

Summary Fair Treatment Assessment (FTA)

Area for Assessment:		
Name of service or function etc	Restructure Environmental Services	
Which Service does this affect?	Environmental Services	
Is this a new, existing or revised function?	Existing	
Summary of findings:		
Main conclusions on the likely impact of the function on different equality groups (protected characteristics):		
<p>In terms of members of staff directly affected by the proposal the demographic profile has not been reviewed due to the small number employees involved. It is unlikely that if the proposal proceeds there will be any impact in terms of SMBC's employment demographic.</p> <p>As part of the consultation process all members of the team have been asked for their comments and suggestions with regards to the restructure. Where practicable the team have been briefed together (taking into account their working hours) they are all fully aware of the proposals and the opportunity they have to influence the final outcome.</p>		
Actions:		
Actions identified to address negative impacts identified or to better promote equality, human rights, cohesive and sustainable communities and safeguarding issues		
Action	Outcome	Timescale
Full consultation and communication of the consultation	Team Fully briefed and a common understanding of the implications	1 st April 2013 implementation
Date Assessment Signed Off	14 March 2013	