

Equality Impact Assessments Template

Section: Human Resources & Organisational Development		Officers undertaking assessment: Joyce Slater Simon Collingwood
Name of policy, procedure etc: Redundancy Policy	Date of Assessment: 6 March 2009	Is this a new or existing policy? Update on existing policy
Policy Aims Briefly outline the policy/procedure/service by putting it into context and describe its aims, objectives and purpose The original redundancy policy requires updating to take account of changes to legislation and to be more explicit about the council's obligations to employees who are redundant and to clarify issues in relation to pension entitlement.		
Who is intended to benefit from the policy? Employees who are made redundant.		
Who implements the policy, and who is responsible for the policy? Service Managers – Human Resources & Organisational Development		
Who are the main stakeholders in relation to the policy? Employees Managers Management Team (Strategic and Operational) Trade Unions		
Are there any other organisations or partners involved in the delivery of the service? Who is the lead or accountable body? South Kesteven District Council		

Does the policy contribute to the achievement of the Council's Equality and Diversity Policy? Can any aspects of the policy contribute to inequality? Please explain your answer.

Yes. The council is required to have a redundancy policy that is explicit about how it treats employees who are at risk and how it deals with redundancy.

Evidence

What are the existing sources of evidence and mechanisms for gathering data?

HR employee database.

What monitoring data is available on the number of people who use the service or are affected by the policy? Who holds this information?

HR employee database provides reports on posts that have been made redundant.

If no monitoring has been undertaken, will this be done in the future? If so, specify what arrangements you intend to make. If you do not intend to do any monitoring, please provide your reason for this decision.

Equalities monitoring will be undertaken on the new policy.

What are the key performance indicators and targets attributed to the policy?

N/A

What consultation has been carried out with stakeholders and service users previously about the policy?

The council has provided the opportunity for feedback through consultation with managers and trade unions and their feedback has been incorporated.

Is there any evidence that different groups have different needs, experiences, issues and priorities in relation to the particular policy or function? Please explain your answer.

No evidence.

Is there any informal feedback from managers, staff or voluntary organisations?

Feedback has been received from managers and trade unions.

<p>Is there a complaints system? If yes, are complaints monitored by race, gender , and disability as a minimum?</p> <p>The council has a grievance procedure for its employees.</p>
<p>What further evidence is needed to understand the impact upon equality?</p> <p>Regular monitoring by Human Resources & Organisational Development.</p>
<p>Impact</p> <p>Does the data show different impact upon different groups? What existing evidence is there for this?</p> <p>Race None</p> <p>Gender None</p> <p>Age None</p> <p>Religion None</p> <p>Disability None</p> <p>Sexual Orientation None</p>
<p>Do these differences amount to an adverse impact?</p> <p>N/A</p>
<p>Are there concerns that the policy <u>could</u> have a differential impact on any other groups of people e.g. those with dependants/caring responsibilities, those with an offending past, those with learning difficulties, transgender or transsexual people. What existing evidence (either presumed or otherwise) do you have for this? Please explain your answer.</p> <p>No evidence.</p>

Are there any factors that might account for differential impacts or non-achievement of the policies outcomes, such as barriers that prevent people from fully accessing the service? For example, communication difficulties, physical access, information not being accessible, use of language, childcare responsibilities?

No – Adjustments can be made

Future Actions

Should the policy or function proceed to a Full Impact Assessment? (Please explain your reasoning)

Not at this stage. Need to undertake monitoring to provide information.

Date Full Impact Assessment should commence N/A

Review Date

Review Date

Review Date

Signed:

J. Slater

Date: 6.3.2009