

**Equality Impact Assessment
Level One Assessment Form**

Service Area...Human Resources

1. What is the name of the proposed policy, procedure, project etc to be assessed.	
Relocation Package	
2. What are the aims or intended outcomes of the policy to be assessed.	
<p>Linked to the recruitment and retention of employees with the right skills and abilities to undertake duties.</p> <p>Available to newly appointed officers as a financial incentive to those who need to relocate is as a direct consequence of the appointment, and that they are moving from a location 30 miles or more from the new place of work.</p>	
3. Is there any potential public or staff concern that this function, policy or proposal may have a discriminatory impact	
<p>PUBLIC</p> <p>No</p>	<p>STAFF</p> <p>No</p>
4. Is there any other evidence (results of consultations, monitoring data etc) to suggest that the proposals could have an adverse/differential impact on the grounds of	
<p>a. Race No</p> <p>b. Religion No</p> <p>c. Gender No</p>	

d. Disability No

e. Sexual Orientation No

f. Age No

5. If there is no evidence are there any experts/ relevant groups who you can approach to explore their views on the issues

JNCC & Staff

6. How will the views of these groups be obtained

This is a scheme for which take up is very limited (only 1 officers in the last 12 months) and dependant on vancancy/the need to recruit. Therefore, it is not considered relevant to seek views.

7. Please detail the outcomes of these consultations

See above

8. What are the risks (if any) associated with the policy in relation to the adverse/differential impact on the ETG's

The scheme is open to all newly appointed officers of the council. The take up of the scheme will be monitored to ensure that there are no differential impact on any ETG moving forward.

9. Considering the evidence above what priority would you give this policy in relation to the Equality Target Groups. Please provide a rationale for your conclusions

	High	Medium	Low
Disability			√
Race			√
Gender			√
Sexual Orientation			√
Age			√
Religion or Belief			√

10. If in your judgment the proposed service/policy etc does have an adverse impact? Can that impact be justified?

N/A

11. What steps will you take to address any unjustified impact	
12. Are there any additional resource implications for the steps that need to be taken, both in terms of time and finances	
None	
13. How will you monitor the effect of this function, policy etc on the equality target groups	
Ongoing monitoring ensuring the scheme applies to all applicable officers	

14. (HR Policies Only) Is the Policy consistent with employment Codes of Practice on Race, Gender and Disability? If not what else needs to be included
Yes
15. Does this Policy need to be fully impact assessed? Please give reasons
No

Name
Signed

Service
Dated

Service Manager Signature

Approved by Corporate Equalities Planning and Scrutiny Group

Signed

Date