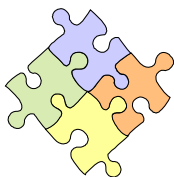


## IMPACT ASSESSMENT

Region: East Midlands

Location	Attenborough House, Leicester, LE1 1FY.
Original Proposal	To withdraw from Attenborough House and relocate staff to other HMRC offices within reasonable daily travel.
Decision	The intention is to withdraw from Attenborough House, relocating staff to City Gate House and Saxon House, Leicester and Castle Meadow Campus, Nottingham by spring 2010.
Risks/Issues	Travel times for some staff may exceed or be at the limit of reasonable daily travel if relocating to Castle Meadow Campus, City Gate House and Saxon House.
Mitigating Action	Further examination of individual circumstances will be undertaken through one to one discussions between managers and staff. No staff will be required to relocate beyond reasonable daily travel.



Issued by Workforce Change  
4 August 2008

**IMPACT ASSESSMENT**

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To receive this document in an alternative version please contact the Visually Impaired Media Unit on 01274 539 646 or e-mail VISUALLY IMPAIRED MEDIA UNIT, SHIPLEY (Accounts Office Shipley).

## **1 SUMMARY**

### **1.1. Background**

HMRC proposes to rationalise its estate in the Nottingham/Derby & Leicester urban centres with the aim of making more effective and efficient use of office space and to integrate teams within and across business units. As part of this proposal HMRC has reviewed its business requirement to remain at Attenborough House. This Impact Assessment reflects information that was available at the time the Nottingham/Derby & Leicester urban centres decisions were announced on 17 October 2007, including that of the individual business unit plans. Changes to these plans or to business unit names and structures since the Nottingham/Derby & Leicester urban centres announcement will not be reflected in this document.

### **1.2. Enquiry Centre Customers**

Enquiry centre services are not provided at Attenborough House. The impact on customers is expected to be minimal.

### **1.3. Socio-Economic**

The Attenborough House office is situated within the local authority of Leicester City. The unemployment rate for Leicester City is 8.0%, against the UK national average of 5.3%. There are around 8,085 employers in Leicester City employing approximately 159,800. There are 206 HMRC employees located at Attenborough House, which is less than 1% of those employed within the local authority area. It is therefore reasonable to infer that the local economy is not dependent on the HMRC presence at this office.

### **1.4. Staff**

Attenborough House accommodates a total of 206 staff. Concerns around additional travelling for staff have been raised. Further examination of individual circumstances will be undertaken through one to one discussions between managers and staff. No staff will be required to relocate beyond reasonable daily travel.

### **1.5. Staff Diversity**

The gender ratio of staff is 60% female to 40% male. 31% of staff work part-time, 6% are recorded as having a disability and 26% are recorded as being from an ethnic minority group.

Workforce Change has undertaken Equality Impact Assessment (EQIA) work on the proposal for the Nottingham/Derby & Leicester urban centre. No significant risks with regard to equality issues have been identified and wider public consultation has not been considered necessary at this stage. Individuals will have an opportunity to raise any particular concerns with their manager during the one to one discussions. Mitigating action will be considered where impacts have been identified with regard to equality issues. The EQIA findings for Attenborough House can be found at Appendix A.

## 1.6. Business Units

The **Estates & Support Services (ESS)** business unit will relocate to City Gate House, Leicester.

The **Large Business Service (LBS)** business unit will relocate to Castle Meadow Campus, Nottingham.

The **PAYE & SA Processing** business unit will relocate to Saxon House, Leicester.

## 1.7. Finance

Estates related savings of up to £220k per year will be realised through the full vacation of Attenborough House. More detailed information on savings will be available when the closure timetable is announced.

## 2 OFFICE PROPOSAL AND BUSINESS PLANS

### 2.1. Office Proposal

HMRC proposes to rationalise its estate in the Nottingham/Derby & Leicester urban centres with the aim of making more effective and efficient use of office space and bringing teams closer together within and across business units. It is proposed to withdraw from Attenborough House and relocate staff to City Gate House and Saxon House, both in Leicester and Castle Meadow Campus in Nottingham.

### 2.2. Business Plans

Attenborough House is occupied by staff from the **ESS, LBS** and **PAYE & SA Processing** business units.

