

Equality Impact Assessment: Establishing a Wholly Owned Company for Delivering Direct Services

Initial assessment

What are the proposed outcomes of the policy?

To put the Waste and Recycling, Street Cleansing, Parks, Trees and Open Spaces, Building Maintenance and Cleaning and Passenger Transport into a wholly owned Teckal company.

Which individuals or groups are most likely to be affected?

Staff currently employed by Amey
Some PCC staff
Customers

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	None
Disabled people	None
Married couples or those entered into a civil partnership	None
Pregnant women or women on maternity leave	None
Particular ethnic groups	None
Those of a particular religion or who hold a particular belief	None
Male/Female	None
Those proposing to undergo, currently undergoing or who have undergone gender	None

reassignment	
Sexual orientation	None

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

All customers should benefit from service improvement over the medium term

Has the policy been explained to those it might affect directly or indirectly?

Yes

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

N/A

Once implemented, how will you monitor the actual impact?

Equality will form part of the Performance Management regime prepared by the Company and monitored by the Council.

Policy review date	1st December 2018
Assessment completed by	Paul Sutton - Interim Consultant
Date Initial EqIA completed	13th July 2018
Signed by Head of Service	Annette Joyce