

## **Integrated Impact Assessment Statement– Chief Officers and Senior/Middle Management Review**

The Council is a diverse and complex provider of a broad range of public services, many of which are regulated or based in law. Whilst it is important that sufficient management capacity and capability exists to ensure that services are well led and have the necessary professional and technical expertise, by applying a combination of targeted reviews to create stronger alignment between existing functions, robust and consistent application of a set of organisational design principles and taking opportunities to reduce management overheads as vacancies arise, opportunities to realise savings have been identified. Any formal changes will be the subject of full consultation and engagement with the employees concerned and our recognised trade unions.

As such, there is not anticipated to be any material impact of the proposal on people with protected characteristics, those vulnerable to falling into poverty, geographical communities or staff, nor on the economy or environment.

Katy Miller

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