



Tackle inequality so people have a fair chance

INTEGRATED IMPACT ASSESSMENT TEMPLATE

Title of proposal: Workforce Strategy 2022-2025	Age	Race	Sex	Gender reassignment	Disability	Religion or Belief	Pregnancy and Maternity	Sexual Orientation	Marriage and Civil Partnership	Description of potential mitigation
<p>Equality impact: (✓ all that apply. The assessment should also consider impact on council employees and carers where applicable)</p> <p>Description of impact:</p> <p>The Strategy provides a clear and purposeful outline of the Council's commitment to workforce improvements and development.</p> <p>The strategy aims to support our goal to raise the profile of Gateshead Council as an employer of choice, recognising the workforce as its greatest asset, and creating an environment that supports everyone to 'thrive' both in work and through work.</p>	✓ P	✓ P	✓ P	✓ P	✓ P	✓ P	✓ P	✓ P	✓ P	P = positive impact N = neutral impact



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<p>The strategy features five key themes which are closely interlinked and work together to support the provision of a more holistic approach to the successful delivery of the strategy, all of which have the potential to positively impact on the experience of employees both in the workplace and beyond.</p> <p>The success of the strategy will be measured through increased workforce engagement, wellbeing, and satisfaction with Gateshead Council as an employer.</p> <p>In addition, the positive impacts of successful delivery will be evidenced through attraction and retention of a diverse workforce, attendance, performance, capability, internal progression and development, employee relations, health and safety and increased customer satisfaction.</p> <p>The strategy has been developed to support the Thrive agenda and other corporate strategies e.g., Health & Well-being Strategy, Economic Development Strategy, Community Wealth Building, Housing Strategy.</p> <p>It also reflects the recently adopted</p>											
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<p>performance indicators, specifically the indicator relating to employee satisfaction “Gateshead Council, a great place to work” and taking that one step further, a place where our workforce is ‘proud’ to work and would recommend to others as a true employer of choice.</p> <p>A delivery/implementation plan will be developed for each aspect of the strategy. Such plans will be flexible, with the ability to change focus where there is a need to do so.</p> <p>The strategy will provide a consistent approach to the five key strategy themes across the wider council, therefore the breadth and reach of delivery and success will have a wider influence and positive impact.</p>										
<p>Health impact: (eg physical, mental health, wellbeing, substance misuse)</p> <p>There should be a positive health impact on our own employees, as the Strategy identifies a range of priorities which will support the development of the workforce including:</p> <ul style="list-style-type: none"> • Recruitment & retention – attracting and retaining staff • Lifelong learning & developing - right skills, right place, right time, right people • Well-being, engagement and inclusion - looking after our workforce and ensuring everyone 										



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<p>is valued, difference is embraced, and the employee voice is heard</p> <ul style="list-style-type: none"> • Leadership behaviours and performance – being proud to work for Gateshead Council and ensure a consistent approach to organisational behaviours and values is maintained. • Workforce design – ways of working are adapted and designed to support effective delivery, are efficient, are value for money, attract and retain talent and increase customer satisfaction. • Create a culture of health, safety and wellbeing, where ownership is embraced by all 	
<p>Socio Economic impact: (eg neighbourhood, ward, area of deprivation, household group, income, wealth)</p> <p>The strategy has been developed to support the Thrive agenda and other corporate strategies e.g., Health & Well-being Strategy, Economic Development Strategy, Community Wealth Building & Housing Strategy.</p> <p>The Council’s Apprenticeship Strategy & delivery plan are also one of the priorities contained in the Strategy.</p> <p>All of the priorities contained in Strategy will support our community to access employment with the Council, and whilst employed for them to be developed, supported, motivated and engaged to progress in their careers.</p>	
<p>Environmental impact: (does the proposal impact on climate change and the Council’s commitment to be carbon neutral by 2030? Is the proposal in line with the Council’s Environmental Policy? Does the proposal increase natural resource use? Does the proposal increase waste? Does the proposal increase pollution? Does the proposal impact on wildlife? Does the proposal increase car use? Does the proposal increase energy use?)</p>	



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<p>The strategy supports our approach to workforce design and ways of working, 2 key priorities are for employees to be supported to embrace a hybrid working model; and support the “green” agenda and address climate change.</p>	
<p>Cumulative impact: (consider impact based on successive budgetary decisions relating to the proposal or is the proposal part of wider budgetary considerations that may collectively have an impact on service users, and is potentially at odds with the Thrive agenda)</p> <p>The proposal directly supports the Thrive Agenda and should ensure that our workforce has the necessary skills and behaviours to deliver the Council’s strategic priorities.</p> <p>However, continued budgetary constraints could have a negative impact on the ability to deliver on all aspects of the Strategy. Therefore, as resources are not unlimited, all aspects of the strategy cannot be tackled simultaneously; therefore, some areas will be prioritised in year 1 (2022/23). Priority areas should be those which: (a) add the most value to the organisation; (b) mitigate any workforce related risks; and (c) address the most pressing workforce issues.</p>	
<p>Summary of consultation/data/research undertaken to inform the assessment: (eg feedback and engagement with service users, trade unions, employees, partners, public, benchmarking, case studies)</p> <p>The Leader and Deputy Leader of the Council have been consulted and are supportive of the revised Workforce Strategy.</p> <p>Trade Union colleagues have been consulted on the proposed strategy and are supportive of it. They have commented that real progress can be made if there is commitment to delivering outcomes. Unions are keen to be involved in and support the roll out of detailed delivery plans. The Council’s Leadership Team has also been consulted and are supportive of the one-page presentation of the strategy and its content.</p>	



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Signed: (completing officer) *A Smith*
Date: 31.03.22

Service Director: (approved)
Date