

Equality Impact Assessment - Level One - Initial Screening
Service Area – Human Resources

Title of policy, procedure, strategy, function or working practice:

Pension and Early Termination of Employment Policy

1. What are the aims, objectives and intended outcomes of the proposed policy, procedure, strategy, function or working practice to be assessed?						
To formulate discretionary powers to award additional membership, redundancy payments and awarding one off lump sums						
2. Who is intended to benefit from the policy, procedure, strategy, function or working practice and in what way? Think about who will benefit and how. This will prompt thoughts on who will not benefit and whether this can be justified.						
Employees leaving the authority owing to redundancy/efficiency of service and early retirement - Low level risk as the redundancy calculation although based on service and age, is justified under the Age Discrimination Legislation as the lower and upper age limits have been removed and the age bands for determining redundancy remain.						
3. Is there any evidence of impact on people on the grounds of Race, Religion, Gender, Disability, Sexual orientation and age as a result of this policy, procedure, strategy, function or working practice. If there is positive or negative impact then please indicate the levels.						
	Race	Religion	Gender	Disability	Sex	Age
Impact						
Positive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Neutral	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Low	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level						
High	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Medium	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Low	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4. Has any positive/negative impacts been identified which cannot be justified?						
<input type="checkbox"/> YES Need to proceed to stage 2 or 3 (go to question 5) <input checked="" type="checkbox"/> NO No need to proceed to stage 2 or 3 (go to question 7).						
5. Should the policy procedure proceed to Stage 2 Partial impact assessment or stage 3 Full Impact Assessment?						
Stage 2	Yes <input type="checkbox"/>			No <input checked="" type="checkbox"/>		
Stage 3	Yes <input type="checkbox"/>			No <input checked="" type="checkbox"/>		
6. What dates will the stage 2 or stage 3 impacts Assessment be completed by?						
7. Has this Initial Screening been sent to the HR department to be uploaded on the internet?						
Yes <input checked="" type="checkbox"/>				No <input type="checkbox"/>		
8. Authority						

Service Officer	Service Manager	Human Resources
		Kirsten Burnett
Date	Date	Date 28/04/10