

Equality Impact Assessment

Name of the proposal : Hampshire Countryside Service Country Parks & HQ Management Review

Department : Culture Community and Business Services

Name of lead officer : Jo (CCRA) Hale

Publication date: 16/01/2012

Review date: 29/02/2012

Departmental Manager Approval by : Andy (CCRA) Smith

Departmental Manager Approval date : 07/02/2012

Main purpose and aims of the policy, plan or project

The reorganisation and restructuring of the Countryside Service headquarters management team and the management of the Country Parks and Partnerships. The purpose is to build management capacity, enable greater integration and efficiency and to be more customer focussed in order to achieve long term sustainability for the Country Parks and Partnerships (Blackwater Valley and Basingstoke Canal).

Main elements of the policy, plan or project

The staff restructure proposals seek to:

- combine the management teams of two country parks including the creation of an additional post (Visitor Services Manager) with a specific focus on achieving high quality services for users.
- bring together two of the key partnerships (Blackwater Valley and Basingstoke Canal) under one strategic manager.
- increase management capacity and improve the integration and effectiveness of the management of the Countryside and Rural Estate through a new post jointly funded by Farm Estate.

There is proposed a net loss of 2 x F grade posts. Currently there are 6 Park Manager roles and 4 Sites Manager roles. This will become 2 Visitor Services Managers, 1 x Park Manager and 5 Sites Managers in the restructure. There will be an increase of 2 x E (Senior Ranger) grade posts to support the management team at Manor Farm and Royal Victoria and to cover New Forest sites.

The G Grade posts will stay at 5 positions (3 x Team Leaders, 1 x Staunton Park Manager and 1 x Canal Director) although the role profiles will change to 3 x Team Leaders, 2 x Country Park Business Managers. It is proposed that there will be a change in working bases and role profiles for some existing F grade, G grade and E grade posts.

It has been agreed that voluntary redundancy will be offered to 10 F grades across the Service including Sites Managers not in scope of the restructure. This opens the voluntary redundancy window to Sites Managers who are not currently at risk with the potential of creating an F grade position for a member of staff who otherwise might have to take compulsory redundancy.

Consultation commences with all those in scope and those who are eligible for voluntary redundancy on 16 Jan 2012. Country Park Managers, Sites Managers (in the South), Team Leaders and Partnership staff will be sent an email outlining the proposals and for those to which voluntary redundancy applies a letter will be sent individually stating the conditions and application process. Two briefing sessions have been organised and Park Managers, Sites Managers (in the South), Team Leaders and Partnership staff invited to attend. Both the restructure consultation and the voluntary redundancy application will close on 23 Feb 2012. Following the consultation a decision will be made on the final structure and the voluntary redundancies. Staff will be updated on the outcome of consultation by 2 March. Preference forms will be sent to Team Leaders, Operations Officers and Park Managers, if necessary, by 2 March and arrangements for voluntary redundancy and selection process will be confirmed by 9 March.

Staff will be invited for interview, if necessary, with a view to confirming all appointments by 30 March 2012.

Detailed Assessment

Age:	Impact : Medium
Any specific issues identified:	
What action will be taken to address any identified issues:	<p>We will ensure that there is appropriate communication and opportunities for staff to ask questions regarding voluntary redundancy and compulsory redundancy in order that all staff affected are fully aware of the impacts.</p> <p>We will ensure that voluntary redundancy decisions are based on factors such as the Service need for specific skills and experience.</p>
Disability:	Impact : No Impact
Any specific issues identified:	
What action will be taken to address any identified issues:	
Faith:	Impact : No Impact
Any specific issues identified:	
What action will be taken to address any identified issues:	
Gender:	Impact : Medium
Any specific issues identified:	
What action will be taken to address any identified issues:	<p>We will ensure that voluntary redundancy decisions are based on factors such as the Service need for specific skills and experience.</p>
Transgender:	Impact : No Impact
Any specific issues identified:	
What action will be taken to address any identified issues:	
Race:	Impact : No Impact
Any specific issues identified:	
What action will be taken to address any	

identified issues:	
Sexual Orientation:	Impact : No Impact
Any specific issues identified:	
What action will be taken to address any identified issues:	
Marriage / civil partnership:	Impact : No Impact
Any specific issues identified:	
What action will be taken to address any identified issues:	
Pregnancy & maternity:	Impact : No Impact
Any specific issues identified:	
What action will be taken to address any identified issues:	
Other factors:	Impact : Medium
Any specific issues identified:	
What action will be taken to address any identified issues:	<p>Staff, whose roles are affected, will have the opportunity to express a preference for their workbase which will contribute to the final implementation of the restructure.</p> <p>Support will be offered to staff to offset increase costs of travel to workbase.</p>

Details of why some groups are low and/or no impact

Ethnicity data is collected for staff. Monitoring data in relation to faith and sexual orientation of staff is not currently collected by the County Council but is not relevant to the decisions to be taken on the restructure of the Countryside Service management.

All of the staff directly affected by the restructure are White British.

Conclusion

The Countryside Service Headquarters and Country Park Management Review aims to create a more business like, customer focussed approach to the management of the Country Parks. It establishes Park Management teams that are well placed to establish high quality services that will attract greater use and generate more income to ensure their long term sustainability.

The review provides opportunities for staff development and skill sharing across the Parks making it easier to deploy staff to help achieve Departmental and Service priorities.

There are 24 staff directly affected by the review. 87.5% of these are under 55 years of age and the 75% are male. The proposals will not result in a significant loss of skills or knowledge and there is the potential to achieve a more balanced gender profile.

There may be some issues around increasing travel time and costs as workbases may change however every effort will be made to minimise these and ensure the staff are not unduly disadvantaged.

For more information please visit the [Hampshire County Council Equality & Diversity web page](#).

