

**Equality and Human Rights Impact Assessment (EqHRIA)  
Summary of Results**

<b>Policy / Practice</b>	Organisational Change V1.00
<b>Owning Department</b>	People and Development
<b>Date EqHRIA Completed</b>	05/07/19 ( <b>EqHRIA reviewed 12/03/2020 no updates required</b> )
<b>Purpose of Policy / Practice</b>	This procedure is for authority/police staff and provides information relating to consultation, restructuring, redeployment and redundancy.

**A. Summary of Analysis / Decisions - What the assessment found and actions already taken.**

Organisational Change may affect staff in various ways including changes to their working patterns, pay, job content and the number of available roles within their business area.

The simplification of the Organisational Change Procedure is a positive development which will help to ensure that information is accessible and easily understandable for all staff. All organisational change processes are clearly defined in the new procedure and are underpinned by the principles of the Equality Act 2010 to ensure fairness and transparency.

The procedure emphasises the need for `is underpinned by the promotion of robust and meaningful consultation between staff and line managers with discussion of individual needs and any reasonable adjustments which may be required.

Flexible working arrangements may be considered as appropriate mitigation measures. Preferential recruitment rights are given to all staff who have been displaced by the organisation and are seeking redeployment. The organisation mitigates the financial impact from salary changes through its pay protection policy and the selection of staff for voluntary release is underpinned by fair and measurable criteria which ensures staff are not discriminated in any way throughout this process.

The organisation facilitates necessary retraining and coaching to enable successful redeployment of displaced staff and the procedure contains information regarding external partner agencies who provide training and skills development services.

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**B. Summary of Mitigation Actions - What else we plan to do and how we are going to check that it has been done.**

Following implementation of this procedure, People & Development will monitor any reported negative impacts relative to the protected characteristics and any other associated equality issues which become apparent. This will include monitoring any submissions in relation to the Flexible Working procedure or requests for disability related reasonable adjustments.

Feedback from staff and HR practitioners will also be monitored and the procedure updated in advance of its scheduled review date if necessary.

**Management Log – Policy Support Dept. Use Only**

<b>Review Date</b>		<b>Review Date</b>	
<b>Review Date</b>		<b>Review Date</b>	
<b>Review Date</b>		<b>Review Date</b>	