

Appendix 1: Equality Impact Assessment Screening:

Relocation Policy

1. Context:

This EIA screening is undertaken because the paper requires a decision in relation to a workforce policy review.

2. Relevance to the Public Sector Equality Duty:

The draft document sets out the policy that the CCG will adopt to offer relocation expenses for any roles that are difficult to fill. It defines the process for making a claim for such expenses and the conditions that apply to any payment or entitlement. It is likely to apply in only a few circumstances and so will impact on very few new recruits.

The policy is relevant to the following aspects of the Public Sector Equality Duty:

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

Section 2 of the draft policy states that, in deciding whether to offer relocation expenses for any particular role, the organisation will “ensure that the principles of its Equality and Diversity in Employment Policy are applied”. This will minimise the potential for unlawful discrimination as the policy is implemented.

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

Section 2 of the draft policy also stipulates a maximum of one hours’ travelling time in deciding on to offer relocation expenses. There might be individuals for whom such a journey would be particularly prohibitive, for example, people with physical or sensory impairments. As a reasonable adjustment, therefore, additional flexibility should be allowed for and specified for those who are protected from disability discrimination by the Equality Act 2010.

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

N/A

3. Impact on Protected Groups:

If not implemented flexibly, the policy could impact negatively in relation to the following protected characteristics:

Age.	No	Disability.	Yes	Sexual Orientation.	No
Race.	No	Sex.	No	Religion or Belief.	No
Gender Reassignment.	No	Pregnancy & Maternity.	No	Marriage or Civil Partnership Status	No

4. Health Inequalities:

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

5. Where it is considered that the policy 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, South West CSU
Date: 10 June 2014