

PESTLE		
Q.7	Are there any political, economic, sociological, technological, legal or environmental (PESTLE) factors that might shape the EIA outcomes and which may need to be considered?	Yes - UK economy significantly affected post COVID-19. Significant economic decline and potential for recession will impact on job market and potential reticence to take VR; Ongoing pandemic and current 3rd lockdown in London with high covid 19 infection rates; Disproportionate impact on BAME people being adversely affected by COVID-19. The Black Lives Matter campaign has raised the profile of disproportionality and fairness and makes us more resolute to drive and accelerate the action outlined in our workforce and equalities strategy. Also the council's financial situation and issuing of Section 114 letter as the council is unable to balance its budget is a significant motivator for our Croydon Renewal Plan.
Public Sector Equality Duty		
Q.8	Is the proposed change likely to help or hinder the Council in advancing equality of opportunity between people who belong to protected characteristic groups?	The identification of savings sought in the Croydon Renewal Plan in response to the council's issuing of Section 114 notification and the inability to balance the council budget has been a driving force. The planned comprehensive and meaningful consultation process will reflect fully the views of our workforce and will shape final proposals.
Q.9	Is the proposed change likely to help or hinder the Council in eliminating unlawful discrimination, harassment and victimisation?	See above
Q.10	Is the proposed change likely to help or hinder the Council in fostering good relations between people who belong to protected characteristic groups?	See above
Alternative Proposals		
Q.11	If it is assessed that it is likely that the proposal will have a highly adverse impact on a particular group and actions cannot be identified which would mitigate or reduce the impact, has an alternative way of delivering the change (which has less of an adverse impact) been considered?	This is the purpose of the consultation process which may alter proposals in some way and recording and mapping changes to the resource plans will assist.
Q.12	Are alternative proposals evidenced in the business case/consultation paper?	This is the purpose of the consultation process which may alter proposals in some way and recording and mapping changes to the resource plans will assist.
Q.13	If an alternative proposal is not viable, has the rationale for this been explained in the business case/consultation paper?	N/A
Consultation Process		
Q.14	Is the timing of the selection process likely to be difficult for some employees? <i>e.g. during Ramadan for Muslim staff, during the school summer holidays.</i>	Yes - as Christmas Holiday was included but consultation process has been extended longer to take this into account so will run from 9th December - 29th January 2021 and may be extended further.
Q.15	Has a process been put in place to consider any reasonable adjustments to the selection process, if necessary?	Yes - there is a potential to extend the consultation period if required.