

## **EQUALITY IMPACT ASSESSMENT (EIA)**

Directorate: **Chief Executive's**

Lead officer responsible for EIA: **HR Manager**

Name of the policy or function to be assessed: **Maternity Leave Scheme**

Names of the officers undertaking the assessment: **Aaron Gidney**

Is this a new or an existing policy or function? **Existing policy**

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**1. What are the aims and objectives of the policy or function?**

To outline the Council's policy of Maternity Leave.

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**2. What outcomes do you want to achieve from the policy or function?**

To ensure that the Council's Maternity Leave Scheme reflects national Legislation and that employees eligible for Maternity are aware of their entitlements and protections.

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**3. Who is intended to benefit from the policy or function?**

Pregnant employees/those eligible for Maternity Leave

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**4. Who are the main stakeholders in relation to the policy or function?**

Pregnant employees/those eligible for Maternity Leave

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**5. What baseline quantitative data do you have about the policy or function relating to the different equality strands?**

N/A

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**6. What baseline qualitative data do you have about the policy or function relating to the different equality strands?**

N/A

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**7. What has stakeholder consultation, if carried out, revealed about the nature of the impact?**

To be discussed at LJCC

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**8. From the evidence available does the policy or function affect or have the potential to affect different equality groups in different ways?**

In assessing whether the policy or function adversely affects any particular group or presents an opportunity for promoting equality, consider the questions below in relation to each equality group:

**Does the policy or function target or exclude a specific equality group or community?**

The strategy covers all employees.

**Does it affect some equality groups or communities differently? If yes, can this be justified?**

Yes – some employees from equality groups may require additional leave for Pregnancy and Maternity.

**Is the policy or function likely to be equally accessed by all equality groups or communities? If no, can this be justified?**

Yes – it is designed to benefit all employees who are pregnant and are eligible for Maternity, however some equality groups may benefit

**Are there barriers that might make access difficult or stop different equality groups or communities accessing the policy or function?**

There are no barriers envisaged or intended from this policy. It is intended to cover all employees and should be accessible to all.

**Could the policy or function promote or contribute to equality and good relations between different groups? If so, how?**

Yes – by ensuring that all pregnant employees are able to take maternity leave

**What further evidence is needed to understand the impact on equality?**

None.

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**9. On the basis of the analysis above, what actions, if any, will you need to take in respect of each of the equality strands?**

Age: Neutral – Maternity Leave is not necessarily age-restricted.

Disability: Positive outcome – additional leave and support available for Mothers covered under the Equality Act e.g. pregnancy-related sickness.

Gender Reassignment: Neutral

Marriage and Civil Partnership: Neutral

Pregnancy and Maternity: Positive – additional leave available for pregnancy/maternity

Race: Neutral impact

Religion and Belief: Positive – additional leave can be requested to observe religious practices

Sexual Orientation: Neutral

Sex: Maternity Leave is considered for Women, however, Men or those covered by Gender Reassignment may be eligible for Paternity or Parental Leave.

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**10. Head of Service:**

I am satisfied with the results of this EIA. I undertake to review and monitor progress against the actions proposed in response to this impact assessment:

**Signature of Head of Service:**