

Equality Impact Assessment Form

A copy of this form is available on the Intranet.

Screening

Name of strategy, project or policy: Pay and Workforce Strategy and Workforce Development Plan

To define what the Council needs in relation to the people it employs – in terms of jobs, skills, knowledge and behaviours.
To align the Business Strategy and the People Strategy within the Council

Officer completing assessment:

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1. What is the main purpose of the strategy, project or policy?

To define what the Council needs in relation to the people it employs – in terms of jobs, skills, knowledge and behaviours.
To align the Business Strategy and the People Strategy within the Council

2. List the main activities of the project, policy (for strategies list the main policy areas)

Calculate the composition of the workforce and identify activities which will influence this to meet the needs of the Business

3. Who will be the main beneficiaries of the strategy, project or policy?

Where the People Strategy is aligned to the needs of the organisation. The Council should be able to deliver cost effective and customer focused services, this will benefit the needs of the people within Rossendale.

4. Use the table below to tick:

- (a) Where you think that the strategy, project or policy could have a negative impact on any of the equality groups i.e. it could disadvantage them.
- (b) Where you think that the strategy, project, policy could have a positive impact on any of the groups or contribute to promoting equality, equal opportunities or improving relations within equality target groups.

		Positive Impact – it could benefit	Negative Impact – it could disadvantage	Reason
Gender	Women	✓		Where the People Strategy is aligned to the needs of the organisation. The Council should be able to deliver cost effective and customer focused services, this will benefit the needs of the people within Rossendale.
	Men	✓		
Race	Asian or Asian British people	✓		
	Black or black British people	✓		
	People of mixed race	✓		
	Irish people	✓		
	White people	✓		
	Chinese people and other minority ethnic communities not listed above	✓		
Disability	Physical/learning/mental health	✓		
Sexuality	Lesbians, gay men and bisexuals	✓		
Gender Identity	Transgender people	✓		
Age	Older people (60+)	✓		

	Younger people (17-25), and children	✓		
Belief	Faith groups *	✓		
Equal opportunities and/or improved relations eg Rural		✓		

Notes:

* Faith groups cover a wide range of groupings, the most common of which are Muslims, Buddhists, Jews, Christians, Sikhs, Hindus. Consider faith categories individually and collectively when considering positive and negative impacts.

5 If you have indicated there is a negative impact on any group, is that impact: No negative impact

Legal? YES NO

(i.e. it is not discriminatory under anti-discriminatory legislation)

Intended? YES NO

Level of impact HIGH LOW

If the negative impact is possibly discriminatory and not intended and/or of high impact you must complete section two of this form. If not, complete the rest of section one below and consider if completing section two would be helpful in making a thorough assessment.

6 a) Could you minimise or remove any negative impact that is of low significance?

Yes.

Explain how:

No negative impact

a) Could you improve the strategy, project or policy's positive impact?

Explain how:

Specific activities are included within the Strategy which look at enabling the workforce to become more representative of the community
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You may wish to use the action sheet at the end of Section two.

7 If there is no evidence that the strategy, policy or project promotes equality, equal opportunities or improved relations – could it be adapted so that it does?

How?

<u>Yes</u>

Please sign and date this form, keep one copy and send one copy to the Head of Human Resources.

Signed:

Date: