

SUMMARY SHEET SUMMARY OF IMPACT ASSESSMENT (IA)

Policy Date of process Lead service Contact person for process

Names of those involved in process

Kirsty Shennan - People and Transformation HR Business Partner, Lindsey McCall - People and Transformation HR Business Partner, Karen Jones - People and Transformation Trainee HR Officer and Louise Little, People and Transformation HR Assistant

Summary of IA

The Council is required to publish the findings and results of all IAs conducted. The publication should include a summary of the following:

<p>Research and data (section 3) What was used to assess the impact of the policy and a summary of the findings? Who was involved and consulted during the assessment stage? What were the findings from the consultation and how was this information used to develop the policy?</p>	<ul style="list-style-type: none"> • Engagement with staff, Joint Trade Unions and management across services within the Council. • Benchmarking with other Council's Terms and Conditions linked to public holiday working. • Payroll analysis of staff working public holidays for staff working 2020-2023. • Current Collective Agreement • Feedback received from SLT, JTU and staff.
<p>Impact Assessment (section 4) From the summary table at number 25 list the impacts.</p>	<p>Positive Impact(s) – 2 (Health & Wellbeing & Health Inequalities and Economic & Social Sustainability) No Impact(s) – 11 (Age, Disability, Sex, Gender Reassignment and Transgender, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or belief, Sexual Orientation, Human Rights, Environmental Sustainability, Climate Change and Energy Management) Negative Impact(s) – 0</p>
<p>Monitoring and review (section 5) How is the policy to be monitored - how often and by whom?</p>	<p>This will be monitored and reviewed in accordance with the SJC Collective Agreement.</p>

Summary of actions arising from the Impact Assessment

Transfer details from table at number 26

Actions	Responsibility	Timescale
N/A		