

Equality Impact Assessment (EIA)	
SUMMARY (Publishing Form)	
Title of Policy/Function/Service:	Family Friendly at SBC - incorporating Maternity/Adoption Leave/Pay (Non Teaching & Teaching), Paternity Support Leave/Pay, Shared Parental Leave/Pay, Parental Leave.
Directorate/Department:	Chief Executive – Human Resources
Head of Service:	Clare Hepburn
Names/ Job titles of Assessors	Ian Angus – Human Resources Shared Services Manager Iain Davidson – HR Advisory Team Leader Simone Doyle – Equality & Diversity Officer Jackie Kinmond – Assistant HR Advisor Eileen Ramage – Human Resources Shared Services (HRSS) Specialist
Summary of Policy / Service /Function aims:	Scottish Borders Council is committed to providing a range of family friendly policies in accordance with national and statutory terms and conditions of service. This policy informs of the working arrangements for staff with family, or staff starting a family.
Strands Impacted:	Age X Disability X Gender X Race X Religion or Belief X Sexual Orientation X Poverty/Social Exclusion X Health X Whilst undertaking this impact assessment no negative impacts have become apparent. However, the policy has many positive impacts for all of the Equality Groups.
Summary of key issues arising and decisions made	Scottish Borders Council is committed to providing a range of family friendly policies in accordance with national and statutory terms and conditions of service. This policy informs of the working arrangements for staff with family, or staff starting a family in a user friendly format.
Summary of key recommendations	No negative impacts have been identified in this assessment. However, the Council will monitor the relevant equality data in order to assess the effectiveness of this Policy. Further actions include: <ul style="list-style-type: none"> • Continuing to gather equality data of employees • All HR policies to include accessible format strapline and • version control matrix

	<ul style="list-style-type: none">• EIA published within a reasonable timeframe
Agreed by Service Director	Clare Hepburn Chief Officer Human Resources Date: 23 rd November 2015

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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