

AssessmentNo	66	Owner	MyFeeney	
Resource	Regeneration, Environment and Growth		Service/Establishment	Housing and Employment
	First Name	Surname	Job title	
Head Officer	Myra	Feeney	Area Coordinator Housing Operations	
	(include job titles/organisation)			
Members	Housing Operations teams consisting of Housing Officers and Assistant Housing Offices			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	Restructure of the Housing Operations Team			
	The aim, objective, purpose and intended out come of policy			
	The aim is to restructure the teams to develop a more wrap around bespoke service to the tenants of West Dunbartonshire Council. The restructure will allow us to work towards achieving strong stable communities throughout WDC giving tenants the best service possible			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Service partners are aware of the restructure as is the West Dunbartonshire Tenants and residents Organisation which is the umbrella group for all WDC TRA's			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
Housing Staff No job loses are contemplated it is possible that the mix of grades may change and that some people could be in higher graded posts than currently and some other in lower grade posts				
Who will be/has been involved in the consultation process?				
Housing staff directly affected will be involved, Trades Unions, Management Team, WDTR0				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age		Fairly even spread of ages across structure will be maintained	Net zero impact	

Cross Cutting	Need to maintain current balanced teams in terms of age and sex Training needs analysis has been carried out.		Staff for professional development Knowledge transfer through training
Disability	Current reasonable adjustments need to be maintained	All reasonable adjustments that are in place at the moment across the team will be maintained	Net zero impact
Social & Economic Impact	Desire to develop closer working with W4U team	Team members are comfortable with this change	Possible positive impact, team members will be better placed to sign post and encourage people to support around leaning and employment
Gender		There are more women than men in current structure. Men are concentrated in Housing Officers roles. Women are more evenly spread across the current structure.	it is possible that the mix of grades may change and that some people could be in higher graded posts than currently and some other in lower grade posts
Gender Reassign			
Health			
Human Rights			No net impact
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			

Actions

Issue Description	Action Description	Actioner Name	Due Date
There is an opportunity to build team knowledge on equalities	Myra Feeney to contact Ricardo Rea by 28th February 2018 to discuss delivery of appropriate equalities training	myra.feeney@west-dunbarton.gov.uk	28-Feb-2018

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.

Will the impact of the policy be monitored and reported on an ongoing bases?

Q7 What is your recommendation for this policy?

Please provide a meaningful summary of how you have reached the recommendation

The restructure will allow us to work towards achieving strong stable communities throughout WDC giving tenants the best service possible. The structure provides opportunities for improvement both for services users and for employees in terms of professional development. The changes will be supported by a range of training, and the opportunity will also be taken to refresh people's knowledge on the equality aspects of service delivery.