

Appendix 1: Equality Impact Assessment Screening:

Prior to completing this screening document you may wish to review with the accompanying guidance:

1. Context:

This EIA screening is undertaken because the paper requires a decision in relation to: (Please delete as appropriate):

- Policy review – Annual Leave Policy

2. Relevance to the Public sector Equality Duty:

Consider Each aim of the General Duty (outlined below), and explain which aspects of the paper are relevant:

- 1) Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.

Consideration has been given to individuals with caring responsibilities, part time workers, disability, age, race and religion

- 2) Advance equality of opportunity between people who share a protected characteristic and those who do not.

This policy does pay particular regard to equality of opportunity due to the flexibility and sensitivity that is displayed to people with protected characteristics.

- 3) Foster good relations between people who share a protected characteristic and those who do not.

This aspect of the duty is relevant to this policy and nothing has been identified that will damage relations between people who share a protected characteristic and those who do not.

3. Impact on Protected Groups:

Has the above identified that the paper has any relevance to any of the following protected characteristics?

Age.	Yes	Disability.	Yes	Sexual Orientation.	No
Race.	Yes	Sex.	Yes	Religion or Belief.	Yes

Gender Reassignment.	No	Pregnancy & Maternity.	Yes	Marriage or Civil Partnership Status	No
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4. Health Inequalities:

Does it relate to an area with known Health Inequalities? No

5. Where it is considered that the paper has no relevance to the General Duty or Protected Groups, this should be recorded here with reasons along with any advice received:

6. Conclusion:

Proceed to full EIA: No
Quality Assured by: David Harris, Senior Equality Advisor SWCSU
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