

Equality Impact Assessment Report	Please enter responses below in the right hand columns
Date to EIA panel, department, DLT or DMT	30 May 2017
Sign-off path for EIA (please add/delete as applicable)	DMT
Title of Project, business area, policy/strategy	Agency worker contract 2017
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London Borough of Lambeth Full Equality Impact Assessment Report

Please enter responses below in the right hand columns.

1.0 Introduction

1.1 Business activity aims and intentions

In brief explain the aims of your proposal/project/service, why is it needed? Who is it aimed at? What is the intended outcome? What are the links to the cooperative council vision, corporate outcomes and priorities?

The Council requires the service of an end to end solution to provide agency workers. This is to help deliver the business priorities of the Council and ultimately meet the objectives of the Lambeth Plan. This is set out below :

- Where there is a need for specialist workers to fulfil short term assignments requiring the delivery of specific outcomes e.g. time-limited projects.
- The urgent short term need for workers where there are skills gaps. Other options (acting up, use of fixed term contracts) are not possible because of a lack of capacity and/ or because the need is very urgent.
- Where there are recognised business skills shortage areas and agency workers are required to undertake business critical work while other options are explored. The Council will actively work with services to drive down the use of (and therefore the cost of) agency workers.
- Providing the Council with advice to ensure value for money and market intelligence to shape and develop our sourcing strategy. This is crucial to underpin reducing demand in agency workers and supporting local recruitment and local suppliers, in the context of the council's wider people strategies.

The proposed solution is a “neutral vendor” model where the supplier fulfills agency workers from a range of agencies. The supplier does not fill assignments itself and is not an agency but manages the process on behalf of the council. The benefit to the council with this approach is that the supplier ensures workers are fully compliant with regs and other requirements and the council has the widest range of suppliers at the lowest cost.

	<p>Agency workers are not employees of the council but are usually employees of agencies or their own companies. They supply their labour, expertise of consultancy for short term projects. The benefit to the worker is that they have the flexibility to work when they decide. The benefit to the council is that it can supplement its work force for reasons detailed above. Agency workers can be source of permanent or fixed term labour. The council has a policy that allows for absorption of workers after a period (usually at least three months).</p> <p>The solution will enable Lambeth managers to request, select and manage agency workers. There will be an online and onsite presence by the supplier.</p> <p>There is no change to the supplier or the business aims of the process, however given the value of the contract it was considered necessary to complete an EIA.</p>
2.0 Analysing your equalities evidence	
<p>2.1 Evidence</p> <p><i>Any proposed business activity, new policy or strategy, service change, or procurement must be informed by carrying out an assessment of the likely impact that it may have. In this section please include both data and analysis which shows that you understand how this decision is likely to affect residents that fall under the protected characteristics enshrined in law and the local characteristics which we consider to be important in Lambeth (language, health and socio-economic factors). Please check the council's equality and monitoring policy and your division's self assessment. Each division in 2011/12 reviewed its equality data and completed a self assessment about what equality data is relevant and available?</i></p> <p>IF YOUR PROPOSAL ALSO IMPACTS ON LAMBETH COUNCIL STAFF YOU NEED TO COMPLETE A STAFFING EIA.</p>	
Protected characteristics and local equality characteristics	Impact analysis For each characteristic please indicate the type of impact (i.e. positive, negative,

	<p>positive and negative, none, or unknown), and:</p> <p><i>Please explain how you justify your claims around impacts.</i></p> <p><i>Please include any data and evidence that you have collected including from surveys, performance data or complaints to support your proposed changes.</i></p> <p><i>Please indicate sources of data and the date it relates to/was produced (e.g. 'Residents Survey, wave 10, April 12' or 'Lambeth Business Survey 2012' etc)</i></p>
Race	<p>None</p> <p>While no impact is anticipated, data on agency workers is collected on race, which will inform the council's wider resourcing and people strategies. Data from the agency worker suppliers will inform the Council's programme <i>Advancing BAME Talent In Lambeth</i>, which is a current priority for the organisation.</p>
Gender	<p>None</p> <p>While no impact is anticipated, the supplier will collect data on gender, which will inform the council's wider resourcing and people strategies.</p>
Gender re-assignment	<p>Unknown</p> <p>Data on gender re-assignment is not collected or agencies.</p>
Disability	<p>None</p> <p>While no impact is anticipated, the supplier will collect data on disability, which will inform the council's wider resourcing and people strategies.</p>
Age	<p>None</p> <p>While no impact is anticipated, the supplier will collect data on age, which will inform the council's wider resourcing and people strategies.</p>