**ESS** plans to relocate to City Gate House in Leicester.

**LBS** plans to relocate to Castle Meadow Campus in Nottingham.

**PAYE & SA Processing** plans to relocate to Saxon House in Leicester.

For most staff this will present an opportunity to co-locate with teams already there or who will also move there from other buildings in the Nottingham/Derby & Leicester urban centres.

## 3 ENQUIRY CENTRE CUSTOMER IMPACT

### 3.1. Enquiry Centre Summary

Enquiry centre services are not provided at Attenborough House. The impact on customers is expected to be minimal.

## 4 **SOCIO-ECONOMIC IMPACT**

### 4.1. Member of Parliament and Constituency

Attenborough House is within the parliamentary constituency of Leicester South. The Member of Parliament is Sir Peter Soulsby (Labour)<sup>1</sup>.

Peter Soulsby wrote to the Financial Secretary to the Treasury, raising concerns around space in retained buildings, staff morale and the loss of local knowledge.

Other MPs, who have written in about Leicester are Patricia Hewitt, Edward Garnier, Keith Vaz, Andy Reid and Alan Duncan. These MPs raised concerns about the impact of the proposals on the area.

### 4.2. Local Economy

Attenborough House is situated within the local authority of Leicester City. The unemployment rate for Leicester City is 8.0%, against the UK national average of 5.3%. The table below shows the relative job density for Leicester City, the East Midlands Region and the UK as a whole. Job density is a ratio of total jobs to working-age population and provides a measure of the economic health of an area. Total jobs includes employees, self-employed, government supported trainees and HM Forces<sup>2</sup>.

**Table 1 - Job Density**

Leicester City	East Midlands	UK
0.95	0.80	0.84

There are around 8,085 employers in Leicester City employing approximately 159,800 people. There are 206 HMRC employees located at Attenborough House, which is less than 1% of those employed within the local authority area. It is therefore reasonable to infer that the local economy is not dependent on the HMRC presence at this office.

There may be some impact on local businesses which at present benefit from the custom of HMRC staff based at Attenborough House. Any negative impact that may be caused by HMRC withdrawal from this location is expected to be temporary, lasting until such time as the building is reoccupied by another employer.

### 4.3. Sustainable Development

The intention to vacate Attenborough House assists HMRC in meeting its Sustainable Development Action Plan objective to provide office space of the right size and quality to meet long term business needs. Through the Sustainable Development Action Plan HMRC has also committed to improving the energy efficiency of all retained offices and the Corporate Responsibility Unit will work with ESS and IMS to meet this objective.

<sup>1</sup> Source: [www.parliament.uk](http://www.parliament.uk)

<sup>2</sup> Source: [www.nomisweb.co.uk](http://www.nomisweb.co.uk)

#### 4.4. Media Activity

There has been some media interest via the local press, running articles on the plans to reshape HMRC within the area and the potential impact on jobs in Leicester.

#### 4.5. External Engagement

The 19 local authorities in the Nottingham/Derby and Leicester urban centres were contacted on 12 July 2007 and comments sought on various issues including local/regional economic factors, regeneration plans, wider employer activity and plans for new or improved transport links.

### 5 STAFF & STAFF DIVERSITY IMPACT

#### 5.1. Business Unit Headcount

The table below shows the business units occupying Attenborough House<sup>3</sup>.

Table 2 - Staff in post by business unit

Business Unit	Staff numbers
ESS	4
LBS	8
PAYE & SA Processing	194
<b>TOTAL</b>	<b>206</b>

#### 5.2. Staff Diversity

The following diversity data has been provided by background HR systems and staff completion is not mandatory. The information is therefore incomplete for ethnicity and disability<sup>4</sup>.

Table 3 - Staff diversity

Ethnicity	%	Disability	%	Age Group	%
White	24	Disabled	6	15 - 24	7
Ethnic Minority	26	Not disabled	36	25 - 34	26
Not known	50	Not known	58	35 - 49	40
				50 - 59	22
				60+	5

<sup>3</sup> Source: Latest headcount data provided by HMRC business units

<sup>4</sup> Source: HR data at 1/10/06

Gender	%	Working Pattern	%	Part Time Gender	%
Male	40	Full Time	69	Male	23
Female	60	Part Time	31	Female	77

### 5.3. Equality Impact Assessment

Workforce Change has undertaken EQIA activity on the proposal for Nottingham/Derby & Leicester urban centre. No significant risks with regard to equality issues have been identified and wider public consultation has not been considered necessary at this stage. Further examination of individual circumstances will be undertaken through one to one discussions between managers and staff. Mitigating action will be considered where impacts have been identified with regard to equality issues. The EQIA findings for Attenborough House can be found at Appendix A.

