

Appendix C

Equality Impact Assessment Template – Stage One

Name of item being assessed:	Redundancy Multiplier
Version and release date of item (if applicable):	09/09/11
Owner of item being assessed:	Robert O'Reilly
Name of assessor:	Robert O'Reilly
Date of assessment:	09/09/11

1. What are the main aims of the item?
 to reduce the redundancy multiplier to two for employees aged under 55 at the date of dismissal by reason of redundancy; and to 1.5 for employees aged 50 or over.

2. Note which groups may be affected by the item, consider how they may be affected and what sources of information have been used to determine this. (Please demonstrate consideration of all strands – Age, Disability, Gender, Race, Religion or Belief and Sexual Orientation.)

Group Affected	What might be the effect?	Information to support this.
employees over 55	less enhanced redundancy pay in the event of redundancy.	see report to Personnel Committee

Further comments relating to the item:
 legal advice is that this recommendation is not age discrimination.

3. Result (please tick)

<input type="checkbox"/>	High Relevance - This needs to undergo a Stage 2 Equality Impact Assessment
<input type="checkbox"/>	Medium Relevance - This needs to undergo a Stage 2 Equality Impact Assessment
<input type="checkbox"/>	Low Relevance - This needs to undergo a Stage 2 Equality Impact Assessment
<input checked="" type="checkbox"/>	No Relevance - This does not need to undergo a Stage 2 Equality Impact Assessment

For items requiring a Stage 2 equality impact assessment, begin the planning of this now, referring to the equality impact assessment guidance and Stage 2 template.

4. Identify next steps as appropriate:

Stage Two required	<input type="checkbox"/>
Owner of Stage Two assessment:	
Timescale for Stage Two assessment:	
Stage Two not required:	<input checked="" type="checkbox"/>

Name: Robert O'Reilly

Date: 25 August 2011