic profile of employees affected by the proposal is disproportionate with the council's March 2015 council wide profile there is no evidence at this stage of adverse impact on any ethnic group. This is due to the proposal affecting all ethnic groups equally.

Although we have stated that there will be no impact we believe that the impact is neutral as the proposal will affect all strands equally.

Race Analysis																	
Grade Group	Total No. Staff	Black		Asian		Mixed		Other		White Minorities		BME Total		White		Not Declared	
		No. Staff	% Grade Group	No. Staff	% Grade Group	No. Staff	% Grade Group	No. Staff	% Grade Group	No. Staff	% Grade Group						
SC1-SC5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SC6-SO1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PO1-PO3	21	3	14	1	5	3	14	0	0	3	14	7	33	11	52	0	0
PO4-PO7	133	59	44	3	2	8	6	2	2	29	22	72	54	28	21	4	3
PO8+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	154	62	40	4	3	11	7	2	1	32	21	79	51	39	25	4	3

Table 4: Ethnicity and Race analysis of employees affected by the proposal

Sexual Orientation

To maintain the privacy of employees, we have not reported the information on sexual orientation due to the numbers. Analysis has been completed and there is no evidence to suggest that the proposal will have an adverse impact on sexual orientation, as the proposal applies to all strands equally.

Although we have stated that there will be no impact we believe that the impact is neutral as the proposal will

		See text on the left	
			✓
Positive	Negative	Details	None - why?
		See text on the left	✓

affect all strands equally.				
Religion or Belief (or No Belief)	Positive	Negative	Details	None - why?
To maintain the privacy of employees, we have not reported the information on sexual orientation due to the numbers. Analysis has been completed and there is no evidence to suggest that the proposal will have an adverse impact on Religion or Belief, as the proposal applies to all strands equally.			See text on the left	✓
Although we have stated that there will be no impact we believe that the impact is neutral as the proposal will affect all strands equally.				
Pregnancy & Maternity	Positive	Negative	Details	None - why?
To maintain the privacy of employees, we have not reported the information on sexual orientation due to the numbers. Analysis has been completed and there is no evidence to suggest that the proposal will have an adverse impact on pregnancy and maternity, as the proposal applies to all strands equally.			See text on the left	✓
Although we have stated that there will be no impact we believe that the impact is neutral as the proposal will affect all strands equally.				
Marriage and Civil Partnership (note this only applies in relation to eliminating unlawful discrimination (limb 1))	Positive	Negative	Details	None - why?
To maintain the privacy of employees, we have not reported the information on marital status due to the numbers. Although we have stated that there will be no impact we believe that the impact is neutral as the proposal will affect all strands equally.			See text on the left	✓

Stage 6 - Initial Impact analysis	Actions to mitigate, advance equality or fill gaps in information
No impact found at this stage of the process	We intend to assess the impact throughout the stages

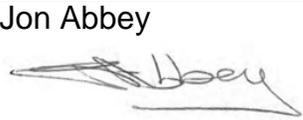
Stage 7 - Consultation and follow up data from actions set above	
Data Source (include link where published)	What does this data include?

SLT Unions CLG	Presentation to SLT members on proposals Weekly meetings on progress Holding update sessions with all Senior Managers
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Stage 8 - Final impact analysis

This will be completed at the end of the consultation.

Stage 9 - Equality Impact Assessment Review Log

Review approved by Assistant Director	<div style="display: flex; justify-content: space-between;"> <div style="border: 1px solid black; padding: 5px;"> Andy Briggs  </div> <div style="border: 1px solid black; padding: 5px;"> Date of review 03.12.2015 </div> </div>
Review approved by Director	<div style="display: flex; justify-content: space-between;"> <div style="border: 1px solid black; padding: 5px;"> Jon Abbey  </div> <div style="border: 1px solid black; padding: 5px;"> Date of review 03.12.2015 </div> </div>

Stage 10 – Publication

Ensure the completed EqIA is published in accordance with the Council's policy