

AssessmentNo	603	Owner	lgalasso	
Resource	Transformation		Service/Establishment	People and Technology
	First Name	Surname	Job title	
Head Officer	Leeanne	Galasso	People &Change Partner	
	(include job titles/organisation)			
Members	Leeanne Galasso, People &Change Partner Lisa MacGregor, People &Change Partner			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	Ethical Review of Terms and Conditions - Removal of Notice Period for critical roles			
	The aim, objective, purpose and intended out come of policy			
	The primary aim is to respond to risk in terms of organisational resilience. Currently, the minimum period of notice which employees are contractually required to provide when confirming their intention to terminate employment is determined by grade, with those of grade 8 and above required to give 8 weeks' notice. Whilst the majority of standalone business critical roles will typically exist at this level, there are instances where such roles exist at other grades, and where the shorter notice period (i.e. 4 weeks in the case of those on grades 3 to 7) creates a serious risk in terms of organisational resilience should corresponding post-holders resign.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Chief Officers, Strategic HR			
Does the proposals involve the procurement of any goods or services?			No	
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)			No	
Relevance to Health Impacts (H)			No	
Relevance to Social Economic Impacts (SE)			No	
Who will be affected by this policy?				
All employees who are determined as having a stand alone business critical role in grades 3 - 7.				
Who will be/has been involved in the consultation process?				
Consultation will take place with recognised trade unions.				
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	The council has duty of care toward all its workers, and in	The Council's age profile confirms that the highest	There is no specific impact identified in relation to age.	

	terms of the Public Sector Equality Duty	percentage of employees remain clustered in the age groups 50-59.	
Cross Cutting			
Disability	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty	The Council's disability profile confirms 1.38% of employees have declared a disability.	There is no specific impact in relation to disability.
Social & Economic Impact	N/A	N/A	N/A
Sex	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty	Workforce profile concludes 71% female and 29% male.	There is no specific impact in sex
Gender Reassign	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty	The Council's transgender profile confirms that 0.15% have declared transgender and 19.01% not transgender and 80.71% unknown.	There is no specific impact in relation to gender reassign
Health	N/A	N/A	N/A
Human Rights	N/A	N/A	N/A
Marriage & Civil Partnership	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty	No information reported on marital status/civil partnership.	There is no specific impact in relation to marriage & civil partnerships
Pregnancy & Maternity	Cross-Cutting with Sex	Cross-Cutting with Sex	Cross-Cutting with Sex
Race	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty	The Council's race profile confirms 0.58% of the workforce are BAME.	There is no specific impact in relation to race
Religion and Belief	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty	The Council's religion and belief provide confirms that 1.45% are Christian, 0.89% other and 8.56% none.	There is no specific impact in relation to religion and belief.
Sexual Orientation	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty , this proposal does	The Council's sexual orientation profile concludes that 0.81% of the workforce have declared LGB and	There is no specific impact in relation to sexual orientation

	not impact on sexual orientation	18.26% as heterosexual with 80.41 unknown	
Actions			
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.			
There are no negative impacts identified.			
Will the impact of the policy be monitored and reported on an ongoing bases?			
Impact monitored through workforce planning and succession planning activities.			
Q7 What is your recommendation for this policy?			
Please provide a meaningful summary of how you have reached the recommendation			
EIA 603 details that there are no negative impacts of this proposal.			