

Freedom of Information Request – Response – 27867

Under the Freedom of Information Act 2000, please provide the following information regarding organisational restructures and the Public Sector Equality Duty (PSED).

1. Between 1st January 2021 and the present date, how many formal service area/team restructures, remodelling exercises, or transformation programmes have occurred where staff roles were placed "at risk" of redundancy or subject to significant contractual changes?

please see table below.

Directorate	Service Area	Team	Month and Year the consultation Commenced
ASC	Strategy, Change & Access	FIAS	Mar-26
ASC	Safeguarding	Safeguarding	Jun-26
ASC	West	Health and Social Care Integrated Team	Apr-21
ASC	Home First	Home First and Independent Wellbeing Service	01-Sep
ASC	Home First	Management Team (Grades 6 & 7)	Apr-23
ASC	Directorate Management Team	Directorate Management Team	Jul-24
ASC	Social Care & Business Support	LDA North Team, South Waveney Social Work Team and Business & Finance Team	Sep-24
ASC	All	Directorate- wide restructure	Feb-25
ASC	Safeguarding	Senior Management	Sep-25
ASC	Contact & Assessment	FIAS	Mar-26
ASC	Variety of areas in ASC	Haverhill relocation	Jul-25
ASC	Home First	Out of hours	Sep-25
ASC	LD&A	Think Ahead	Apr-26

ASC	Ipswich and East Business & Finance	Business and Finance	Jul-26
ASC	LD&A and mental health	AMHP	Jul-26
ASC	Adult Mental Health	Emergency Duty Service	May-22
CS	Legal	Legal Services	Oct-21
CS	Customer Access	Relocation from Stowmarket to Ipswich	Jul-26
CS	Registrar Services	Ceremony Officers	Feb-26
CS	Coroners	Coroners Service	Jul-23
CYP	Education and Learning	Norfolk, Essex and Suffolk Teacher Training Service (NESTT)	May-26
CYP	Youth Justice	Youth Justice Service	Jun-21
CYP	Community Health	Healthy Living Service	Oct-23
CYP	Education and Learning	County Music Service	Mar-21
CYP	Community Health	Family Nurse Partnership and Young Parent Pathway	Jan-26
CYP	Community Health	HCPL (Healthy Child Professional Leads)	Feb-23
CYP	Education and Learning	Ipswich Opportunity Area	Dec-22
CYP	Healthy Child Service	Healthy Living Team	Sep-26
CYP	Specialist Education Services		Jan-21
CYP	Suffolk Safeguarding Partnership		Aug-21
CYP	Specialist Education Services	Cognition and Learning	Sep-21
CYP	0-19 Services	Hadleigh Health Centre	Sep-21
CYP	0-19 Services	Gainsborough Clinic	Dec-21

CYP	Education, Skills and Learning	Standards and Excellence	Dec-21
CYP	Education, Skills and Learning	COVID response team	Feb-22
CYP	0-19 Services	Caterpillar Childrens Centre	May-22
CYP	Quality, Engagement and Professional Development (QEPD) Service	Engagement Hub, Workforce Development and Quality Assurance	Jun-23
CYP	SEND Family Services		Mar-24
CYP	Specialist Education Services	Service for Deaf	May-24
CYP	Specialist Education Services	Service for Deaf	May-25
CYP	Childrens homes	Elizabeth House Relocation	Mar-24
CYP	Youth Justice	Operations Management	Aug-25
CYP	Youth Justice	Variety of teams within Youth Justice	Jun-26
CYP	Safeguarding	Suffolk Safeguarding Partnership	Jul-26
CYP	Community Health	CHRIS Service	Dec-25
CYP	Community Health	FSP & YPP Family Nurse Partnership and Young Parent Pathway	Jan-26
CYP		Clinical Psychologists	Mar-24
CYP	Social Care, Family Support and Safeguarding	Social Care, Family Support and Safeguarding - Familes First	Jan-26
CYP	Education , Skills and Learning	Skills Business Support	Mar-25
CYP	Education and Learning	Suffolk and Norfolk School Centred Initial Teacher Training (SCITT)	Jun-24
CYP	Childrens Social Care	Make a Change (MAC)	Jun-23
CYP	Childrens Social Care	MASH - Emotional Wellbeing Hub	Jan-22

CYP	Childrens Social Care	Emergency Duty Service	May-22
CYP	Family Support	Family Support Hub	Jul-24
CYP		Preparing for Adulthood	Feb-25
CYP	Education and Learning	SEND, Inclusion, Education & Learning Heads of Service Restructure	Jul-26
GHI	Highways	Highways	Mar-24
GHI		AONB	Jun-22
GHI		Rights of Way	May-23
GHI	Archiving	All teams	Sep-23
GHI	Natural and Historic Environment	National Landscape Team	Jan-26
GHI		New Anglian LEP	Apr-23
PH	All	Directorate- wide restructure	Sep-24
PH	Libraries	Central Services	Mar-26
PH	Libraries	Central Services- all central services	Nov-25
PH&C	Communities	Libraries	Sep-26
PH&C	Public Health and Communities	Covid Response	Feb-22
PH&C	Public Health and Communities	PH&C Service wide	Mar-22
PH&C	Communities, Place Making and Inclusion	Homes for Ukraine Team	Jan-24
PH&C		External Funding Team	Jan-24
PH&C	Suffolk Libraries	Library Service	Sep-26
PHP	SFRS	Hadleigh Fire Station	Dec-21

2. For the timeframe specified above, please provide a list detailing:

- The name of the service area, team, or directorate restructured.
- The month and year the formal consultation commenced.
- Whether a specific Equality Impact Assessment (EIA) was completed explicitly assessing

the impact of the restructure on the affected staff (Please answer Yes or No).

See above table

3. If the answer to any item in Question 2 is "No", please provide the name of the specific policy, exemption, or corporate guidance relied upon by the Council to proceed with the staff restructure without completing an EIA.

Employees who are placed 'at-risk' by Suffolk County Council (SCC) owing to their inclusion in organisational change programmes are not subject to separate EIA reviews in each instance.

The process for consulting and supporting employees through organisational change is determined by ACAS guidance and employment legislation set out by government, all of which are considered and reflected in our Organisational Change Management Policy and supporting Formal Consultation Guidance document, both of which inform fair and consistently applied processes in each case.

Through organisational change programmes, employees are also subject to and supported by provisions in the Redeployment Policy, the Flexible Working Policy and Disturbance & Travel Allowance policy where a change of work base is proposed

The Organisational Change Management Policy is subject to a separate EIA screening which was reviewed in 2025 in conjunction with SCC's internal EIA Team.