

SUMMARY SHEET SUMMARY OF IMPACT ASSESSMENT (IA)

Policy Council Employee Engagement Framework

Date of process 7 March 2024

Lead service People and Transformation

Contact person for process Anna Tuite, Workforce Engagement Manager

Names of those involved in process

Anna Tuite - Workforce Engagement Manager, James McDowall - Organisational Development Manager, Lynne Patterson - Organisational Development Business Partner, Alison Cairns - Leadership Development Lead

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>	<p>Organisational Development, Business Intelligence, Human Resources, Communications and Graphics, Senior Leadership and Council Management Teams, Joint Trades Unions, Joint Consultative Group, and employees via region wide focus groups.</p>
<p>Impact Assessment (section 4) From the summary table at number 25 list the impacts.</p>	<p>Positive Impact(s) – 1 (Health & Wellbeing & Health Inequalities) No Impact(s) – 12 (Age, Disability, Sex, Gender reassignment and Transgender, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or belief, Sexual orientation, Human Rights, Economic & Social Sustainability and 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>Our Council's Employee Engagement Action plan will be reviewed annually with updates provided to Economy and Resources Committee. Our Council's Engagement Framework (2024 – 2027) will be due to be reviewed and an update provided to Economy and Resources Committee after three years.</p>

Summary of actions arising from the Impact Assessment

Transfer details from table at number 26

Actions	Responsibility	Timescale
N/A		