

Equality Impact Assessment

Name of project/proposal Transformation Practice T19 Generating income through external consultancy and training services
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Department Corporate Services
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Description of Service / Policy

The Transformation Practice in Hampshire County Council is an internal management consultancy established to design, lead and manage programmes and discrete projects of sustainable service transformation that realise measurable benefits for its clients. The clients are primarily the departments within the Council itself.

To support the authority in meeting the financial challenges to 2019, the Practice will pursue opportunities to offset some of the costs to run the service by generating income from external markets.

Geographical impact* All Hampshire

Description of proposed change

The Transformation Practice will establish a strategy to identify and target organisations that may benefit from use of the existing skills within the Practice to support their transformation, improvement or change agendas.

A small proportion of staffing resource will be tasked with this initial development work and on-going business functions. Any staff within the team may deliver the work to meet the client's requirements. This will be managed carefully alongside existing internally focused work to ensure that there is sufficient capacity and resilience in the system to maintain high standards of delivery.

Engagement and consultation

Has engagement or consultation been carried out? Yes

No specific consultation has been carried out on this proposal, however, the County Council carried out a major public consultation exercise over the Summer 2017 on a range of options for finding further budget savings including increasing council tax, using reserves and making changes to the way in which services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to Cabinet in September 2017.

When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

Impacts of the proposed change

This impact assessment covers HCC Staff (and partners)

Statutory considerations **Impact**

Age Neutral

Disability Neutral

Sexual Orientation Neutral

Race Neutral

Religion and Belief Neutral

Gender Reassignment Neutral

Gender Neutral

Marriage and civil partnership Neutral

Pregnancy and Maternity Neutral

Other policy considerations

Poverty Neutral

Rurality Neutral

Neutrality Statement The proposal is about doing more of the type of work that is already delivered through the Transformation Practice. Our existing systems for establishing contracts for work and deciding who has the most appropriate skills and capacity to deliver the contract will continue to be applied. These take account of the specific needs of individual members of staff with any particular characteristics, as well as any client requirements.

Additional Information