

# Scottish Borders Council

## Equality Impact Assessment

3.1	<b>Title of Proposal:</b>	Guidelines on Temporary appointments/acting up arrangements/secondments			
3.2	<b>Service Area: Department:</b>	Human Resources			
3.3	<b>Description:</b>	<p>Due to the recent review of the Recruitment and Selection Policy, these former stand alone guidelines have now been absorbed into Section E of the Recruitment and Selection Policy.</p> <p>Full details of the Recruitment and Selection Policy Equality Impact Assessment which includes these guidelines are published and can be found on <a href="#">SBC's Website Equality Impact Page 2016</a></p> <p>Consequently, no further action is required.</p>			
3.4	<b>Impact Assessment</b>				
	<b>Equality Characteristic</b>	<b>Impact</b>			<b>Description</b>
		<b>No Impact</b>	<b>Positive Impact</b>	<b>Negative Impact</b>	
All protected characteristics including Age, Disability, Gender, Race, Religion/Belief,					

	<b>Pregnancy/Maternity, Sexual Orientation, Gender Reassignment, and associated equality themes including Carers, Poverty and Employees.</b>				
3.5	<b>Recommendations &amp; Mitigation</b>				
	Characteristic	Mitigation/Recommendation			Approved Yes/No

<b>Signed Off (Sign off <u>must</u> be completed by Service Manager or Director)</b>			
Name:	Clair Hepburn	Directorate:	Chief Executive
Post:	Chief Officer HR	Date:	07/02/17

<b>EIA Completed By</b>			
Name	Iain Davidson	Service Area	Chief Executive - Human Resources
Post	Employee Relations Manager	Date	1 <sup>st</sup> February 2017
Name	Simone Doyle	Service Area.	Chief Executive - Human Resources
Post	Equality & Diversity Officer (HR)	Date	1 <sup>st</sup> February 2017
Name	Dee Maclean	Service Area	Chief Executive - Human Resources
Post	HR Business Partner	Date	1 <sup>st</sup> February 2017

