

AssessmentNo	413	Owner	ccolquhoun	
Resource	Transformation		Service/Establishment	People and Technology
	First Name	Surname	Job title	
Head Officer	Cher	Colquhoun	HR Adviser	
	(include job titles/organisation)			
Members	Victoria Rogers - Chief Officer People and Technology Cher Colquhoun - HR Adviser			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	EIA 413: Queen Jubilee Holiday			
	The aim, objective, purpose and intended outcome of policy			
	Friday, 3rd June 2022, will be a day of closure with normal pay for the day applied. Employees are invited to request a day of leave from their entitlement for the Thursday 2nd June should they wish to mark the occasion.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	To be presented at Corporate Services Committee for agreement in November Trades unions Managers Employees Chief Officers Elected members			
Does the proposals involve the procurement of any goods or services?			Yes	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			Yes	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
All employees in WDC				
Who will be/has been involved in the consultation process?				
Trades unions, Chief Officers, employees, managers, elected members. The proposal will be presented to the Corporate Services Committee in November.				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting				
Disability				
Social & Economic Impact	Giving employees an added day off on the	Scottish government content that 'local	Positive impact	

	3rd June could help those with childcare as the schools are to be closed on this day resulting in parents having to organise childcare.	authorities to apply for an exemption from the requirement to provide 190 days of schooling for the schools in their area should they decide on an additional day to accommodate the Platinum Jubilee'.	
Sex			
Gender Reassign			
Health			
Human Rights	Article 9 – freedom of thought, conscience and religion European Convention on Human Rights	There may be different opinions about the celebrations across society	The flexible approach ensures that those who choose not to mark the event are not disadvantaged compared to those who do and vice versa
Marriage & Civil Partnership			
Pregnancy & Maternity	Giving employees an added day off on the 3rd June could help those with childcare as the schools are to be closed on this day resulting in parents having to organise childcare.	Scottish government content that 'local authorities to apply for an exemption from the requirement to provide 190 days of schooling for the schools in their area should they decide on an additional day to accommodate the Platinum Jubilee'.	Positive impact
Race			
Religion and Belief			
Sexual Orientation			
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
no negative impacts identified			
Will the impact of the policy be monitored and reported on an ongoing bases?			
This is a one off change to the terms and conditions of employees due to the Queens jubilee.			
Q7 What is your recommendation for this policy?			
Introduce			
Please provide a meaningful summary of how you have reached the recommendation			
No negative impacts identified. Positive impacts identified for pregnancy and maternity and			

social economic as schools will be closed on the Friday 3rd June meaning that there will be less cost for parents having to arrange childcare. Thursday 2nd June can be taken as annual leave meaning that anyone choosing to observe the celebration can chose to take this day off meaning that the council is adopting a flexible approach.