### 5.4. Staff Consultation

HMRC undertook an eight week period of consultation between January 2007 and March 2007, inviting staff and unions to comment on the proposal to reshape HMRC within the Nottingham/Derby & Leicester urban centres. During this period 162 responses were received, representing the views of 336 of the 3,842 staff within the urban centres. In addition both the PCS and ARC unions made comments on behalf of their members.

The Summary Report of the Consultation Responses for the Nottingham/Derby & Leicester urban centres was published on the staff intranet site on 23 April 2007.

Comments were constructive and covered a range of topics, the main themes being travel, diversity and accommodation. The majority of comments focused on the extended travelling times to potential new offices and the effect this would have on staff work/life balance.

Business managers will meet with every individual affected by changes and discuss the implications for them and their options. Some staff may need to move to another HMRC location depending on personal circumstances.

## 6 RELOCATION OPTIONS FOR STAFF

This section considers the impact of relocating staff to alternative HMRC offices.

ESS, currently a total of four staff, will relocate to City Gate House, Leicester.

The distance between Attenborough House and City Gate House is 1.4 miles (2.3km) and, travelling at 8.00 am, the journey by car takes approximately nine minutes<sup>5</sup>.

LBS, currently a total of eight staff, will relocate to Castle Meadow Campus, Nottingham.

<sup>5</sup> Source: [www.transportdirect.info](http://www.transportdirect.info)

The distance between Attenborough House and Castle Meadow Campus is 28.0 miles (45.1km) and, travelling at 8.00 am, the journey by car takes approximately 72 minutes<sup>6</sup>.

PAYE & SA Processing, currently a total of 194 staff, will relocate to Saxon House, Leicester.

The distance between Attenborough House and Saxon House is 0.4 miles (0.6km) and, travelling at 8.00 am, the journey by car takes approximately four minutes<sup>6</sup>.

## **6.1. City Gate House, Leicester**

### **6.1.1. Overview**

The map at Appendix B shows the position of Attenborough House in relation to City Gate House.

City Gate House is an ex-CE office. HMRC occupies a space sufficient to accommodate an estimated 157 staff before desk sharing and shift patterns are taken into account. The building currently houses 131 staff. The majority of staff work in Local Compliance<sup>7</sup>.

### **6.1.2. Travel by Car**

An analysis of drive time data, detailing travelling times by car between staff home postcodes and City Gate House, indicates that for all staff currently based at Attenborough House potentially<sup>8</sup>:

- 43% of staff would face an increase in travel time following relocation to City Gate House
- 74% of staff would be able to reach City Gate House in 30 minutes or less
- Of those staff facing an increase in travel time, 1% would fall outside of reasonable daily travel.

City Gate House has 34 on-site parking spaces, with an additional designated disabled bay. There are four public car parks within 0.2 miles (0.3km) of the office<sup>6</sup>.

### **6.1.3. Travel by Public Transport**

An analysis of travel by public transport between staff home postcodes and City Gate House indicates that for all staff currently based at Attenborough House potentially<sup>8</sup>:

- 51% of staff would face an increase in travel time following relocation to City Gate House
- Of the staff facing an increase in travel time, 13% would fall outside of reasonable daily travel.

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<sup>6</sup> Source: [www.transportdirect.info](http://www.transportdirect.info)

<sup>7</sup> Source: Latest headcount data provided by HMRC business units

<sup>8</sup> Source: Staff numbers based on HR known postcodes at June 2007

One to one discussions between staff and managers will establish the full impact of relocation to City Gate House and could lead to alternative arrangements being considered.

The nearest railway station is Leicester, located 0.8 miles (1.3km) from the office<sup>9</sup>.

## **6.2. Saxon House, Leicester**

### **6.2.1. Overview**

The map at Appendix B shows the position of Attenborough House in relation to Saxon House.

Saxon House is an ex-IR office. HMRC occupies a space sufficient to accommodate an estimated 692 staff before desk sharing and shift patterns are taken into account. The building currently houses 840 staff as well as ASPIRE contractors for whom HMRC is contractually obliged to provide accommodation. The majority of staff work in PAYE & SA Processing<sup>10</sup>.