Sexual orientation	<p>Unknown</p> <p>Data on sexual orientation is not collected by the supplier or agencies.</p>
Religion and belief	<p>Unknown</p> <p>Data on religion and beliefs are not collected by the supplier or agencies.</p>
Pregnancy and maternity	<p>Unknown</p> <p>Data on agency workers who are pregnant or on maternity leave are not collected.</p>
Marriage and civil partnership	<p>Unknown</p> <p>Data on agency workers married or in civil partnership is not collected.</p>
Socio-economic factors	<p>Positive</p> <p>The council has specified in the agency worker contract that the supplier is required to engage a wide variety of suppliers, including local supplier networks and workers living locally. Throughout the management of the contract the council will expect the supplier to work with the council to support local recruitment and local fulfilment (agency workers who live locally). The council will also expect the supplier to work with the council to support its future people related strategies.</p> <p>Local agencies workers living within the borough and important contributors to having a workforce reflecting the diversity of the borough.</p>
Language	<p>None</p> <p>Data on agency workers language skills could be collected by the supplier, although currently is not specified in the reporting.</p>
Health	<p>Not applicable. Due to the nature of the service, there are no impacts envisaged on</p>

	health.
2.2 Gaps in evidence base <i>What gaps in information have you identified from your analysis? In your response please identify areas where more information is required and how you intend to fill in the gaps. If you are unable to fill in the gaps please state this clearly with justification.</i>	<p>The council has monthly and quarterly meetings with the supplier and it is reasonable to expect that any further data to look at equalities impacts could be supplied if the council needs to prioritise this activity.</p> <p>Initially it is expected that we will make better of the people data to inform the council's wider workforce strategies, including Advancing BAME Talent In Lambeth. An overriding priority is to reduce the council's long-term reliance on agency workers over the course of the contract and the council will be working with the supplier to implement this.</p>
3.0 Consultation, Involvement and Coproduction	
3.1 Coproduction, involvement and consultation <i>Who are your key stakeholders and how have you consulted, coproduced or involved them? What difference did this make?</i>	<p>Stakeholder engagement with users of the service (i.e. council business units) took place in 2015 and was reflected in the specification and requirements the council. Further engagement took place in 2016 and in 2017 business units were engaged to identify any issues with the current supplier and which will inform the on-boarding of the new contract.</p>
3.2 Gaps in coproduction, consultation and involvement <i>What gaps in consultation and involvement and coproduction have you identified (set out any gaps as they relate to specific equality groups)? Please describe where more consultation, involvement and/or coproduction is required and set out how you intend to undertake it. If you do not intend to undertake it, please set</i>	<p>Due to the nature of the service ongoing engagement with business units will be necessary to ensure the supplier is meeting the needs of the council. This will take place alongside monthly meetings with the supplier when required. There will also be a detailed engagement programme developed alongside the onboarding of the new contract.</p> <p>This will take place over the summer.</p>

out your justification.	
4.0 Conclusions, justification and action	
4.1 Conclusions and justification <i>What are the main conclusions of this EIA? What, if any, disproportionate negative or positive equality impacts did you identify at 2.1? On what grounds do you justify them and how will they be mitigated?</i>	<p>The EIA identifies there is no impact given that the supplier will work to provide equalities data to help the council inform its wider workforce strategies. It is proposed however that this monitored through the contract management of the supplier.</p> <p>The supplier is reliant on agencies within its network to provide this data and so it will be necessary to work with the supplier and its agency network to ensure the council has the information it requires.</p>
4.2 Equality Action plan <i>Please list the equality issue/s identified through the evidence and the mitigating action to be taken. Please also detail the date when the action will be taken and the name and job title of the responsible officer.</i>	
Equality Issue	Mitigating actions
Data is robust and sufficient to inform the council's workforce strategies	Review the data quarterly. First review to take place by December 2017.
Investigate the possibility of data being collected on other equalities strands	Determine by December 2017 whether this is possible.
5.0 Publishing your results	
The results of your EIA must be published. Once the business activity has been implemented the EIA must be periodically reviewed to ensure your decision/change had the anticipated impact and the actions set out at 4.2 are still appropriate.	
EIA publishing date	
EIA review date	
Assessment sign off (name/job title):	

All completed and signed-off EIAs must be submitted to equalities@lambeth.gov.uk for publication on Lambeth's website. Where possible, please anonymise your EIAs prior to submission (i.e. please remove any references to an officers' name, email and phone number).