

Equality Impact Assessment Template – Policy, Function or Strategy

This document should be completed when a new policy, function or strategy is introduced or when a substantive change to an existing policy, function or strategy is recommended. This will ensure equality considerations are taken into account before a decision is made and the policy, function or strategy can be altered, if required.

1. Policy, function or strategy		
a.	Name/description of the policy, function or strategy ¹	Pregnancy Loss Pledge
b.	Responsible organisation(s)/Lead Service	Organisational Development, Policy and Communications Service
c.	Lead Officers	Barbara McQuarrie, Service Manager - Human Resources and Organisational Development Gillian O'Neill, Organisational Development Advisor Angela Rainey, Service Manager – People and Change Management
d.	Date of Impact Assessment	23 rd May 2022
e.	Partners/other Services involved in the development of the policy, function or strategy	The Miscarriage Association
f.	Is the policy, function or strategy?	<input checked="" type="checkbox"/> New
		<input type="checkbox"/> Reviewed/Revised
g.	What is the purpose of the policy, function or strategy (include details of any new legislation which prompted the introduction of the policy, function or strategy or the substantive change to the policy, function or strategy)?	The Miscarriage Association's Pregnancy Loss Pledge is a new campaign for the UK to introduce a policy of paid miscarriage leave for those who experience baby loss before 24 weeks of pregnancy. When signing up to the Pledge, we would enhance the current statutory Parental Bereavement Leave and Pay to 2 weeks full paid leave regardless of the length of the employee's service or earnings. This will apply to those who lose a pregnancy after 24 weeks or a child up to the age of 18.

¹ Please attach details of the policy, function or strategy to this Template

1. Policy, function or strategy			
		When these policies are introduced, it means that all Inverclyde Council parents who suffer the loss of a pregnancy (regardless of the stage of pregnancy) and/or who lose a child up to the age of 18 will be entitled to 2 weeks full paid leave to support their bereavement.	
h.	What are the intended outcomes of the policy, function or strategy?	To enhance the support the Council currently provides to employees dealing with grief by signing up to the Pledge and introducing 2 weeks full paid leave for all parents who experience child loss.	
i.	Geographical area (Inverclyde-wide or a specific location)	The policies will apply to all employees of Inverclyde Council.	
j.	Which parts of the Equality Duty will the policy, function or strategy impact on?	<input checked="" type="checkbox"/>	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
		<input type="checkbox"/>	Advance equality of opportunity between people of different groups
		<input type="checkbox"/>	Foster good relations between people from different groups
k.	Will those who may be directly or indirectly affected by the policy, function or strategy be involved in its development?	No	

2. Does the policy, function of strategy impact on:		
	Yes	No
a. Protected Characteristics under The Equality Act 2010: Age; Disability; Gender Reassignment; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation (see Section 3)	X	

2. Does the policy, function of strategy impact on:		
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)		X
c. Local Outcomes Improvement Plan (LOIP) 2017/22 ³ (see Section 7)		X
d. Corporate Plan 2018/22 ⁴ (see Section 8)	X	
3. If 'Yes' is selected for any part of Section 2, please populate the other relevant Sections of this Template.		
4. If 'No' is selected for <u>every part</u> of Section 2, please state the reasons for this.		
Please sign below and email a copy of this Template to Karen Barclay, Corporate Policy Officer: karen.barclay@inverclyde.gov.uk.		
Signature:	Date:	

² [Fairer Scotland Duty: interim guidance for public bodies](#)

³ [Local Outcomes Improvement Plan 2017/22](#)

⁴ [Corporate Plan 2018/22](#) (agenda item 5)

3. Impact – Protected Characteristics

Which of the Protected Characteristics will the policy, function or strategy have an impact upon?

Protected Characteristic	Impact					Reasons/Comments
	Positive High	Positive Low	Neutral	Negative High	Negative Low	
Age			X			
Disability			X			
Gender Reassignment		X				These policies apply to all parents who suffer child loss.
Marriage and civil partnership			X			
Pregnancy and maternity	X					The aim of these policies is to improve support offered to those who suffer the loss of a baby at any stage of their pregnancy and for those who lose a child up to the age of 18 years old.
Race			X			
Religion and belief			X			

3. Impact – Protected Characteristics						
Sex		X				These policies apply to all parents who suffer child loss.
Sexual orientation		X				These policies apply to all parents who suffer child loss.
Other groups to consider • Carers			X			These policies apply to all parents (including partners employed by the Council) who suffer child loss.

4. Which parts of the Equality Duty will the policy, function or strategy have an impact upon?	
<input checked="" type="checkbox"/>	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
<input type="checkbox"/>	Advance equality of opportunity between people from different groups
<input type="checkbox"/>	Foster good relations between people from different groups

5. Impact – groups	
From the information you have highlighted above, describe the positive and negative impacts and the groups affected under The Equality Act 2010.	
Positive impacts + <i>(Describe groups affected.)</i>	Negative impacts - <i>(Describe groups affected.)</i>

<p>Gender Reassignment/Sex/Sexual Orientation: These policies offer support to all parents who are affected by child loss.</p> <p>Pregnancy and Maternity: This policies offer support to all parents who are affected by child loss up to the age of 18 years old and also those who lose a baby in pregnancy, regardless of what stage they are at.</p> <p>Other Groups (Carers): These policies offer support to all employed carers who are affected by child loss.</p>	
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6. Impact – Fairer Scotland Duty

What impact will this policy, function or strategy have on reducing inequalities of outcome caused by socio-economic disadvantage?