### **6.2.2. Travel by Car**

An analysis of drive time data, detailing travelling times by car between staff home postcodes and Saxon House, indicates that for all staff currently based at Attenborough House potentially<sup>11</sup>:

- 36% of staff would face an increase in travel time following relocation to Saxon House
- 76% of staff would be able to reach Saxon House in 30 minutes or less
- Of those staff facing an increase in travel time, 1% would fall outside of reasonable daily travel.

Saxon House has 19 on-site parking spaces, with an additional nine designated disabled bays. There are six public car parks within 0.2 miles (0.3km) of the office<sup>9</sup>.

### **6.2.3. Travel by Public Transport**

An analysis of travel by public transport between staff home postcodes and Saxon House indicates that for all staff currently based at Attenborough House potentially<sup>11</sup>:

- 53% of staff would face an increase in travel time following relocation to Saxon House
- Of the staff facing an increase in travel time, 12% would fall outside of reasonable daily travel.

One to one discussions between staff and managers will establish the full impact of relocation to Saxon House and could lead to alternative arrangements being considered.

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<sup>9</sup> Source: [www.transportdirect.info](http://www.transportdirect.info)

<sup>10</sup> Source: Latest headcount data provided by HMRC business units

<sup>11</sup> Source: Staff numbers based on HR known postcodes at June 2007

The nearest station is Leicester, located 0.7 miles (1.1km) from the office<sup>12</sup>.

### **6.3. Castle Meadow Campus, Nottingham**

#### **6.3.1. Overview**

The map at Appendix B shows the position of Attenborough House in relation to Castle Meadow Campus.

Castle Meadow Campus is an ex-IR site. HMRC occupies a space sufficient to accommodate an estimated 2,851 staff before desk sharing and shift patterns are taken into account. The site currently houses 1,691 staff as well as ASPIRE contractors for whom HMRC is contractually obliged to provide accommodation. The majority of staff work in Charity, Assets & Residence and PAYE & SA Processing<sup>13</sup>.

#### **6.3.2. Travel by Car**

An analysis of drive time data, detailing travelling times by car between staff home postcodes and Castle Meadow Campus, indicates that for all staff currently based at Attenborough House potentially<sup>14</sup>:

- 98% of staff would face an increase in travel time following relocation to Castle Meadow Campus
- No staff would be able to reach Castle Meadow Campus in 30 minutes or less
- Of those staff facing an increase in travel time, 87% would fall outside of reasonable daily travel.

Castle Meadow Campus has 245 on-site parking spaces, with an additional 45 designated disabled bays. There are three public car parks within 0.2 miles (0.3km) of the office<sup>12</sup>.

#### **6.3.3. Travel by Public Transport**

An analysis of travel by public transport between staff home postcodes and Castle Meadow Campus indicates that for all staff currently based at Attenborough House potentially<sup>14</sup>:

- 98% of staff would face an increase in travel time following relocation to Castle Meadow Campus
- Of the staff facing an increase in travel time, 96% would fall outside of reasonable daily travel.

One to one discussions between staff and managers will establish the full impact of relocation to Castle Meadow Campus and could lead to alternative arrangements being considered.

The nearest station is Nottingham, located 0.3 miles (0.5km) from the office<sup>12</sup>.

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<sup>12</sup> Source: [www.transportdirect.info](http://www.transportdirect.info)

<sup>13</sup> Source: Latest headcount data provided by HMRC business units

<sup>14</sup> Source: Staff numbers based on HR known postcodes at June 2007

#### 6.4. Daily Travel Assistance

A calculation based upon 4 relocated members of staff travelling between Attenborough House and City Gate House, a return journey of 2.8 miles (4.6km), produces a maximum Daily Travel Assistance cost of £2k over three years<sup>15</sup>.

A calculation based upon 8 relocated members of staff travelling between Attenborough House and Castle Meadow Campus, a return journey of 56.0 miles (90.2km), produces a maximum Daily Travel Assistance cost of £87k over three years<sup>15</sup>.

A calculation based upon 194 relocated members of staff travelling between Attenborough House and Saxon House, a return journey of 0.8 miles (1.2km), produces a maximum Daily Travel Assistance cost of £30k over three years<sup>15</sup>.

Because Daily Travel Assistance forms part of a person's taxable income, any individuals receiving Working Tax Credit and claiming Daily Travel Assistance should be aware that their Working Tax Credit entitlement could be reduced as a result.

