

**Swindon Borough Council and NHS Swindon
Diversity Impact Assessment for the deletion of the Head of Commercial
Regulation post**

1 What's it about? Refer to equality groups

What is it there for? What is it set up to deliver? What is the proposed change?
The post manages and sets the strategic direction of the Commercial Regulation team. This team is responsible for the delivery of Trading Standards and Food, Health & Safety functions.

What potential is there to meet the equality duties?
There should be no change to whom we deliver our services. The purpose is reduce the management costs of the Community and Commercial Safety team. With the reorganisation of tier 3 structure the strategic direction for these functions will be transferred to another head of service.

What equality benefits does it create?
The service has been impact assessed and this proposed change should not impact on our the ability for all of the community to access commercial regulation services.

What are the barriers to meeting this potential?
None

2 Who's it for? Refer to equality groups

Who is expected to benefit or use the service (internal/external)?
All elements of the community

What do you know about them (evidence)?
Our services impacts on all elements of the community, from our contact records and diversity monitoring from our previous customers we understand who our vulnerable people are.

Who is missing or may find it difficult to use the service?
We do not believe that these changes will mean that anyone will be missed or that people find it difficult to access our service.

Do you know why?

3 Impact Refer to dimensions of equality

How will these services be successfully delivered to a diverse group of people? (positive impact)
There should be no change to whom we deliver our services.

Is there any innovative thinking, working or technology that could improve delivery?
Yes, we will use locality leads and the Swindon Strategic Economic Partnership to open up better resources to engage with vulnerable groups.

Is there anything about the way you deliver your service, which may stop people getting involved? (negative impact)
There is nothing in the proposed cuts in our services that will prevent people getting involved. We can also access some hard to reach groups through locality leads. The proposed cut does not impact on this.

Is that reasonable? How can it be justified? How can it be resolved?

What consultation has taken place? How has the consultation influenced the service?
This will consulted on through the budgetary process

4 So what? Link to business planning process

What changes have you identified?
The changes we are proposing will not affect people accessing or benefiting from our services.

What will you do now and what will be included in future planning?
We intend to work more closely with colleagues across Wiltshire and the old Avon authorities to

see what services we can better share.

When will this be reviewed?

This will be reviewed during the redesign process and a year after implementation

How will success be measured?

That we are satisfied that our services are still being applied consistently and that people are able to access our services.

For the record

Name of person leading this DIA – Phil Thomas

Names of people involved in consideration of impact As above

Date Completed 23.10.2011

Name of director signing DIA Phil Thomas

Date DIA signed 23.10.2011

Date approved by corporate group.