

Equalities Impact Assessment (EIA): People and OD Restructure

The Equality Impact Assessment below identifies staff at risk at the start of consultation. A further EIA will be conducted at the end of the process to ascertain the final impact.

It has been identified that there are 23 members of staff affected by the proposed changes, of these 13 staff have been identified as “at risk of redundancy” due to not being directly matched to a post. However, within the restructure there are several new roles which staff may wish to apply for. Should an employee choose not to express an interest for any new post, management may seek to minimise redundancies and may identify suitable matches up to one grade higher.

	No. of staff in structure	No. of staff at risk	% of current structure	% of total staff at risk	Lewisham Employment profile
Gender					
Male	3	2	9.4%	18.2%	924
Female	29	11	90.6%	84.6%	1579
Total	32	13	100.0%	100%	
Disability status					
Yes	3	1	9.4%	7.7%	133
No	13	6	40.6%	46.1%	1123
PNTS	8	4	25%	30.8%	495
Undisclosed	8	2	25%	15.4%	752
Total	32	13	100.0%	100%	
Age bands					
16 – 20	0	0	0.0%	0.0%	6
21 – 25	2	1	6.3%	7.7%	74
26 – 30	1	0	3.1%	0.0%	134
31 – 35	3	1	9.4%	7.7%	224
36 – 40	5	1	15.6%	7.7%	274
41 – 45	3	0	9.4%	0.0%	301
46 – 50	1	0	3.1%	0.0%	299
51 – 55	3	2	9.4%	15.4%	411
56+	14	8	43.8%	61.5%	779
Total	32	13	100.0%	100%	
Ethnicity					
White	16	6	50%	46.2%	1190
Black	15	7	47%	53.8%	1109
Asian	1	0	3%	0.0%	31
Other	0	0	0.0%	0.0%	
Undisclosed	0	0	2.9%	0.0%	173
Total	32	13	100.0%	100%	

APPENDIX 3 – Worked Example EIA

Sexual Orientation					
Bisexual	0	0	0.0%	0.0%	10
Gay/lesbian	0	0	0.0%	0.0%	50
Other	0	0	0.0%	0.0%	5
Prefer not to say	7	3	21.9%	23.1%	893
Straight /Heterosexual	25	10	78.1%	76.9%	1482
Unknown	0	0	0	0.0%	63
Total	32	13	100.0%	100%	
Religion					
Any other	1	1	3.1%	7.7%	22
Buddhist	0	0	0.0%	0.0%	11
Christian all denominations	19	8	59.4%	61.5%	881
Hindu	0	0	0.0%	0.0%	9
Jewish	0	0	0.0%	0.0%	2
Muslim	1	0	3.1%	0.0%	55
None	1	0	3.1%	0.0%	222
Other	0	0	0.0%	0.0%	10
Prefer not to say	10	4	31.3%	30.8%	1221
Sikh	0	0	0.0%	0.0%	8
Unknown	0	0	0.0%	0.0%	62
Total	32	13	100.0%	100%	
Grade Bands					
Apprentice	1	0	3.1%	0.0%	45
Scale 1 – 2	0	0	0.0%	0.0%	185
Scale 3 – 5	3	1	9.4%	7.7%	397
Sc 6 – SO2	7	2	21.8%	15.4%	560
PO1 – PO5	16	9	50%	69.2%	766
PO6 – PO8	2	1	9.4%	7.7%	234
SMG 1 – 3	2	0	6.3%	0.0%	89
Teacher Lecturer	0	0	0.0%	0.0%	120
JNC CE	1	0	3.1%	0.0%	23
Total	32		100.0%	100%	