

Chris Stephens MP  
MP for Glasgow South West  
House of Commons,  
London, SW1A 0AA

Our Ref: 471Stephens  
Date: 13 November 2017

Dear Mr Stephens

**Subject: PQ 111995**

I am writing following your question to the Minister for Women and Equalities on 7 November regarding redundancies, vacancies and agency workers at the Commission.

Last year the Equality and Human Rights Commission introduced a new operating model and organisational structure aligned to our strategic objectives, and designed to deliver efficiencies following the 2015 Spending Review. The introduction of the new model followed extensive consultation with stakeholders on our strategic direction and our staff on the model itself, taking into account their feedback.

The restructure resulted in some voluntary exits and a small number of compulsory redundancies. While I regret having to make any of our staff redundant, this was an inevitable consequence of our restructuring, and like all organisations we have a responsibility to reorganise to be more efficient, effective and to better meet the needs of our customers.

To answer your specific questions:

1. There have been 7 compulsory redundancies as a result of our restructuring. Our redundancy scheme was approved by the Cabinet Office and followed required procedures.
2. We have no further redundancies planned at this point.

3. As of today's date we have 11 advertised vacancies. They are primarily in specialist professional roles, such as lawyers, finance, data protection or human resources, and as such require the appropriate professional knowledge or qualifications.
4. There are 7 agency workers currently engaged by the Commission. We only employ agency workers for fixed periods when we require specific skills or knowledge that we do not have internally, or as support workers for disabled colleagues.

I trust that this answers your questions, but please contact me if you require any further information.

Yours sincerely,



**Rebecca Hilsenrath**

Chief Executive

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