

Runnymede Borough Council

CORPORATE MANAGEMENT COMMITTEE

Thursday 15 October 2020 at 7.30 p.m.

To be held remotely via MS Teams

ADDENDUM

PART I

6. **PROPOSED VOLUNTARY REDUNDANCY SCHEME
(HUMAN RESOURCES – FIONA SKENE)**

Further to paragraph 2.6 of this report, an Equality Screening form is attached.

EQUALITY SCREENING

Equality Impact Assessment guidance should be considered when completing this form.

POLICY/FUNCTION/ACTIVITY	LEAD OFFICER
Proposed Voluntary Redundancy Scheme	Fiona Skene

A. What is the aim of this policy, function or activity? Why is it needed? What is it hoped to achieve and how will it be ensured it works as intended? Does it affect service users, employees or the wider community?

The aim of the Scheme is to create a framework and process to consider volunteers for redundancy or redundancy/early retirement with a view to making efficiency savings. The reason the Council needs to make efficiency savings is because of the significant costs incurred by the Council in dealing with the Covid-19 pandemic. It is estimated that we need to save at least £2 million in the next financial year. The proposed scheme sets out the proposed process to be used and explains what criteria applications for voluntary redundancy will be measured against. This proposed process is for employees only.

B. Is this policy, function or activity relevant to equality? Does the policy, function or activity relate to an area in which there are known inequalities, or where different groups have different needs or experience? Remember, it may be relevant because there are opportunities to promote equality and greater access, not just potential on the basis of adverse impacts or unlawful discrimination. The Protected Characteristics are; Sex, Age, Disability, Race, Religion and Beliefs, Sexual Orientation, Marriage and Civil Partnership, Gender Reassignment, Pregnancy and Maternity.

The policy is relevant to equality in that the design of the process is intended to ensure that all volunteers for redundancy or redundancy/early retirement are assessed against objective criteria which are not linked to protected characteristics. These criteria are set out at paragraph 2.3. The criteria within the scheme offer different alternatives including the potential to make savings over a 3 year period and offer both objectivity and sufficient flexibility to balance the needs of the service and the desire to make savings.

If the policy, function or activity is considered to be relevant to equality then a full Equality Impact Assessment may need to be carried out. If the policy function or activity does not engage any protected characteristics then you should complete Part C below. Where Protected Characteristics are engaged, but Full Impact Assessment is not required because measures are in place or are proposed to be implemented that would mitigate the impact on those affected or would provide an opportunity to promote equalities please complete Part C.

C. If the policy, function or activity is not considered to be relevant to equality, what are the reasons for this conclusion? Alternatively, if there it is considered that there is an impact on any Protected Characteristics but that measures are in place or are proposed to be implemented please state those measures and how it/they are expected to have the desired result. What evidence has been used to make this decision? A simple statement of 'no relevance' or 'no data' is not sufficient.

It is considered to be relevant to equality and this is explained in B.

This screening assessment will need to be referred to the Equality Group for challenge before sign-off.

Date completed: 13.10.20

Sign-off by senior manager: Fiona Skene