



North

Yorkshire County Council

Template for Equality Impact Assessment (EIA): evidencing paying due regard to protected characteristics July 2013

If you would like this information in another language or format such as Braille, large print or audio, please contact the Communications Unit on 01609 53 2013 or email communications@northyorks.gov.uk.



যদি আপনি এই ডকুমেন্ট অন্য ভাষায় বা ফরমেটে চান, তাহলে দয়া করে আমাদেরকে বলুন।

如欲索取以另一語文印製或另一格式製作的資料，請與我們聯絡。

اگر آپ کو معلومات کسی دیگر زبان یا دیگر شکل میں درکار ہوں تو برائے مہربانی ہم سے پوچھئے۔

Equality Impact Assessments (EIAs) are public documents. EIAs accompanying reports going to County Councillors for decisions are published with the committee papers on our website and are available in hard copy at the relevant meeting. To help people to find completed EIAs we also publish them in the Equality and Diversity section of our website. This will help people to see for themselves how we have paid due regard in order to meet statutory requirements.

Name of Directorate and Service Area	Central Services, HR, Resourcing and Reward
Lead Officer and contact details	Sarah France-Gorton, Principal Adviser Resourcing and Reward
Names and roles of other people	Julie-Ann Mitchinson, HR Adviser

involved in carrying out the EIA	Resourcing and Reward
How will you pay due regard? e.g. working group, individual officer	Working group drawn from Pay Resourcing and Reward Portfolio Group
When did the due regard process start?	July 2014
Sign off by Assistant Director (or equivalent) and date	Checked and agreed by Sarah France-Gorton 25/08/2015

Section 1. Please describe briefly what this EIA is about. (e.g. are you starting a new service, changing how you do something, stopping doing something?)

Merging of policies – maternity, paternity, adoption and the introduction of policy in relation to new legislation on Shared Parental Leave

Section 2. Why is this being proposed? (e.g. to save money, meet increased demand, do things in a better way.)

The merging of policies is to support work being done across HR policies to simplify and merge where possible.

The introduction of policy in relation to Shared Parental Leave is in response to legislation brought about by amendments to the Children and Families Bill which have been agreed and will come into force from 5th April 2015.

Section 3. What will change? What will be different for customers and/or staff?

The existing policies in relation to maternity, paternity and adoption have not changed so there will be no impact there.

The introduction of Shared Parental Leave will enable the second parent/carer to access leave as well as the primary parent/carer.

Section 4. What impact will this proposal have on council resources (budgets)?

Cost neutral? Y / N

Increased cost? Y / N

Reduced cost? Y / N

Please explain briefly why this will be the result.

At this stage it is not possible to state a financial impact definitively as it is not yet known what the take up of this leave will be.

In a situation where the mother/primary carer does not work for NYCC, but the father/partner does, the impact of the absence of the employee would result in a cost saving for NYCC because full wages would not be paid, and Statutory Shared Parental Pay will apply, however it is recognised that there may be additional costs to cover the absence.

Example below is based on a weekly pay rate of £460 (Band 10).

- i. Father takes 24 weeks SPL at statutory rate equating to pay of approximately £3,312.
- ii. Father takes 24 weeks SPL at parity with MP rates would equate to pay of approximately £7,176.
- iii. Normal pay for that same period would be approximately £11,040.

Section 5. Will this proposal affect people with protected characteristics?	No impact	Make things better	Make things worse	Why will it have this effect? State any evidence you have for your thinking.
Age	X			
Disability	X			
Sex (Gender)		X		This will enable fathers/secondary carers to share leave and childcare responsibilities. In implementing shared parental leave and paying the statutory payments for parents accessing this, whilst parents of both sexes will receive the same payment when accessing shared parental leave entitlements, a comparison may be drawn with maternity leave, which in some part NYCC pay enhanced occupational maternity leave. Legally we are treating men and women equally, however it will be worth considering this situation as part of the post implementation review.
Race	X			
Gender reassignment	X			
Sexual orientation		X		This will enable civil partners to share leave and childcare responsibilities.
Religion or belief	X			

Pregnancy or maternity		X		This will give mothers/primary carers greater options and choice over how to manage their maternity and childcare arrangements.
Marriage or civil partnership	X			
Section 6. Would this proposal affect people for the following reasons?	No impact	Make things better	Make things worse	Why will it have this effect? Give any evidence you have.
Live in a rural area	X			
Have a low income	X			

Section 7. Will the proposal affect anyone more because of a combination of protected characteristics? (e.g. older women or young gay men?) State where this is likely to happen and explain what you think the effect will be and why giving any evidence you have.

Shared parental leave by nature is more likely be of interest to parents of child bearing age (with a greater link between age of women), however given the inclusion of adoption/primary care this could apply to a spectrum of parents. We do not anticipate any negative impact.

Section 8. Only complete this section if the proposal will make things worse for some people. Remember that we have an anticipatory duty to make reasonable adjustments so that disabled people can access services and work for us.

Can we change our proposal to reduce or remove these adverse impacts?

Can we achieve our aim in another way which will not make things worse for people?

If we need to achieve our aim and can't remove or reduce the adverse impacts get advice from legal services. Summarise the advice here. Make sure the advice is passed on to decision makers if the proposal proceeds.

Section 9. If the proposal is implemented how will you find out how it is really affecting people? (How will you monitor and review the changes?)

A post-implementation review will take place which will consider the take up and associated costs

at the end of the first year of implementation.

Section 10. List any actions you need to take which have been identified in this EIA

Action	Lead	By when	Progress
Post Implementation review	Julie-Ann Mitchinson	April 2016	NA