

# Equality Impact Assessment – Ref 1011

## Introductory Information

**Budget name**

In-house kennelling service – review of delivery model

**Proposal type**

Budget

**Decision Type**

Waste & Street Scene Committee

**Lead Committee Member**

Councillor Joe Otten

**Year decision being made**

22/23

**Original EIA date**

17/11/2021

**EIA updated**

21/10/2022

**EIA Lead**

Ed Sexton

**Person filling in this EIA form**

Nikki Rees

**Accountable officer**

Ian Ashmore

**Lead Corporate Plan priority**

Strong Economy

## Portfolio, Service and Team

### Cross-Portfolio

No

### Portfolio

Operational Services

Is the EIA joint with another organisation (eg NHS)?

No

### Brief aim(s) of the proposal and the outcome(s) you want to achieve

Update, October 2022

The Committee report recommends a proposal that will achieve a sustainable future for the Kennelling Service and facilitate the Council's continued compliance regarding its statutory duties.

Under the proposed model:

- stray dogs will remain the direct responsibility of Sheffield City Council, with Council staff continuing to look after stray dogs on a day-to-day basis but in a facility provided by an external provider; and
- the external provider will be responsible for 'social services animals', including receiving and kennelling/boarding the animals, while providing the animals with adequate care.

The proposal will provide opportunities for:

- better environment for our employees and animals in our care; and
- better value for money for taxpayers.

## Public Sector Equality Duty Impact

Under the [Public Sector Equality Duty](#) we have to pay due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

### Public Sector Equality Duty Overview

#### Briefly describe how the proposal helps to meet the Public Sector Duty outlined above

This proposal will provide a better environment for our employees and for animals in our care.

There is not a clearly identifiable customer group for the service in relation to stray dogs. Some protected characteristics are more prevalent than others for the customer group in relation to social services animals, however it should be noted that there will be no change in customer experience resulting from the proposals for this customer group.

## Impacts

### Proposal has an impact on

<input checked="" type="radio"/> Health	<input type="radio"/> Transgender
<input checked="" type="radio"/> Age	<input type="radio"/> Carers
<input checked="" type="radio"/> Disability	<input type="radio"/> Voluntary/Community & Faith Sectors
<input checked="" type="radio"/> Pregnancy/Maternity	<input type="radio"/> Cohesion
<input type="radio"/> Race	<input type="radio"/> Partners
<input type="radio"/> Religion/Belief	<input checked="" type="radio"/> Poverty & Financial Inclusion
<input checked="" type="radio"/> Sex	<input type="radio"/> Armed Forces
<input type="radio"/> Sexual Orientation	<input type="radio"/> Other

Give details in sections below.

More information is available on the [Council website](#) including the [Community Knowledge Profiles](#).

Note the EIA should describe impact before any action/mitigation. If there are both negatives and positives, please outline these – positives will be part of any mitigation. The action plan should detail any mitigation.

### Health

**Does the Proposal have a significant impact on health and well-being (including effects on the wider determinants of health)?**

Yes

#### Staff

Yes

#### Impact

Positive and negative impacts

#### Level

Low

#### Details of impact

The current building where the service is based requires significant improvements. The proposal is to relocate to a building which will provide a much better working environment for staff. This will have a positive impact on employee wellbeing.

The proposal includes a staffing reduction of 48%. This could have a negative impact on the wellbeing of employees. Consultation on the proposals will take place with staff and Trades Unions. All appropriate HR policies will be followed, and staff will be fully supported through the change process. Every effort will be made to avoid compulsory redundancies. Staff will be reminded that they have access to the Employee Assistance Programme, which is available 24 hours a day.

#### Customers

No

#### Impact

None

#### Level

N/A

**Details of impact**

Customers in relation to social services animals experience more issues with their health than the general population, by definition, as the duty to care for these animals arises when people go into hospital. However there will be no change in customer experience resulting from the proposals for this customer group.

