

Equality Impact Assessment (EIA) SUMMARY (Publishing Form)	
Title of Policy/Function/Service:	Retention & Redeployment Policy
Directorate/Department: Service Director	Chief Executive - Human Resources Clair Hepburn
Names/ Job titles of Assessors	Clare Fraser – External Equality & Diversity Consultant Ian Angus – Human Resources Shared Services Manager Iain Davidson – HR Advisory Team Leader Erick Ullrich - Organisational Development Manager Simone Doyle – Equality & Diversity Officer
Summary of Policy / Service /Function aims:	<p>The overall aim of this Policy is retain employees with valuable skills and experience, who demonstrate appropriate aptitudes. It also aims to meet Scottish Borders Council's (the Council) legal obligations, including offering suitable alternative employment to employees at risk of redundancy.</p> <p>The Policy outlines the Council's approach to the redeployment of staff and provides guidelines on the treatment of staff that are at risk of redundancy, or where individual circumstances are appropriate to consider them for another role. The Policy also sets out to ensure that all staff subject to redeployment are treated in a fair, consistent and transparent manner, consistent with the Council's obligations under the Equality Act 2010, and in particular in respect of employees with disabilities or ill health.</p>
Characteristics Impacted: Please note: If you leave any box blank in this section you will have decided that your proposed service or function has no impact on that particular characteristic	Age x Disability x Gender x Race x Religion or Belief x Sexual Orientation x Poverty/Social Exclusion x Health x
Summary of key issues arising and decisions made	<p>This Policy should have a positive impact on all employees of the Council. It should increase retention of staff which will also positively impact the public services provided by the Council. The Policy pays due regard to the General Equality Duty as it aims to advance equality by ensuring that particular arrangements are put in place for people who share protected characteristics, and it considers the elimination of discrimination by highlighting the Council's commitment to the prevention of discrimination.</p> <p>Some actions have been made to ensure that good practice continues to be embedded within the Procedure.</p>
Summary of key recommendations	<p>No negative impacts have been identified in this assessment. However, in order to assess the effectiveness of this Policy, the Council will monitor equality data relating to:</p> <ul style="list-style-type: none"> • Retention

	<ul style="list-style-type: none"> • Attendance Management • Grievances raised about the application of this Policy <p>Further actions will include:</p> <ul style="list-style-type: none"> • Amending policy in order that it references the Equality Act 2010 • Including an accessible format strapline and version control template • Reviewing the Policy at least every two years. If any trends emerge these will be analysed and appropriate steps taken, potentially including a full review of the policy.
<p>Agreed by Service Director</p>	<p>Clare Hepburn Chief Officer Human Resources</p> <p>Date: 2nd December 2015</p>

For further information, a copy of the full assessment or if you require this information in an alternative format or language please contact:

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