

AssessmentNo	493	Owner	jbarker	
Resource	Transformation		Service/Establishment	People and Technology
	First Name	Surname	Job title	
Head Officer	Julie	Barker	HR Adviser	
	(include job titles/organisation)			
Members	Ilene McCollum Margo Davenport			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	Pregnancy Loss Scheme			
	The aim, objective, purpose and intended out come of policy			
	To support employees who experience a pregnancy loss who experience pregnancy loss at any stage of pregnancy and to enable managers to best support their employees. For those employees who experience this loss before 24 weeks (when maternity pay commences) this scheme seeks to offer a period of paid leave to mitigate any potential detriment they may experience.			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	TU - Margo Davenport			
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)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
All employees who may experience pregnancy loss or be affected by pregnancy loss.				
Who will be/has been involved in the consultation process?				
Trade Union Convenors				
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	Applies to those of an age to bear children or are able to be involved in the creation of a pregnancy		Positive if experience loss before 24 weeks of pregnancy	
Cross Cutting	Full consideration given to Human Rights Act		Positive if experience loss before 24 weeks of	

	specifically article 8 of ECHR on Family life.		pregnancy
Disability	n/a		Positive if experience loss before 24 weeks of pregnancy
Social & Economic Impact	n/a other than reducing need to pay sick pay and maximises an employees sick pay availability		Positive if experience loss before 24 weeks of pregnancy
Sex	<p>Employees who have been affected by pregnancy loss (including partners and those affected by loss through fertility treatment from the point of embryo transfer) will be eligible for paid leave if they are not able to access either Maternity or Parental Bereavement Leave. This includes whether it happens to you, your partner or the surrogate having your baby. There is no limit on the number of times you can take it if you are affected by more than one loss.</p>		<p>All employees are treated fairly. Positive if experience loss before 24 weeks of pregnancy</p>
Gender Reassign	n/a		Positive if experience loss before 24 weeks of pregnancy
Health	Supports female health related to pregnancy and emotional wellbeing for all employees involved in experiencing a pregnancy loss.		Positive if experience loss before 24 weeks of pregnancy
Human Rights	n/a		Positive if experience loss before 24 weeks of

			pregnancy
Marriage & Civil Partnership	Pregnancy loss can impact employees in any type of relationship.		Positive if experience loss before 24 weeks of pregnancy
Pregnancy & Maternity	Those that experience loss. Before 24 weeks this scheme offers paid leave as not entitled to maternity pay / leave	legal requirement for maternity pay is pregnancy or loss after 24 weeks.	positive - reduces impact to those employees who experience loss before 24 weeks
Race	BME women are 40% more likely to experience pregnancy loss	https://www.mirror.co.uk/news/politics/tories-blasted-black-women-40-26175931	Positive if experience loss before 24 weeks of pregnancy
Religion and Belief	n/a		Positive if experience loss before 24 weeks of pregnancy
Sexual Orientation	n/a		Positive if experience loss before 24 weeks of pregnancy

Actions

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

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

The impact will be monitored on a regular ongoing basis.

Q7 What is your recommendation for this policy?

Introduce

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

Positive support for all employees and enhances statutory benefit of paid leave for those who experience a loss before 24 weeks.