#### 6.5. Other Government Departments

The expectation is that staff will relocate within HMRC. However opportunities may exist to transfer to other Government Departments and HMRC has a support package of measures, both financial and personal, to facilitate such transfers. Other Government Departments located in the area include<sup>16</sup>:

- Crown Prosecution Service
- Department for Communities and Local Government
- Department for Constitutional Affairs
- Department for Culture, Media and Sport
- Department for Education and Skills
- Department for Environment, Food and Rural Affairs
- Department for Transport
- DWP
- Department of Health
- Department of Trade & Industry
- HM Courts Service.

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<sup>15</sup> Formula: staff x return mileage x PTR x 260 days x 3 years

<sup>16</sup> Source: OGC data at February 2007

## **7 ESTATES & FINANCE**

### **7.1. Estate Information**

HMRC occupies Attenborough House under the contract with Mapeley. Attenborough House has on-site car parking available for 22 vehicles with no predetermined number of designated disabled bays.

### **7.2. Finance**

Estates-related savings of up to £220k per year will be achieved through the full vacation of Attenborough House. Initial relocation costs will need to be offset against this saving. More detailed information on savings will be available when the closure timetable is announced.

### **7.3. Information Management Solutions (IMS)**

IMS has been engaged in the detailed consideration of the proposals for Attenborough House. IMS will work closely with ESS and business unit managers to provide the IT and telephony requirements for staff relocating to Castle Meadow Campus, City Gate House and Saxon House.

**APPENDIX A: EQUALITY IMPACT ASSESSMENT – ATTENBOROUGH HOUSE, LEICESTER**

Equality Impact Assessment (EQIA) work is undertaken to determine which policies or activities, for staff and customers, should be subject to a wider EQIA public consultation. This work is ongoing and is updated whenever there is a major change to proposals or plans. Once a decision has been made to withdraw from a specific office an individual EQIA document is prepared with reference to that office. This EQIA focuses on the withdrawal from Attenborough House, Leicester and reflects the information available at the time the Nottingham/Derby and Leicester urban centres were announced on 17 October 2007. It should be read in conjunction with the Overview Equality Screen of the Nottingham/Derby and Leicester Urban Centre Proposal.

**Background to proposal**

<p>1. Proposal</p>	<p>On 17 January 2007 Workforce Change (WFC) commenced an eight week period of staff consultation on a proposal to reshape HMRC within the Nottingham/Derby &amp; Leicester urban centres. Part of the proposal for the Nottingham/Derby &amp; Leicester urban centres was to withdraw from Attenborough House. The expectation is that up to 206 staff will relocate to City Gate House, Leicester, approximately one mile away, Saxon House, Leicester, approximately half a mile away and Castle Meadow Campus, Nottingham, approximately 28 miles away.</p> <p>Appendix B shows a map of these offices.</p>
<p>2. Date implemented or planned to come into effect</p>	<p>Relocation of staff and work will take place by spring 2010.</p>
<p>3. Programme Owner</p>	<p>WFC acting with a devolved authority from Directors and adopting a pooled sovereignty approach, led by the WFC Strategy Group. This group includes representatives from Communications and Marketing (CaM), Estates &amp; Support Services (ESS), Human Resources &amp; Learning (HR&amp;L), Information Management Solutions (IMS) and business units.</p>

<p>4. Programme Manager</p>	<p>The Regional Review Programme Manager within WFC.</p>
<p>5. Who in the Department manages the day to day function?</p>	<p>ESS will have primary responsibility for the delivery of changes to the Nottingham/Derby &amp; Leicester urban centres estate, working with IMS and senior managers appointed from the business units affected.</p>
<p>6. Why is this proposal being considered? Provide a description of aims of proposal (purpose, who benefits and how, etc)</p>	<p>HMRC is required to make estate savings under the Comprehensive Spending Reviews 2004 and 2007. The Nottingham/Derby &amp; Leicester Urban Centres Proposal was one of a series of consultations on the reshaping of HMRC. The overall aim is to deliver a more efficient and effective service to businesses and individuals.</p> <p>The decisions for the Nottingham/Derby &amp; Leicester urban centres will deliver more effective utilisation of available office space, contributing to departmental efficiency savings whilst providing opportunities for the consolidation of teams within the same business unit. Staff are expected to relocate within reasonable daily travel. In some cases, people and work may not always move to the same place - business units may take the opportunity of an office move to restructure their operations, opening up different options for staff.</p>
<p>7. a. Give full details of all the internal and external stakeholders of this proposed action</p> <p>7. b. How will you work with stakeholders in implementing this function?</p>	<p>Internal – staff, managers, business unit planners, trade unions, WFC, HR&amp;L, IMS, CaM, ESS.</p> <p>External – Financial Secretary to the Treasury, local MPs, customers, Mapeley, ASPIRE, local authorities, selected trade bodies.</p> <p>Internal – HMRC consults formally with internal stakeholders during the feasibility stage.</p> <p>External – HMRC engages with the Financial Secretary to the Treasury and MPs during the feasibility stage. HMRC will engage with local authorities and selected trade bodies, where appropriate.</p>