**Comprehensive Health Impact Assessment being completed**

No

Please attach health impact assessment in the Action Plan and Supporting evidence section further down the form.

**Public Health Leads has signed off the health impact(s) of this EIA**

No

Health Lead

N/A

**Age**

**Staff**

No

**Impact**

**Level**

**Details of potential impact/s and mitigation**

N/A

**Customers**

Yes

**Impact**

Negative

**Level**

Low

**Details of impact**

The proposal to close at 5pm could impact on working age adults. However, in mitigation, it is permissible for someone to reclaim a stray dog on behalf of the owner.

**Disability**

**Staff**

No

**Impact**

**Level**

**Details of impact**

N/A

**Customers**

Yes

**Impact**

Positive

**Level**

Low

**Details of impact**

The current building is not accessible for wheelchair users. The proposal is to move to a new, fully accessible building, compliant with the requirements of the Equality Act 2010. This will result in an improved experience for users of this service and will support the Council to meet its statutory duties in relation to the Equality Act 2010.

**Pregnancy/Maternity**

**Staff**

Possible

**Impact**

Negative

**Level**

Low

**Details of impact**

If any employee had this protected characteristic HR/Legal/policy advice would be followed very closely.

**Customers**

No

**Impact**

**Level**

**Details of impact**

N/A

**Race**

**Staff**

No

**Impact**

**Level**

**Details of impact**

N/A

**Customers**

**No**

**Impact**

**Level**

**Details of impact**

N/A

**Religion/Belief**

**Staff**

**No**

**Impact**

**Level**

**Details of impact**

N/A

**Customers**

**No**

**Impact**

**Level**

**Details of impact**

N/A

**Sex**

**Staff**

**Yes**

**Impact**

**Negative**

**Level**

**Medium**

**Details of impact**

The proposal includes a staffing reduction of 48%. All 7 members of staff in scope of the reduction are female. Consultation on the proposals will take place with staff and Trades Unions. All appropriate HR policies will be followed, and staff will be fully supported through the change process. Every effort will be made to avoid compulsory redundancies. Staff will be reminded that they have access to the Employee Assistance Programme, which is available 24 hours a day.

**Customers**

No

**Impact**

**Level**

**Details of impact**

N/A

**Sexual Orientation**

**Staff**

No

**Impact**

**Level**

**Details of impact**

N/A

**Customers**

No

**Impact**

**Level**

**Details of impact**

N/A

**Transgender**

**Staff**

No

**Impact**

**Level**

**Details of impact**

N/A

**Customers**

No

**Impact**

**Level**

**Details of impact**

N/A

**Carers**

**Staff**

Possible

**Impact**

Negative

**Level**

Low

**Details of impact**

If any employee had unpaid caring responsibilities, HR/Legal/policy advice would be followed very closely.

**Customers**

No

**Impact**

None

**Level**

N/A

**Details of impact**

In relation to social services animals, if the customer had an unpaid carer who could reasonably look after the animal, we would not have a statutory duty to look after it.

**Voluntary/Community & Faith Sectors**

**Staff**

No

**Impact**

**Level**



**Details of impact**

N/A

**Customers**

Yes

**Impact**

Positive

**Level**

Low

**Details of impact**

If the proposal is agreed, VCF partners would have the opportunity to bid for the contract. All appropriate procurement processes will be followed.

**Cohesion**

**Staff**

No

**Impact**

**Level**

**Details of impact**

N/A

**Customers**

No

**Impact**

**Level**

**Details of impact**

N/A

**Partners**

**Staff**

No

**Impact**

**Level**

**Details of impact**

N/A

**Customers**

Yes

**Impact**

**Level**

**Details of impact**

If the proposal is agreed, partners would have the opportunity to bid for the contract. All appropriate procurement processes will be followed.

**Poverty & Financial Inclusion**

**Staff**

Yes

**Impact**

Negative

**Level**

Medium

**Details of impact**

The staffing hours proposed under the new delivery model are significantly reduced, compared to the status quo. The shift patterns/contracted hours per member of staff have not yet been consulted upon/agreed, but it should be noted that this proposal could result in employees being left in a worse financial situation.

