

AssessmentNo	604	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 Group Life			
	The aim, objective,purpose and intended out come of policy			
	To align death in service benefits across the workforce.			
	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 currently eligible for Group Life Scheme. There are c600 employees eligible (employed since before 1st May 2009 and remained in the same role) with 42 of those employees not being in the pension scheme.				
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 terms of the Public Sector Equality Duty	The Council's age profile confirms that the highest percentage of employees remain clustered in the age groups 50-59. 93% of employees are members of an	There is a possible negative impact on age as it tends to be older members of the workforce who are eligible for the benefit.	

		occupational pension scheme, and therefore eligible for accrued benefits. The average age of those eligible for Group Life and not covered by the pension scheme is 63.	
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. Of those eligible and not in the pension scheme, 82% are female.	Approval to remove the provision of group life will have a negative impact on females however is deemed justifiable as it is not a benefit available to the wider workforce and that there are relatively small number of deaths.
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 not impact on sexual orientation	The Council's sexual orientation profile concludes that 0.81% of the workforce have declared LGB and 18.26% as heterosexual with 80.41 unknown	There is no specific impact in relation to sexual orientation

Actions

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.

There is a negative impact in relation to age and sex, this is not a benefit available to the wider to the wider workforce. There are more female than male employees in WDC; this does not automatically mean that there is disproportionate adverse effect on women, factors to consider here include the relatively small number of deaths in service, and any differential standardised mortality rates between males and females. Furthermore, this can be mitigated by encouraging and supporting those employees who are currently not members of the pension scheme to become a member.

Will the impact of the policy be monitored and reported on an ongoing bases?

No

Q7 What is your recommendation for this policy?

Please provide a meaningful summary of how you have reached the recommendation

EIA 604 details the likely impacts of the proposals; this shows potential negative impacts for female employees in terms of current workforce being eligible for scheme.