

# Resident Impact Assessment

## Alternative Resourcing Arrangements

### Service Area: Resources, Law and Governance

#### **1. What are the intended outcomes of this policy, function etc?**

Extension to the framework agreement for interim staff.

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#### **2. Resident Profile**

Resources are required to support the delivery of key Council services to residents, service users, businesses and visitors to the borough. Consideration has been given to the effect on the population, as a key element in the Equality Act compliance. An extension to the Local Government Resourcing Partnership (LGRP) framework agreement has no direct impact to the resident profile.

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#### **3. Equality impacts**

The proposal is an extension to the framework agreement for interim staff. There is not expected to be any discrimination in use of a framework agreement. Careful management of candidates appointed in line with Council practice will minimise the potential negative impact on equality of opportunity for people or communities with protected characteristics. Candidates will be encouraged from all backgrounds and appointments made based on merit.

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## 4. Safeguarding and Human Rights impacts

### a) Safeguarding risks and Human Rights breaches

Appropriate vetting arrangements will be in place on all candidates appointed.

If potential safeguarding and human rights risks are identified then please contact [equalities@islington.gov.uk](mailto:equalities@islington.gov.uk) to discuss further:

## 5. Action

No gaps have been identified requiring action.

Action	Responsible person or team	Deadline

**This Resident Impact Assessment has been completed in accordance with the guidance and using appropriate evidence.**

**Staff member completing this form:**

Signed:   Peter James Horlock  

Date: 19/08/2019

**Head of Service or higher:**

Signed:   Peter Fehler  

Date: 19/08/2019