



Equality Assessment Impact of Redesign on Service Users

Service area:	Education and Children's Services
Name of service being reorganised:	Finance & Resources
Officer leading on assessment:	Paul Bettles, Head of Finance & Resources
Other staff involved:	Alex Bardsley, Business Relationship Manager

1. Summarise details of proposed redesign

Provide details of the proposed redesign. Include information about the previous structure and the new proposed structure.

The proposed AfC Finance structure will bring together existing financial services managed within Richmond and Kingston. There will be three broad areas, Financial Control, Managements Accounts and Schools Finance. The service structure is intended to be flexible with inter-linked teams working together and sharing information to best meet the needs of budget managers, schools and the organisation as a whole, while at the same ensuring compliance with financial regulations and statutory requirements.

2. Reasons for redesign

Set out the rationale for the redesign.

In December 2012 the London Borough of Richmond upon Thames and the Royal Borough of Kingston upon Thames Councils agreed to jointly deliver children's services under the banner of Achieving for Children (AfC). The move towards the above shared financial services between Kingston and Richmond is a part of this development. The new service has been designed to meet the current and future needs of AfC through the development of an integrated and flexible service structure aligned to the business needs of the new organisation.

3. What data collection and consultation have you undertaken?

What data and information have you used to complete this equality assessment? What consultation have you carried out with service users to gather their views? How has this fed into the equality assessment?

Relevant staff in both boroughs have been fully consulted as part of the redesign process and their feedback has contributed to the final redesign proposals. For all those affected by the changes, one whole staff meeting was held along with separate team meetings and numerous one to one meetings. In addition, many staff also emailed their comments and concerns, all of which received a complete and comprehensive reply which included any follow up queries.

4. Assess the impact of the redesign on service users with regard to each of the protected characteristic groups:

The Finance Team are a back-office support service that provide financial support to approximately 100 schools and all AfC Departments. The team work directly with contacts within each school and contacts within each AfC Department.

Given the back-office nature of the work, the Finance Team do not collect or collate information relating to the protected characteristics of any of the schools, Departments or contacts that they work with as it is not considered necessary and would not provide any insight into the work of the team.

As the team is back-office, the redesign will have no impact on any service user groups such as children, young people or families. This is reflected in the table below.

<i>Protected Group</i>	<i>Findings</i>
<i>Age</i>	N/A
<i>Disability</i>	N/A
<i>Gender (sex)</i>	N/A
<i>Gender reassignment</i>	N/A
<i>Marriage and civil partnership</i>	N/A
<i>Pregnancy and maternity</i>	N/A
<i>Race/ ethnicity</i>	N/A
<i>Religion and belief including non-belief</i>	N/A
<i>Sexual Orientation</i>	N/A

5. What issues have you identified that require action?

Summarise the issues identified in the equality assessment and the actions that will be taken to address these in the table below, for example, making reasonable adjustments to improve accessibility.

The action plan should be drawn up in conjunction with the Directorate Lead Manager for the redesign. Once the equality assessment has been signed off then the actions should be transferred into the relevant Service Plans to ensure that they are followed through and progress monitored.

<i>Issue identified</i>	<i>Planned action</i>	<i>Lead Officer</i>	<i>Completion Date</i>
N/A	N/A	N/A	N/A

6. When completed, the equality assessment should be approved by a member of AfC Management Team

Approved by	AfC Equalities Working Group
Date of approval:	April 2014
Date of publication:	May 2014