

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

<b>Name or Brief Description of Proposal</b>	Temporary Staff Contract from 1 <sup>st</sup> April 2021
<b>Brief Service Profile (including number of customers)</b>	
There is a need to procure a new contract for the supply of temporary agency staff to start 1 <sup>st</sup> April 2021. The aim is for this contract to be for a duration of three years with an option for a one year extension. Spend on temporary staff has averaged around £9.5m per annum across the last three years.	
<b>Summary of Impact and Issues</b>	
The Temporary Staff Managed Service Provider will be responsible for ensuring that they and agencies they use comply with the Equality Act 2010 and any other law relating to discrimination (whether in age, race, gender, religion, disability, sexual orientation or otherwise) in recruitment and employment. The Customer Agreement will outline these expectations, including agency monitoring requirements. There is a general risk that agency staff and hiring managers are affected by unconscious and conscious bias in the recruitment process.	
<b>Potential Positive Impacts</b>	
The Southampton Social Value Procurement Framework is designed to help achieve the Council’s Social Value Outcomes and this contract should help with achieving some of these. For example, providers will be required to help create and sustain good quality employment in Southampton, reduce barriers to and ensure fairness in employment, and improve access to the labour	

market for young people in Southampton.

<b>Responsible Service Manager</b>	Jacqui Neil
<b>Date</b>	10 <sup>th</sup> November 2020
<b>Approved by Senior Manager</b>	Chris Bishop – Head of Organisational Development
<b>Date</b>	10 <sup>th</sup> November 2020

### Potential Impact

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
<b>Age</b>	Potential that individuals could not be selected for Temporary Agency work due to unconscious bias linked to age, such as perceived lack of experience if a young person.	<p>Agencies ensure their Temporary Staff pools contain individuals of all ages.</p> <p>Use CVs that do not show age.</p> <p>Agency staff and hiring managers receive training on bias and how to avoid this influencing selection decisions. This will aid all impact areas.</p>
<b>Disability</b>	<p>Potential that individuals could not be selected for Temporary Agency work due to unconscious bias linked to disability, such as perceived limitations due to disability.</p> <p>Possibility for individuals to not perform as well in selection activities.</p>	<p>Agencies ensure that hiring managers only know of disabilities after selection process, unless reasonable adjustments are required as part of the process.</p> <p>Ensure that all written information produced or used is as accessible as possible to people with disabilities.</p> <p>Guaranteed interviews if meet essential criteria.</p>
<b>Gender Reassignment</b>	No specific impact	
<b>Marriage and Civil</b>	No specific impact	

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
<b>Partnership</b>		
<b>Pregnancy and Maternity</b>	No specific impact	
<b>Race</b>	Potential that individuals could not be selected for Temporary Agency work due to unconscious bias linked to race, such as limited use of the English language and accent.	Ensure that all written information produced or used is as accessible as possible to people whose level of literacy in English is limited.
<b>Religion or Belief</b>	No specific impact	
<b>Sex</b>	Potential that individuals could not be selected for Temporary Agency work due to unconscious bias linked to sex, such as perceived general behaviours and skills of men and women.	Ensure all individuals receive the same questions and are scored in the same way, with shortlisting and panel members rating people separately initially.
<b>Sexual Orientation</b>	No specific impact	
<b>Community Safety</b>	No specific impact	
<b>Poverty</b>	No specific impact	
<b>Health &amp; Wellbeing</b>	No specific impact	
<b>Other Significant Impacts</b>	None	