

### Summary Impact Assessment

The summary pro forma report should be used to summarise the issues and actions identified in the impact assessment. It should be included as a background paper for committee reports on policies or functions which have been impact assessed. It will be published on the WDC web site.

The Recognition Agreement underpins the legislative framework which provides Trades Unions with statutory rights which include the following:-

- Entitlement to receive information for collective bargaining purposes
- The right to be consulted on the handling of redundancies and transfer of undertakings
- The right of officials to request reasonable time off work to carry out trade union duties, and undertake trade union training
- The right of ordinary members to have time off for union activities.
- The right to appoint Safety Representatives
- The right to appoint Union Learning Representatives

1	Title of Policy or function	Trade Union Recognition and Facilities Agreement
2	Lead Department	Corporate HR
3	Responsible Officer	Linda McAlister
4	Staff involved in impact assessment screening	Linda McAlister Ricardo Rea
5	Other staff / services / community groups involved	Trade Union Conveners and Representatives
6	Brief summary of consultation carried out.	See 5 (above)
7	Summary of (potential) impacts identified	The policy has been examined and there is no evidence that any of the provisions in the agreement would have any negative effect in terms of the Equality strands, or protected characteristics of 'Race'/Ethnicity, Sex/Gender, Gender Reassignment, Religion, Belief, Age, Disability Status, Sexual Orientation or in terms of Health Impacts; The Council is committed to providing a safe and inclusive working environment and this policy supports these aims.
8	Summary of actions identified	None required
9	What 'equalities' monitoring is required for this policy / service?	None required or indicated by policy/function
10	Date of completion of assessment	9 <sup>th</sup> November 2009