

TITLE Name / description of the issue being assessed	COVID-19 – People impacts of the Council's Recovery Plans
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DATE Date the DIA is completed	June 2020
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LEAD OFFICER Name, title and dept of person responsible for carrying out the DIA.	Nicola Trainor, Assistant Head of HR
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1 Summary description of the proposed change

- What is the change to policy / service / new project that is being proposed?
- How does it compare with the current situation?

As a result of Government measures due to coronavirus such as Shielding, self-isolation, 2-metre rule, work from home if you can, avoid public transport if you can and the temporary closure of some of our frontline services such as libraries and leisure centres this has meant significant changes to who and how employees undertake work.

To comply with this, where possible, staff can are working from home. Those that can't undertake their normal work from home are undertaking their role in the workplace following social distance rules and/or with additional compliance measure in place, have been redeployed to alternative tasks or are at home due to covid-19 sickness as they are shielding and are unable to undertake work from home.

The Council is now looking forward and thinking about the recovery phase. It is important to not only think about the physical health impacts but also the mental health impacts on staff and the disability impacts.

2 Summary of evidence used to support this assessment

- Eg: Feedback from consultation, performance information, service user records etc.
- Eg: Comparison of service user profile with Medway Community Profile

- PHE report - https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/891116/disparities_review.pdf
- www.gov.uk
- www.medway.gov.uk
- Medway Council workforce monitoring data June 2020
- www.xperthr.co.uk

3 What is the likely impact of the proposed change?

Is it likely to :

- Adversely impact on one or more of the protected characteristic groups?
- Advance equality of opportunity for one or more of the protected characteristic groups?
- Foster good relations between people who share a protected characteristic and those who don't?

(insert ✓ in one or more boxes)

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age	✓		
Disability	✓		
Gender reassignment			
Marriage/civil partnership			
Pregnancy/maternity	✓		
Race	✓		
Religion/belief			
Sex	✓		
Sexual orientation			
Other (eg low income groups)	✓		

4 Summary of the likely impacts

- Who will be affected?
- How will they be affected?

- Anyone over the age of 80 (70 times more likely to die than those under 40). Government advice in relation to those over 70 – 5.3% of the employees at Medway are aged 65 and over
- Those who are identified as clinically extremely vulnerable and shielding
- Risk of dying from coronavirus is higher in males than females – the breakdown by gender at the council is 73.6% female, 26.4% male
- Rate of diagnosis and risk of dying from coronavirus is higher for those living in the more deprived areas
- Risk of dying from coronavirus higher in those in Black, Asian and Minority Ethnic (BAME) groups than in White ethnic groups – 9% of total employees are BAME, this rises to 20% in Adult Social Care and

17% in Children's Services

- F. Risk is greater for those working in certain occupations, for example, social care – 8% of Medway Councils employees are in Adult Social Care, not all of these roles are front facing
- G. People who have a learning disability, are experiencing mental ill health and/or are deaf can find it difficult to participate fully via digital, video and audio channels. – 3.19% of Medway Councils employees have declared a disability
- H. We know that during periods of confinement domestic abuse (a crime mostly impacting women) tends to increase
- I. There are government guidelines in place for those that are pregnant, particularly for those over 28 weeks
- J. Those with caring responsibilities for children and adults
- K. Those who have to travel on public transport to get to their place of work

5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

- What alternative ways can the Council provide the service?
 - Are there alternative providers?
 - Can demand for services be managed differently?
- A. All council employees qualify for key worker status so parents are able to send their children to school
 - B. A toolkit for managers to support them in welcoming staff back and undertaking a suitability assessment for their teams to return to council buildings
 - C. Risk assessments for pregnant employees, young workers, BAME and individual risk assessments for vulnerable employees due to shielding, disability, anxiety etc.
 - D. Medical suspension of pregnant employees where necessary
 - E. Employees to continue to work from home wherever possible
 - F. Implement all H&S measures as identified from the buildings risk assessments
 - G. Follow government advice on working safely during coronavirus
 - H. Communication for staff on the work that has been undertaken to make buildings covid-19 compliant including briefings from line managers, update on Medspace, including videos of the changes made in council buildings
 - I. Identify redeployment opportunities
 - J. Ensure managers and staff are aware of all special leave, paid leave and unpaid leave options for those that are unable to / have concerns about returning to work
 - K. Ensure all staff are aware of testing arrangements

6 Action plan

- Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

Action	Lead	Deadline or review date
Raise awareness with all staff but especially managers of those staff groups that are at increased risk due to covid-19 and the risk assessments and/or actions they need to take		
HR to support the organisation with the risk assessment and review process in relation to people		

7 Recommendation

The recommendation by the lead officer should be stated below. This may be:

- to proceed with the change, implementing the Action Plan if appropriate
- consider alternatives
- gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

Continue to review and act upon central government advice/legislation and adapt local advice accordingly

8 Authorisation

The authorising officer is consenting that:

- the recommendation can be implemented
- sufficient evidence has been obtained and appropriate mitigation is planned
- the Action Plan will be incorporated into the relevant Service Plan and monitored

Assistant Director

Date

Contact your Performance and Intelligence hub for advice on completing this assessment

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