<p>8. Does this proposal interact with any others? If so, how? Please comment on connected proposals and describe the relationship</p>	<p>The proposal is part of the Regional Review Programme (RRP), which is designed to deliver HMRC's restructuring ambitions as quickly and cost-effectively as possible. The RRP supports business unit strategic planning and the Estates Consolidation Programme, working towards meeting HMRC efficiency targets for people (headcount) and estate.</p>
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**Potential Equality Impacts**

This section considers equality impacts and actions to be taken to reduce/mitigate any adverse impacts on staff. In the announcement on 17 January 2007 staff were encouraged to consider what impact the planned changes might have on their own future work and travel patterns and speak with managers if they anticipated any difficulties. Any individual concerns will be considered further in one to one discussions between managers and staff. Managers will work with staff to consider personal circumstances and any necessary mitigating action.

<b>Consideration given to:</b>	<b>Staff</b>	<b>Mitigating Action</b>
<p>1. Racial groups</p>	<p>50% of the staff in Attenborough House have provided details of their ethnic origin. 26% of staff have declared that they belong to an ethnic minority group. The HMRC East Midlands Region total is 7%. The HMRC national total is 5%<sup>19</sup>.</p> <p>No issues specific to racial groups have been raised in the staff consultation process.</p> <p>At this stage no potential adverse impacts have been identified that will disproportionately affect staff due to their racial group.</p>	<p>None required at this stage.</p>

<sup>19</sup> Data provided by background HR systems and staff completion is not mandatory. The information is therefore incomplete for ethnicity and disability.

Consideration given to:	Staff	Mitigating Action
<p>2. Those with a disability</p>	<p>42% of staff in Attenborough House have provided data on disability. 6% of staff have declared a disability. The HMRC East Midlands Region total is 6%. The HMRC national total is 5%.</p> <p>No issues specific to disability have been raised in the staff consultation process.</p> <p>The potential impact on those with a disability is dependent on personal circumstances. Known impacts to this group arising from previous relocations are:</p> <ul style="list-style-type: none"> <li>▪ Staff who require specialist IT equipment or reasonable adjustment adaptations may need to discuss their requirements/needs with their manager</li> <li>▪ Staff relocating to a new building may experience changes to their home to work journeys. If travelling by public transport there may be an adverse impact on staff with a disability if the public transport services available to the new location are not adequate</li> <li>▪ Disabled staff travelling to work by car may be adversely affected if their current location provides disabled parking facilities and these are not available in the new location</li> <li>▪ Disabled staff requiring re-training may be adversely impacted if training courses require overnight stays or long distance travel.</li> </ul> <p>There are 245 parking spaces, with an additional 45 designated disabled bays at Castle Meadow Campus. There are 34 parking spaces, with an additional designated disabled bay at City Gate House. There are 19 parking spaces, with an additional nine designated disabled bays at Saxon House.</p>	<p>Staff and managers will engage in one to one discussions regarding the specific needs of each staff member and will make reasonable adjustments where required.</p> <p>Managers will discuss these issues with staff if they arise and seek the support and guidance of HR and Diversity specialists.</p> <p>Managers may need to engage with 'Access to Work' to identify reasonable solutions and assistance with journeys.</p>

