


Equality Impact Assessment (EIA) SUMMARY (Publishing Form)	
Title of Policy/Function/Service:	Diversity, Equality and Human Rights Policy
Directorate/Department: Service Director	Chief Executive – Human Resources Clare 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:	This Policy sets out Scottish Borders Council's (the Council) commitment to the principles of equality, diversity and human rights in employment. The Policy provides an overview of the protection due to staff who share protected characteristics and remedies which may be taken in the event of discrimination occurring. The Policy also sets out role and responsibilities of staff employed at the Council, and provides information about the Council's processes to monitor and take action to advance equality, diversity and human rights in practice.
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	This policy has been designed to positively impact not just on people who share protected characteristics in terms of the Equality Act 2010, but should also positively impact all groups. It does this by raising awareness of disadvantages and risks which people may face, and clearly sets out the Council's commitment to the advancement of equality and the prevention of discrimination. It clearly sets out processes which should enable the advancement of equality such as a systematic and objective Recruitment and Selection process, roles and responsibilities, reporting structures and practical examples. The emphasis on monitoring will enable the Council to analyse the ongoing impact of this Policy.
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"> • Continue to gather equality data of employees • Establish a consultation process that is agreed with the JTUC and those involved identified for all HR policies • All HR policies to include accessible format strapline and

	version control matrix <ul style="list-style-type: none">• EIA published
Agreed by Service Director	Clare Hepburn Chief Officer Human Resources Date: 12 th 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:

Human Resources, Scottish Borders Council Head Quarters,
Old School Building, Newton St Boswells, Melrose. TD6 0SA

 Tel 01835 825052/3 (HR reception)

 askhr@scotborders.gov.uk