



# Employment Equality Impact Assessment Introduction of Shared Parental Leave Policy

## Summary

<b>Date of completion</b>	July 2015
<b>Name of policy, strategy or service reform</b>	Introduction of Shared Parental Leave Policy
<b>Implementation timescale</b>	April 2015 – in line with legislation
<b>What is the aim of this policy, strategy or service reform?</b>	To implement a policy for staff which fits in line with changes in legislation.
<b>Who is affected by this policy, strategy or service reform?</b>	Any staff member who has a child or adopts a child.
<b>Who is responsible for developing this policy, strategy or service reform?</b>	HR Team

## Aim of assessment

We have completed an Employment Equality Impact Assessment (EEqIA) on ***the introduction of the Shared Parental Leave Policy***. The aim of this was to ensure we have taken any appropriate action to meet the three needs of the Equality Act 2010 as show below.

1. Eliminate unlawful discrimination, harassment and victimisation.
2. Advance equality of opportunity between people who share a protected characteristic and those who don't.
3. Foster good relations between people who share a protected characteristic and those who don't.

This included reviewing impact across:

- Age
- Disability
- Gender reassignment
- Pregnancy & maternity
- Race
- Religion or belief
- Sex (gender)
- Sexual orientation
- Employees with caring responsibilities
- Full time employees
- Part time employees

## Summary of assessment process

We complete this assessment by:

- Competing an initial EEqIA screening to assist with completion of this EEqIA.
- Gathering the following information to assist inform the assessment:
  - ***Looked at government guidance***
  - ***Sought advice from Employment Law Advisers***
  - ***Looked at GCC and other ALEO policies***

# Employment Equality Impact Assessment

## Introduction of Shared Parental Leave Policy

- *Reviewed in line with our other policies including maternity, paternity, adoption and parental leave.*
- Consulting and involving the following groups as part of the assessment:
  - *This was discussed at our Joint Consultation and Negotiating Committee on 24<sup>th</sup> June 2015. This was then sent to Employment Lawyers to check prior to the Union putting this out to their members for feedback and then approved by the Union on 8<sup>th</sup> July 2015.*
- Reviewing our findings based on the information collected and consultation completed and preparing recommendations which will be incorporated into the action plan for delivery of ***the introduction of the Shared Parental Leave Policy.***

### Key findings

The key findings of the assessment were:

Protected Characteristic	Impact (Negative, Positive, Neutral)	Details
Age	Neutral	
Disability	Neutral	
Gender Reassignment	Neutral	
Pregnancy & Maternity	Positive	Provides greater flexibility for female members of staff to allow them to share their leave with their partner.
Race	Neutral	
Religion or belief	Neutral	
Sex (Gender)	Positive	Provides greater flexibility for male members of staff utilising paternity leave in line with the benefits entitled to female members of staff.
Sexual orientation	Neutral	
Employees with caring responsibilities	Positive	Provides greater flexibility for staff with regards early caring responsibilities.
Full time employees	Neutral	
Part time employees	Neutral	

### Recommendations

After reviewing the key findings we have made the following recommendations:



## Employment Equality Impact Assessment Introduction of Shared Parental Leave Policy

- *The EEqIA found there to be no detrimental impact to any members of staff and so the policy was successfully implemented.*

### Additional information

*This was implemented in line with changes of government legislation and the organisation provided an enhanced entitlement for Shared Parental Leave.*