

Equalities Impact Assessment

Directorate: Service:

Piece of work being assessed:

Aims of this piece of work:

Name of lead person: Other partners/stakeholders involved:

Date of assessment:

Who is intended to benefit from this piece of work?

Single Equality Scheme strand	Baseline data and research on the population that this piece of work will affect What is available? What does it show? Are there any gaps? Use both quantitative and qualitative research and user data Include consultation with users if available No information	Is there likely to be a differential impact?
Gender	Staff may have their rights to maternity / paternity pay affected by taking a career break	Yes – tendency is for more women than men to request career breaks
Race	This policy is expected to promote effective race relations by promoting different flexible working patterns on a fair and equal basis. The policy does not differentiate between racial groups in its entitlement to career breaks	Yes

Disability	This Policy will encourage participation by disabled people. The policy does not differentiate between disabled and non-disabled staff in its entitlement to career breaks.	No
Sexual orientation	This Policy is designed to encourage participation by all staff. It does not differentiate between sexual orientation groups in its entitlement to career breaks.	No
Age	Possible impact on certain age groups due to potential impact on pensions of taking a career break. Employees under a certain age may be ineligible to take a career break due to 12 month length of service requirement, although this is unlikely	Yes
Religion/belief	This Policy is designed to encourage participation by all staff. It does not differentiate between the religious groups in its entitlement to career breaks.	Yes
Human Rights	This Policy is designed to encourage participation by all staff. It should not adversely impact on staffs' human rights.	No

Equalities Impact Assessment Action Plan

Strand	Issue	Action required	How will you measure the impact / outcome?	Timescale	Lead
All	Incomplete recording of information	Improve recording procedures	Effective data collected and presented	31 August 2010	DW