**Equality Impact Assessment - Preliminary Assessment Form**

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| *Title of the strategy, policy, service or project:* | | Market Supplement Policy |
| *Service Area:* | All | |
| *Lead Officer:* | David Clamp | |
| *Date of assessment:* | 05.03.24 |
| *Is the strategy, policy, service (procedure) or project:* | |  |
| *Changed* | ¨ |
| *New* | ¨x |

**Section 1 – Clear aims and objectives**

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| 1. What is the aim of the strategy, policy, procedure or project? |
| *A brief description of the aims of the policy – use a bullet point list if appropriate*  To provide a corporate framework for the consideration and payment of market supplements to support the recruitment and retention of the Council’s workforce in the delivery of services.  This Policy sets the out the Council’s position in relation to the payment of market supplements and is supported by a separate Market Supplement Procedure that provides the approach that is to be taken to request the consideration of these payments. |

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| 1. Who is intended to benefit from the strategy, policy, procedure or project and how? |
| All Employees. |

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| 1. What outcomes do you want to achieve? |
| The Policy aims to provide a consistent approach to additional temporary payment to the basic salary of an individual job or specific group of jobs where market pressures would otherwise prevent the Council from being able to recruit or retain staff with a particular skill or group of skills. |

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|  | **Potentially positive impact** | **Potentially negative impact** | **No disproportionate impact** |
| Age |  |  | The policy is about posts not people. There is no impact to individuals or groups of people. |
| Disability and long-term conditions |
| Gender reassignment |
| Marriage or civil partnership |
| Pregnant women and people on parental leave |
| Sexual orientation |
| Race |
| Religion or belief |
| Sex (Gender) |

**Section 3 – Recommendations and monitoring**

If you have answered that the strategy, policy, procedure or project could potentially have a negative impact on any of the above characteristics then a full Equality Impact Assessment will be required.

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| 1. **Should a full EIA be completed for this strategy, policy, procedure or project?** | | |
| ¨ *Yes* | x *No* |  |
| *Please explain the reasons for this decision:*  There is no impact on people or groups of people as this policy relates to Posts. The Policy aims to provide a consistent approach on addressing recruitment and recruitment challenges across the Council*.* | | |

**Section 4 – Approval**

Please note the assessment should be reviewed and approved by the appropriate Head of Service **before** the Committee report (if required) is produced.

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| Reviewed by Strategic Director (Corporate resources) | Name: | Fiona Pittam |
|  | F Pittam |
| Date: | 05.03.24 |

For further information regarding this assessment is required, please contact the Lead Officer for this assessment (outlined in Section 1.)