Positive impact +	Neutral impact =	Negative impact -
	=	
<p>Briefly describe how the policy, function or strategy will impact on reducing inequalities of outcome.</p>		

7. Impact – LOIP 2017/22

Which Priority/Priorities from the LOIP 2017/22 will this policy, function or strategy impact on?

<input type="checkbox"/>	<p>1. Population: Inverclyde’s population will be stable and sustainable with an appropriate balance of socio - economic groups that is conducive to local economic prosperity and longer term population growth</p>
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<input type="checkbox"/>	2. Inequalities: There will be low levels of poverty and deprivation and the gap between the richest and poorest members of our communities will be reduced (This may already have been highlighted at Section 6.)
<input type="checkbox"/>	3. Environment, culture and heritage: Inverclyde's environment, culture and heritage will be protected and enhanced to create a better place for all Inverclyde residents and an attractive place in which to live, work and visit
<input type="checkbox"/>	4. The local economy: Inverclyde has a thriving and diverse local economy, economic activity is increased and skills development enables both those in work and those furthest from the labour market to realise their full potential

Briefly describe how the policy, function or strategy will impact on the LOIP Priority/Priorities.

8. Impact – Corporate Plan 2018/22

Which Priority/Priorities from the Corporate Plan 2018/22 will the policy, function or strategy impact on?

<input type="checkbox"/>	1. To promote Inverclyde, to both residents and visitors alike, as a great place to live, work and visit
<input type="checkbox"/>	2. To work collaboratively, to enable strong, connected and empowered communities, particularly in areas of deprivation, so that residents have influence and control over the things that matter to them
<input type="checkbox"/>	3. To grow the local economy in a way that creates opportunities for all our residents, including access to good quality jobs
<input type="checkbox"/>	4. To reduce the prevalence of poverty and, in particular, child poverty in our communities
X	5. To safeguard, support and meet the needs of our most vulnerable families and residents
<input type="checkbox"/>	6. To improve the health and wellbeing of residents so that people live well, and for longer
<input type="checkbox"/>	7. To protect and enhance our natural and built environment
<input type="checkbox"/>	8. To preserve, nurture and promote Inverclyde's unique culture and heritage

□	9. To deliver services that are responsive to community needs and are underpinned by a culture of innovation, continuous improvement and effective management of resources
X	10. To develop motivated, trained and qualified employees who deliver quality services that meet current and anticipated service needs

Briefly describe how the policy, function or strategy will impact on the Corporate Plan Priority/Priorities.

These policies will provide support to families/carers employed with Inverclyde Council at a time when they will feel vulnerable and in need of support. Supporting our employees in such a way will also motivate them to stay with a caring employer.

9. Evidence

What evidence do you have to help identify any potential impacts of the policy, function or strategy?

Note: Evidence could include information from consultations, surveys, the Citizens' Panel, focus groups, interviews, projects, user feedback, complaints, Officers' knowledge and experience, equalities monitoring data, publications, research, reports, and local and national groups.

Evidence	Details
Consultation/Engagement (including any carried out while developing the policy, function or strategy)	Trade Unions were consulted on these new policies and the comments received were supportive in nature.
Research	Other local authorities were contacted to ask what they have in place currently. Also, research was undertaken into the Miscarriage Association's Pledge to introduce this leave.
Officers' knowledge and experience (including feedback from frontline staff)	
Equalities monitoring data	

User feedback (including complaints)	
Stakeholders Other	
Are there information gaps and, if so, what are these?	Yes. A review will be undertaken of wider HR policies and procedures relating to support for employees experiencing bereavement.

10. Consequences of analysis

What steps will you take in response to the findings of your analysis? Please select at least one of the following and provide a brief explanation.

a.	Continue development with no changes	<input checked="" type="checkbox"/>	
b.	Continue development with minor alterations	<input type="checkbox"/>	
c.	Continue development with major changes	<input type="checkbox"/>	
d.	Discontinue development and consider alternatives (where relevant)	<input type="checkbox"/>	

How will the effect of the policy, function or strategy be monitored following implementation?

Regular reports are extracted and analysed from the HR/Payroll system and we will be able to review the uptake of the paid leave time off. The policy will also be promoted on the Council's intranet and feedback on uptake will be discussed at our regular trade union liaison and corporate workforce planning and development groups.

When is the policy, function or strategy due to be implemented?

Summer 2022.

When will the policy, function or strategy be reviewed?

Reviewed in line with any further relevant legislation which may be implemented, otherwise it will be reviewed yearly to ensure it is up to date.

What resources are available for the implementation of the policy, function or strategy? Have these resources changed?

Any costs associated with the implementation of these policies will be contained within Directorates' budgets.

11. Please use the space below to detail any other matters arising from the Equality Impact Assessment process, including what action could be taken to mitigate the impact of the policy, function or strategy.

Details of the Person(s) who completed the Assessment:

Name: Gillian O'Neill

Position: Organisational Development Advisor

Date: 23rd May 2022

Authorised by:

Name: Ruth Binks

Position: Corporate Director – Education, Communities and Organisational Development

Date: 25th May 2022

Thank you for your assistance with the completion of this task.

Please send a copy of the completed Template to Karen Barclay, Corporate Policy Officer at karen.barclay@inverclyde.gov.uk.