

Equality Impact Assessment Form

Department/Section: HR & Organisational Development

Date of Assessment: 14/09/2022

Review Due: 2025

Author/Owner: Head of HR and Organisational Development

Signature: K Lees

Date: 14/09/2022

Step 1

Aim of proposed activity/decision/new or revised policy or procedure: Updating of current Redundancy Procedure to bring named people in line with current organisational structure.	New	<input type="checkbox"/>
	Revised	<input checked="" type="checkbox"/>
	Existing	<input type="checkbox"/>

Who will be affected? All staff	Who will be consulted? Trade Unions through JNC	Evidence available: JNC notes EHRC - Age and Redundancy Pay
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Step 2

Potential Positive/Negative/Neutral Impact Identified. P, N, NI	Age	Disability	Gender Reassignment	Marriage/Civil Partnership*	Pregnancy and Maternity	Race	Religion or Belief	Sex	Sexual Orientation
Eliminating Discrimination.	N	NI	NI	NI	NI	NI	NI	NI	NI
Advancing Equality of Opportunity.	N	NI	NI	NI	NI	NI	NI	NI	NI
Promoting Good Relations.	N	NI	NI	NI	NI	NI	NI	NI	NI

Step 3 Action to be taken.

There may be potential negative impact relating to age when it comes to redundancy payments however this is done through the statutory redundancy payment scheme. Although there is no upper or lower age limit for entitlement to statutory redundancy pay the formula is potentially age-discriminatory (as it provides greater financial benefit to older workers), the Government states that this system reflects a legitimate employment policy and is objectively justified. Enhanced redundancy payments would provide the same potential impact however you are allowed to make enhanced redundancy payments based on

Summary of EIA Outcome – please tick

No further action to be carried out.	<input checked="" type="checkbox"/>
Amendments or changes to be made.	<input type="checkbox"/>
Proceed with awareness of adverse impact.	<input type="checkbox"/>
Abandon process – Stop and Rethink.	<input type="checkbox"/>

length of service without having to objectively justify this, so long as they are calculated in the same way as statutory redundancy payments. Equality Law makes allowance for this potential negative impact.

Date EQIA Approved:	16/09/22	Approved by:	Sarah Wood, OD & EDI Adviser
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Please forward completed EIA forms by e-mail to
pc.equality.perth@uhi.ac.uk