

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	Is there likely to be a differential impact?
Gender	The policy will ensure that all qualifying employees are entitled to pay and earnings protection in certain circumstances.	No
Race	As above	No
Disability	As above	No
Sexual orientation	As above	No

Age	The length of pay and earnings protection applied relates to staffs' length of service therefore some younger staff may be entitled to less protection than older staff although age is not used to determine the length of protection; this is purely based on service.	Possibly
Religion/belief	The policy will ensure that all qualifying employees are entitled to pay and earnings protection in certain circumstances.	No
Human Rights	Will this piece of work impact on anyone's human rights?	No

Equalities Impact Assessment Action Plan

Strand	Issue	Action required	How will you measure the impact/outcome?	Timescale	Lead