

**Working together to create a borough of opportunity  
Predictive Equality Impact Assessment (PEIA)  
FOR ALL COUNCIL DECISIONS ONLY**



**Title of report or proposal:**

**Provision of legal services to the Royal Borough of Kensington and Chelsea**

Describe in full the aims, objectives and purpose of the proposal, including desired outcomes:

**Provision of legal services by the borough to RBK&C for a trial period of 12 months by sharing the services of the Assistant Director (Legal and Democratic Services) between the two boroughs. Key benefits from shared arrangements include: reduction in duplication of effort; springboard for further synergies in the provision of legal services between the two boroughs; development/dissemination of best practice; reduction in costs contributing to Legal Services' MTFS savings target for 2009/10.**

Department:

**Finance and Corporate Services**

Officer Responsible: *(to be completed by the report author)*

**Kayode Adewumi, x.2499, [kayode.adewumi@lbhf.gov.uk](mailto:kayode.adewumi@lbhf.gov.uk)**

(Signature, Print Name, Contact Number and Email Address)

**Form and report MUST be checked and countersigned** by the Principal Policy Officer (Organisational Development)

Principal Policy Officer: *(to be completed by the Corporate Principal Officer)*

Signed off by Jane Hill on **12/06/09** Email [PEIA@lbhf.gov.uk](mailto:PEIA@lbhf.gov.uk) Tel 020 8753 3430

PLEASE ANSWER THE FOLLOWING QUESTIONS:

1. Who are the main people that this decision will affect?

**Assistant Director (Legal and Democratic Services) – Michael Cogher  
Cabinet and Chief Officers – provision of legal advice**

2. Identify the risks that could prevent the planned outcomes

**Conflicting demands of the 2 authorities on AD Legal and Democratic Services time – managed by training and developing legal staff in both authorities and/or retaining Counsel as necessary. Either/both authorities becoming dissatisfied with their chief legal officer not being on call at all times – managed by mutual understanding, flexibility, realistic expectations, effective use of communications technology.**

3. Could the proposal have a positive impact on **a) race b) disability c) gender d) sexual orientation e) age f) belief system groups?** (Please provide evidence e.g. user feedback, complaints, monitoring?)

**a) b) c) d) e) f) None identified. The proposal establishes a joint working relationship with the Royal Borough of Kensington and Chelsea in Legal and Democratic Services. The sharing of knowledge and expertise across the boroughs can positively benefit staff and residents in general.**

4. Could the proposal have a differential negative impact on **a) race b) disability c) gender d) sexual orientation e) age f) belief system groups?** (Please provide evidence e.g. user feedback, complaints, monitoring,?)

**a) b) c) d) e) f) None identified.**

5. Could the proposal have any differential impact (either positive, negative or neutral) on the health outcomes of the local population? Please provide details.

**No**

6. Can any differential negative impact of the decision be justified?

No

7. If you have undertaken any internal/ external research or consultation(s) please list these below:

**Consultation with Cabinet and Corporate Management Team and with RBK&C Executive and Chief Officers.**

8. Do you need to undertake any further consultation? If so, what and with whom?

**Regular monitoring of the operation of the shared service during the trial period of 12 months with a review at 6 months.**

9. If any differential negative impact is predicted, what actions are you planning to implement which would help lessen any adverse impact? Please give details.

N/A

**PLEASE EMAIL COMPLETED FORM TO [PEIA@lbhf.gov.uk](mailto:PEIA@lbhf.gov.uk)**

**Contact: Equalities & Diversity Officer, 020 8753 3430  
London Borough of Hammersmith & Fulham**