



Scottish Borders Council

Equality Impact Assessment

Title of Proposal:	Scheme for reimbursement of relocation expenses
What is it?	A new Policy/Strategy/Practice <input type="checkbox"/> A revised Policy/Strategy/Practice <input checked="" type="checkbox"/>
Service Area/Department:	Human Resources
Description:	<p>The purpose of this scheme is to provide financial assistance to new employees who are obliged to move home in order to take up an appointment with Scottish Borders Council.</p> <p>Eligibility The scheme applies to the following categories of staff: Chief Officers SJC Staff</p>

Impact Assessment					
Equality Characteristic	Impact			Description	Mitigation & Recommendations
	No Impact	Positive Impact	Negative Impact		
Employees (those employed by the Council including full time, part time and temporary) including the protected characteristics defined by the Equality Act 2010.	X			There is no likelihood that this Scheme will affect people who share protected characteristics differently from other people. The eligibility criteria which is used in the Scheme is objective and the entitlement limits are fixed. The documentation used is accessible and in clear and plain English. Therefore a full assessment is not required.	

Relevance to the Equality Duty in Summary:	
What impact will your proposal have on the following :	
Equality Duty	Reasoning:
Elimination of discrimination (both direct & indirect), victimisation and harassment?	This Scheme is not relevant to the Equality Duty, namely the advancement of equality, elimination of discrimination and

Promotion of equality of opportunity?	promoting good relations.
Foster good relations?	

Recommendations & Mitigation		
Characteristic	Mitigation/Recommendation	Approved Yes/No
	That the Policy be reviewed in two years from the date of publication of the revised Policy (Jan 2018) or as considered necessary by the Service Director Human Resources.	Yes

EIA Completed By			
Name/Post	Iain Davidson Employee Relations Manager	Service /Directorate.	Human Resources
Name/Post	Simone Doyle Equality & Diversity Officer (HR)		

Signed Off			
Name:	Clair Hepburn	Directorate:	Chief Executive
Post:	Service Director Human Resources & Communications	Date:	13 th December 2018