

Equality Impact Assessment Form

Revised June 2009



(Equality target groups are those which cover the 6 equality strands: race, disability, gender, age, sexual orientation and religious belief)

Part 1 Aims & implementation of the service, policy, procedure, practice or project

This section is the title of what is being assessed, responsible officers, purpose, where it fits within the council's wider aims and how it supports the legislation to eliminate unlawful discrimination and the promotion of equal opportunities. *(please refer to the guidance for additional information)*

1.1 What is being assessed

Market Supplement Policy

1.2 Officer(s) and section or service responsible for completing the assessment

Kate Hill, Elaine Gutcher, Rosie Barnard

1.3 What is the main purpose or aims of the service, policy, procedure, practice or project

To regularise the application of market supplement to hard to recruit jobs

1.4 Who is affected by the service, policy, procedure, practice or project? Who is it intended to benefit and how?

All council staff are affected. It is intended to benefit teams who have difficulty attracting people to vacant posts which will improve service delivery.

1.5 Has the service, policy, procedure, practice or project been promoted or explained to those it might affect directly or indirectly?

This is a new policy and this will be done as part of the development process.

1.6 How does the service, policy, procedure, practice or project contribute to better community cohesion?

The policy will ensure that we deliver effective, efficient services that meet the needs of our local community by encouraging people to come to the Island to work and live.

1.7 How does the service, policy, procedure, practice or project fit in with the council's wider aims?

It helps to support all of the Eco Island Themes as this policy seeks to support all areas of activity undertaken by the council ensuring that we attract and retain appropriately qualified people to job vacancies.

1.8 What is the relevance of the aims of the service, policy, procedure, practice or project to the equality target group and the council's duty to eliminate unlawful discrimination and promote equality of opportunity?

This policy will ensure that equal opportunity is promoted across each of the six equality strands but it will ensure that the most appropriate candidate is selected.

1.9 How is, or how will the service, policy, procedure, practice or project be put into practice and who is responsible for it?

The policy will be introduced and managed by the Human Resources Advisory Service the

application of which will be regularly reviewed by the Director of Corporate Services and the Director of Resources.

Part 2 Consideration of data and research

To conduct the assessment, you will need information about service users and staff that provide the service. This section is to help you identify the sort of information that will be needed to help you assess whether there may be barriers to different equality groups who access your service, policy, procedure, practice or project. *(please refer to the guidance for additional information)*

2.1 List all examples of quantitative and qualitative data or any consultation information available that will enable the impact assessment to be undertaken

Information demonstrated that we had an inconsistent approach to the provision of a Market Supplement to jobs across the council.

2.2 Equalities profile of users and beneficiaries

HR employment statistics

2.3 Evidence of complaints against the service, policy, procedure, practice or project on the grounds of discrimination

None to date

2.4 What does the consultation, research and/or data indicate about the negative impact on the service, policy, procedure, practice or project

Failure to act inconsistently across the council could lead to unfair and unequal application of Market Supplements which could ultimately lead to equal pay claims

2.5 What does the consultation, research and/or data indicate about the positive impact on the service, policy, procedure, practice or project

The policy will ensure a consistent approach

Part 3 Assessment of impact

Now that you have looked at the purpose etc of the service, policy, procedure, practice or project (part 1) and looked at the research (part 2), this section asks you to assess the impact, positive and negative, of the service, policy, procedure, practice or project on each of the 6 strands of diversity covered in the Authority's single equality scheme.

3.1 Complete this section with the following information – relating to all of the identified groups: *(please refer to the guidance for additional information)*

	Reason, evidence, comment					
	Race	Disability	Gender	Sexual Orientation	Age	Religious Belief
Barriers, negative impact						
Neutral impact	X	X		X		X
Positive impact			X		X	

Part 4 Measures to mitigate disproportionate or adverse impact or improve on neutral or positive impacts: *(please refer to the guidance for additional information)*

4.1 If there is any negative impact on any target equality group identified in part 3, is the impact intended or legal?

n/a

4.2 Specify measures that can be taken to remove or minimize the disproportionate or adverse effect identified in part 3. if none were identified, identify how disproportionate or adverse effect could be avoided in the future

n/a

4.3 If there is no evidence that the service, policy, procedure, practice or project promotes equality, equal opportunities or improves relations within equality target groups, what amendments can be made to achieve this?

n/a

4.4 If a neutral or positive impact has been identified, can that impact be improved upon (continuous improvement)?

Regular review of the policy and any impact it may have

4.5 How will any service, policy, procedure, practice or project be implemented?

Approval from Directors Team, consultation with Unions, consideration of feedback, implementation with any communications and training consideration necessary with staff

4.6 As 4.5 above please identify training requirements

HR Advisors

Part 5 Conclusions & recommendations

This section ensures that what ever we are impact assessing, whether it be a service, policy, procedure, practice or project that ensure that we abide by the general and specific duties to promote race, disability and gender equality. *(please refer to guidance for additional information)*

5.1 Does the service, policy, procedure, practice or project comply with equalities legislation?

Yes

5.2 What are the main areas requiring further attention?

None

5.3 Summary of recommendations for improvement

N/a

5.4 What equality monitoring, evaluation, review systems have been set up to carry out regular checks?

Policy review every 2 years and more often following changes to legislation

5.5 When will the amended service, policy, procedure, practice or project be reviewed?

2011

Part 6 Action / improvement plan

The table below should be completed using the information from the equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Please ensure that you update your service/business plan within the equality objectives/targets and actions identified below:

Area of negative impact	Changes proposed	Lead officer	Timescale	Resource implications	Comments
Race					
Disability					
Age					
Religious and Philosophical belief					
Gender					
Sexual orientation					
Geographical location					
All of the above					

Part 6 continued – Equality Impact Assessment – Summary report

The results of equality impact assessments must be published. Please complete this summary and the publish your report using the Equality and Diversity pages of the Intranet. Your summary information and a copy of your completed report will then be made available to the public on the Council’s website.

Date of assessment

Officer’s name **Role**

Service, policy, procedure, practice or project that was impact assessed

Summary of findings

Summary of recommendations and key points of action plan

Groups that this policy will impact upon

- | | | | |
|---------------------------|--------------------------|---------------------------|-------------------------------------|
| Race | <input type="checkbox"/> | Gender | <input type="checkbox"/> |
| Sexual Orientation | <input type="checkbox"/> | Age | <input type="checkbox"/> |
| Disability | <input type="checkbox"/> | Religion or belief | <input type="checkbox"/> |
| Other | <input type="checkbox"/> | All | <input checked="" type="checkbox"/> |