



## Employee Impact Assessment

**Department:** Resources  
**Service Area:** Shared Digital

**Completed by:**

Donna Labor  
 19 December 2017

**1. Service involved in TUPE:** Shared Digital

### 2. Employee Profile

Who is going to be impacted by this change? Please complete data for your service. If your data does not fit into the categories in this table, please copy and paste your own table in the space below. Please refer to **section 3.3** of the guidance for more information.

		Council Workforce profile	Shared Digital workforce profile
		Total: 4422 as at 2 Oct 2017	Total: 123 as at 27 Nov 2017
Gender	Female	51.40%	37.40%
	Male	48.60%	62.60%
Age	16-24	3.02%	0.81%
	25-39	30.06%	32.52%
	40-49	25.26%	25.20%
	50-64	38.99%	39.02%
	65+	2.66%	2.44%
Disability	Disabled	8.42%	5.69%
	Not disabled	32.93%	8.13%
	Not declared	58.65%	86.18%
Sexual orientation	LGBT	3.34%	1.62%
	Heterosexual/straight	51.60%	49.59%
	Not Stated	42.06%	46.34%
	Prefer not to say	3.00%	2.44%
Ethnic Origin	BME	37.71%	40.65%
	White	51.94%	57.72%

	<b>Prefer not to say / not stated / not declared</b>	<b>10.35%</b>	<b>1.63%</b>
<b>Religion or belief</b>	<b>Christian</b>	<b>29.23%</b>	<b>19.51%</b>
	<b>Muslim</b>	<b>5.01%</b>	<b>5.69%</b>
	<b>Other</b>	<b>9.49%</b>	<b>13.01%</b>
	<b>No religion</b>	<b>8.80%</b>	<b>11.38%</b>
	<b>Religion not stated /not stated / not declared</b>	<b>47.47%</b>	<b>50.41%</b>

### 3. Equality impacts

With reference to the [guidance](#), please describe what are the equality and socio-economic impacts for residents and what are the opportunities to challenge prejudice or promote understanding?

- Are there any employees with protected characteristics who are likely to experience barriers to participating in recruitment interviews and / or the restructure / TUPE process? Please describe.

No.

- Are there any groups with protected characteristics that are likely to experience different outcomes from other employees as a result of the proposed TUPE arrangements? Please describe. (e.g. fewer employees from one of the protected characteristic because of the nature of the work, or the impact on an employee with a disability).

All staff in scope under TUPE will transfer on their current jobs and T&Cs of service.

### 4. Action

How will you respond to the impacts that you have identified in sections 3 and 4, or address any gaps in data or information?

N/A

For more information on identifying actions that will limit the negative impact of the policy for protected groups see the [guidance](#).

Action	Responsible person or team	Deadline