Consideration given to:	Staff	Mitigating Action												
3. Gender (including transsexual/transgender)	<p>The gender ratio of staff based at Attenborough House is 60% female to 40% male. The HMRC total for the East Midlands Region is 57% female to 43% male. The national HMRC total is 58% female to 42% male.</p> <p>31% of the staff at Attenborough House work part-time. Of these 77% are female. Potential impacts arising to those staff (full and part-time) with care responsibilities are noted in section 6 – ‘Those with dependants’.</p> <p>No issues specific to gender have been raised in the staff consultation process.</p> <p>At this stage no potential adverse impacts have been identified that will disproportionately affect staff due to their gender.</p>	None required at this stage.												
4. Age	<p>The age profile for HMRC staff in Attenborough House is as follows:</p> <table border="1" data-bbox="600 837 842 1125"> <thead> <tr> <th>Age</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>15-24</td> <td>7</td> </tr> <tr> <td>25-34</td> <td>26</td> </tr> <tr> <td>35-49</td> <td>40</td> </tr> <tr> <td>50-59</td> <td>22</td> </tr> <tr> <td>60+</td> <td>5</td> </tr> </tbody> </table> <p>No concerns specific to age were raised in the staff consultation process.</p> <p>At this stage no potential adverse impacts have been identified that will disproportionately affect staff due to their age.</p>	Age	%	15-24	7	25-34	26	35-49	40	50-59	22	60+	5	None required at this stage.
Age	%													
15-24	7													
25-34	26													
35-49	40													
50-59	22													
60+	5													
5. Marital status	<p>HMRC holds information on marital status for superannuation purposes only. This data has not been analysed within this EQIA.</p> <p>No issues specific to marital status were raised during staff consultation.</p>	None required at this stage.												

Consideration given to:	Staff	Mitigating Action
	<p>At this stage no potential adverse impacts have been identified that will disproportionately affect staff due to their marital status.</p>	
<p>6. Those with dependants</p>	<p>HMRC gathers some information on staff with dependants via the staff survey. Completion is voluntary.</p> <p>Respondents to the staff consultation expressed concern that change of duties may require staff with dependants to alter their working patterns to balance work/life commitments</p> <p>Other concerns arising from previous relocation proposals are that:</p> <ul style="list-style-type: none"> <li>▪ Increased travel time for staff with dependants may cause employees to incur additional care costs or require changes to working patterns to balance work/life commitments</li> <li>▪ Daily Travel Assistance, paid to assist staff with additional travel costs, is taxable and impacts on the payment of tax credits.</li> </ul> <p>A drive time analysis of home to office journeys for part-time staff has been undertaken based on available home postcode data. The results indicate that for part-time staff currently based at Attenborough House and relocating to:</p> <p><b>Castle Meadow Campus</b></p> <ul style="list-style-type: none"> <li>▪ 98% will experience an increase in travel time</li> <li>▪ 81% will experience journey times that would fall outside reasonable daily travel</li> <li>▪ The longest journey time is calculated at approximately 98 minutes.</li> </ul>	<p>Managers will work with staff to consider personal circumstances and any necessary mitigating action.</p> <p>HMRC provides <a href="#">childcare vouchers</a> to assist staff with childcare costs.</p> <p>All staff will be relocated within reasonable daily travel.</p>

Consideration given to:	Staff	Mitigating Action
	<p><b>City Gate House</b></p> <ul style="list-style-type: none"> <li>▪ 44% will experience an increase in travel time</li> <li>▪ 2% of staff will experience journey times that would fall outside reasonable daily travel</li> <li>▪ The longest journey time is calculated at approximately 61 minutes.</li> </ul> <p><b>Saxon House</b></p> <ul style="list-style-type: none"> <li>▪ 34% will experience an increase in travel time</li> <li>▪ No staff will experience journey times that would fall outside reasonable daily travel</li> <li>▪ The longest journey time is calculated at approximately 60 minutes.</li> </ul>	
<p>7. Sexual orientation</p>	<p>HMRC gathers some information on the sexual orientation of staff via the staff survey. Completion is voluntary.</p> <p>No concerns specific to sexual orientation were raised in the staff consultation process.</p> <p>It is noted that a potential adverse impact may arise if staff relocate to an office where they experience changes to the network/support structure and facilities currently available.</p> <p>At this stage no potential adverse impacts have been identified that will disproportionately affect staff due to their sexual orientation.</p>	<p>None required at this stage.</p>
<p>8. Religion and beliefs</p>	<p>HMRC gathers some information on the religion and beliefs of staff via the staff</p>	<p>HMRC policy is to provide 'All faith rooms' on request</p>