Consultation on the proposals will take place with staff and Trades Unions. All appropriate HR policies will be followed, and staff will be fully supported through the change process. Every effort will be made to avoid compulsory redundancies. Staff will be reminded that they have access to the Employee Assistance Programme, which is available 24 hours a day.

**Customers**

No

**Impact**

None

**Level**

N/A

**Details of impact**

There are no proposals to change fees.

**Armed Forces**

**Staff**

No

**Impact**

<b>Level</b>	
<b>Details of impact</b>	
N/A	
<b>Customers</b>	<b>Impact</b>
No	
	<b>Level</b>
<b>Details of impact</b>	
N/A	

<b>Other</b>	
<b>Staff</b>	
No	<i>Please specify</i>
	N/A
	<b>Impact</b>
	<b>Level</b>
<b>Details of impact</b>	
N/A	
<b>Customers</b>	
No	<i>Please specify</i>
	N/A
	<b>Impact</b>
	<b>Level</b>
<b>Details of impact</b>	

## Cumulative Impact

**Proposal has a cumulative impact**

**No**

<input type="radio"/> Year on Year	<input type="radio"/> Across a Community of Identity/Interest
<input type="radio"/> Geographical Area	<input type="radio"/> Other

*If yes, details of impact*

In relation to geographical area, a central location is sought for the service, which is accessible by public transport.

**Local Partnership Area(s) impacted**

**All**

*If Specific, name of Local Partnership Area(s) impacted*

N/A

## Action Plan and Supporting Evidence

**Action Plan**

Consultation on the proposals will take place with staff and Trades Unions. All appropriate HR policies will be followed, and staff will be fully supported through the change process. Every effort will be made to avoid compulsory redundancies. Staff will be reminded that they have access to the Employee Assistance Programme, which is available 24 hours a day.

**Supporting Evidence** (Please detail all your evidence used to support the EIA)

N/A

## Consultation

**Consultation required**

**Yes**

**If consultation is not required please state why**

N/A

**If consultation is required, please provide details of when and how the consultation will be carried out**

A statutory consultation process will be followed for staff and Trades Unions regarding the proposed employee changes. Informal consultation with staff has already taken place.

In terms of public consultation, decisions on consultation, timing, contents and appropriate groups to consult will be kept under review.

**Are Staff who may be affected by these proposals aware of them**

Yes

**Are Customers who may be affected by these proposals aware of them**

No

**If you have said no to either please say why**

No equalities impacts have been identified relating to customers for social services animals. No significant equalities impacts have been identified relating to customers for stray dogs. There is not a clearly identifiable customer group for the service in relation to stray dogs.

## Summary of overall impact

**Summary of overall impact**

This proposal will achieve a sustainable future for the Kennelling Service, which will provide a better environment for our employees and for animals in our care and will offer better value for money for taxpayers.

This will result in an improved experience for users of this service who use a wheelchair and will support the Council to meet its statutory duties in relation to the Equality Act 2010.

However, due to the changed delivery model proposed there will be a staffing reduction of 48%. All 7 members of staff in scope of the reduction are female and could have other protected characteristics. This proposal could have a negative impact on employee wellbeing and employee financial inclusion.

The shift patterns/contracted hours per member of staff have not yet been consulted upon/agreed, but it should be noted that this proposal could result in employees being left in a worse financial situation.

All appropriate HR policies will be followed, and staff will be fully supported through the change process. Every effort will be made to avoid compulsory redundancies.

## Escalation plan

**Is there a high impact in any area?**

**No**

**Overall risk rating after any mitigations have been put in place**

**Low**

## Sign Off

**EIAs must be agreed and signed off by the equality lead in your Portfolio or corporately. Has this been signed off?**

● **Yes**

**Signed off by: Ed Sexton**

Date agreed

21/10/2022

**Review Date**

21/04/2023