

Scottish Borders Council

Equality Impact Assessment

3.1	Title of Proposal:	Employment of Disabled People – Disability Symbol
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3.2	Service Area: Department:	Human Resources
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3.3	Description:	<p>This policy statement informs all managers and supervisors that Scottish Borders Council (the Council) has adopted the use of the Disability Symbol '<i>Positive about Disabled People</i>' as part of its approach to equal opportunities. The symbol and its associated commitments has been used by SBC for a number of years and has proven to encourage disabled people to apply and become successful SBC employees. However nationally the symbol and the scheme are soon to be replaced by the Disability Confident Employer Scheme. Consequently, SBC are in the process of migrating across to the new scheme which will necessitate undertaking a new equality impact assessment .</p> <p>Therefore for the purpose of this policy statement and given the impending changes, no equality impact is required.</p>
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3.4	Impact Assessment					
	Equality Characteristic	Impact			Description	Mitigation & Recommendations
		No Impact	Positive Impact	Negative Impact		
All protected characteristics including Age, Disability,				.		

	Gender, Race, Religion/Belief, Pregnancy/Maternity, Sexual Orientation, Gender Reassignment, and associated equality themes including Carers, Poverty and Employees.				
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3.5	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.	
	Promotion of equality of opportunity	
	Foster good relations	

3.6	Recommendations & Mitigation		
	Characteristic	Mitigation/Recommendation	Approved Yes/No

3.7	Signed Off (Sign off <u>must</u> be completed by Service Manager or Director)		
Name:	Clair Hepburn	Directorate:	Chief Executive
Post:	Chief Officer	Date:	21/02/17

EIA Completed By			
Name	Iain Davidson	Service Area.	Chief Executive - Human Resources
Post	Employee Relations Manager	Date	13th February 2017
Name	Simone Doyle	Service Area	Chief Executive - Human Resources
Post	Equality & Diversity Officer (HR)	Date	13 th February 2017
Name	Dee Maclean	Service Area	Chief Executive - Human Resources
Post	HR Business Partner	Date	13 th February 2017