Consideration given to:	Staff	Mitigating Action
	<p>survey. Completion is voluntary.</p> <p>The Diversity Network Coordinator expressed concern that the estate rationalisation could affect the availability of 'All faith rooms.'</p> <p>It is noted that a potential adverse impact may arise if staff relocate to an office where they experience changes to the network/support structure and facilities currently available.</p> <p>At this stage no potential adverse impacts have been identified that will disproportionately affect staff due to their religion and beliefs.</p>	<p>where a dedicated room is not available.</p> <p>Managers will work with staff to consider personal circumstances and any necessary mitigating action.</p>
<p>9. Should any of the people in the categories listed be consulted at this time?</p>	<p>No – all staff will have one to one discussions with their managers to establish individual impacts and consider appropriate mitigating action.</p>	

**Comments on proposed actions**

<p><b>Consideration given to:</b></p>	<p><b>Comments on action to be taken to promote equality of opportunities and good relations for each of the diverse groups, alternative actions and communications of different impacts.</b></p>
<p>1. Categories</p> <ul style="list-style-type: none"> <li>▪ Racial groups</li> <li>▪ Those with a disability</li> <li>▪ Gender (including transsexual/transgender)</li> <li>▪ Age</li> <li>▪ Marital status</li> <li>▪ Those with dependants</li> <li>▪ Sexual orientation</li> <li>▪ Religion and beliefs</li> </ul>	<p>HMRC is an equal opportunities employer and offers support to staff via the following policies, schemes and contacts:</p> <ul style="list-style-type: none"> <li>▪ Race Equality Scheme</li> <li>▪ Disability Equality Scheme</li> <li>▪ Gender Equality Scheme</li> <li>▪ Diversity Network Coordinators/Staff Networks (race, disability, gender, age, alternative working patterns, lesbian, gay or bi-sexual, religion and beliefs)</li> <li>▪ Flexible Working Patterns (offering flexible working hours, alternative working patterns, part-time and term-time contracts)</li> <li>▪ Provision of facilities for nursing mothers</li> <li>▪ Provision of facilities for all faiths</li> </ul> <p>In relocating staff from Attenborough House to Castle Meadow Campus, City Gate House and Saxon House, managers will discuss individual impacts with staff. Where agreement is reached that it is unreasonable for an individual to relocate to the proposed office, managers will consider alternative solutions such as redeployment to other Government Departments within the locality, home working (subject to business requirement) or transfer into another business unit within an office closer to home.</p>
<p>2. Explain how you plan to monitor equality issues following announcement</p>	<p>Managers will discuss relocation with staff to establish whether or not the relocation is reasonable and within reasonable daily travel. The conclusions from these discussions will be considered</p>

<p><b>Consideration given to:</b></p>	<p><b>Comments on action to be taken to promote equality of opportunities and good relations for each of the diverse groups, alternative actions and communications of different impacts.</b></p>
<p>of decisions</p>	<p>and moderated by a moderating group (consisting of senior managers advised by HR specialists) to ensure there is consistency between managers within the decision making process. WFC will work with business unit managers and HR to monitor any objections/grievances/appeals received to establish if the proposal is disproportionately impacting on any of the groups assessed.</p>
<p>3. Lessons learned and any other comments</p>	<p>All learning from this project will be taken forward to similar future projects under consideration.</p>
<p>4. If having considered all relevant factors you concluded that there may be an impact that you are unable to mitigate with policy or procedural changes, please give full details including why mitigating action cannot be provided</p>	<p>All impacts identified from this assessment can be addressed by the mitigating actions discussed.</p>
<p>5. Requirement for a full Equality Impact Assessment (EQIA).</p>	<p>A full EQIA will not be required at this stage. Mitigating action can be provided for the potential and known impacts identified. Overall, the extent of any impacts will be dependent on personal circumstances and these will be identified in discussions between managers and staff.</p>

**Customer Impact**

This section considers equality impacts and actions to be taken to reduce/mitigate any adverse impacts on customers.

<b>Consideration given to</b>	<b>Enquiry Centre Customers</b>	<b>Mitigating Action</b>
<ul style="list-style-type: none"> <li>▪ Racial groups</li> <li>▪ Those with a disability</li> <li>▪ Gender (including transsexual/transgender)</li> <li>▪ Age</li> <li>▪ Marital status</li> <li>▪ Those with dependants</li> <li>▪ Sexual orientation</li> <li>▪ Religion and beliefs.</li> </ul>	<p>There are no enquiry centre services provided from Attenborough House.</p> <p>Any impact on enquiry centre customers is expected to be minimal.</p>	<p>None required at this stage.</p>

**APPENDIX B: MAP OF NOTTS/DERBY & LEICESTER URBAN CENTRES OFFICES**

