

## EQUALITY IMPACT ASSESSMENT (EIA)

Directorate: **Chief Executive's**

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

Name of the policy or function to be assessed: **Redeployment, Redundancy and Reorganisation**

Names of the officers undertaking the assessment: **Head of Human Resources Manager**

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 policies of Redeployment, Redundancy and Reorganisation.

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

To ensure that the Council's policies reflect legislative changes.

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

All employees

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

As above

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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

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

To be discussed at LJCC

**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?**

No

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

Yes

**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

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

None.

**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

Disability: Neutral

Gender Reassignment: Neutral

Marriage and Civil Partnership: Neutral

Pregnancy and Maternity: Positive – pregnant or maternity employees have increased redundancy and redeployment protection

Race: Neutral

Religion and Belief: Neutral

Sexual Orientation: Neutral

Sex: Neutral

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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:**