

# Equality Impact Assessment

Name of project/proposal	Property Services T19 Property Futures OVERVIEW
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Department	Culture, Communities and Business Services
Date of Assessment	14 Aug 2017

## **Description of Service / Policy**

Property Services seeks to ensure it is a key enabler of public value, our core purpose is to deliver value across the entire estate throughout the asset lifecycle. Property Services includes over 400 staff working across a very wide breath of services from facilities management to design and urban planning. All services and staff are within the scope of the T19 Property Futures project. Property Services is not a front line service and has no direct interface with residents, public and taxpayers.

Geographical impact\* All Hampshire

## **Description of proposed change**

Since the existing operating model was last established in 2009, Property Services has evolved and it's current operating model is now complex and lacks transparency. The Property Futures project will review the current operating model in relation to the existing internal and external pressures and will refresh the vision and operating model. It is anticipated the change will release savings in line with the T19 targets and ensure Property Services is fit to respond to future pressures. It is anticipated that savings will be made through reducing role numbers.

## **Engagement and consultation**

Has engagement or consultation been carried out?      Yes

Staff engagement has commenced to ensure all staff are clear on the reasons for change and possible impacts. Staff consultations commenced with all staff briefings in June followed by open 1 hour sessions to be held between July and September 2017 at accessible locations in Winchester, Havant, Totton and Basingstoke. These sessions focus on the current culture and future culture of Property Services. The content from these sessions will be shared in late September via an all staff survey, and will influence the design of the operating model. Further sessions are being arranged for October to continue the dialogue with all staff. Additional sessions by the end of the year are likely to focus on the outcomes of the Property Futures project and the implementation plan to realise the operational model and associated benefits.

Wider consultation with stakeholders including clients, providers, service leads, partners, senior officers and members has also commenced to ensure the future model encompasses the needs and requirements of our clients.

No specific Hampshire wide 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 Hampshire wide 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)

<b>Statutory considerations</b>	<b>Impact</b>
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

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## Other policy considerations

Poverty Neutral

Rurality Neutral

Neutrality Statement Until the new operating model is designed it is unclear the impact it could have on individual staff. Another EIA will be carried out at the end of the calendar year once the operating model is known to consider the impact on staff.

## ***Additional Information***

A further EIA will be undertaken at the point when the structural implications are formed, it will include a comprehensive review of staff characteristics to ensure that no particular groups or individual are adversely affected.