

**Equality Impact Assessment
Level One Assessment Form**

Service Area..... Car Loans/Car Lease & Health Screening Guidelines

1. What is the name of the proposed policy, procedure, project etc to be assessed.

Car loans/Car Lease & Health Screening Scheme

2. What are the aims or intended outcomes of the policy to be assessed.

Incentive for Senior Officers/Principal Officers (ie, those on salary scp 31 – 34 or 33 upwards) who use their car on a regular basis to be compensated for that use. Also part of Recruitment & Retention Scheme.

Also promotes health and wellbeing by paying for health checks for officers in this pay bracket.

3. Is there any potential public or staff concern that this function, policy or proposal may have a discriminatory impact

PUBLIC

STAFF

No

No

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

- a. Race Yes
- b. Religion No
- c. Gender Yes
- d. Disability No
- e. Sexual Orientation No
- f. Age Yes

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

6. How will the views of these groups be obtained

7. Please detail the outcomes of these consultations

N/a

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

Gender – Current stats highlight a 55/45 gender split in higher paid posts therefore, the policy could be seen as adversely effecting women as a result of these stats. However, this is based on the assumption that all applicable officers would require a lease car/car loan subsidy.

Age – Young people commencing career tend to be on lower grades therefore would not qualify. This could be seen as adversely effecting the young.

Ethnic – Not represented to target BVPIs in senior posts.

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		x	
Race		x	
Gender		x	
Sexual Orientation			
Age		x	
Religion or Belief			x

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

The council is committed to employing the right people with the right skills, and the recruitment and retention packages assist with this corporate objective.

The council is addressing the gender/ethnic imbalance in terms of looking at development programmes for women and ethnic groups to enhance promotional opportunities.

In terms of age, professionally qualified graduates could be in receipt of this benefit although it is accepted that this would be a small percentage.

The scheme is available to all staff who meet the criteria.

11. What steps will you take to address any unjustified impact

Review Car Loan/Lease as Recruitment Incentive. Significant budgetary implications to open up to all staff. Recruitment and retention difficulties if cease to operate such a scheme.	
---	--

12. Are there any additional resource implications for the steps that need to be taken, both in terms of time and finances

--	--

<p>If opened up to all staff there would be a significant resource implications.</p> <p>If withdrawn, could effect resources in terms of losing key staff. This incentive is part of terms and conditions therefore could result in compensation costs if withdrawn. Significant time envisaged negotiating with trade unions to withdraw this incentive.</p>	
<p>13. How will you monitor the effect of this function, policy etc on the equality target groups</p>	
<p>Continue to monitor the percentage split for those pay brackets in terms of gender/ethnicity/age split and take action to address any highlighted inequalities.</p>	
<p>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</p>	
<p>Yes</p>	
<p>15. Does this Policy need to be fully impact assessed? Please give reasons</p>	
<p>No</p>	

Name
Signed

Service
Dated

Service Manager Signature

Approved by Corporate Equalities Planning and Scrutiny Group

Signed

Date