

Equality Impact Assessment

Appendix B

Directorate: Finance and Resources	
Service: Governance	
Name of Officer/s completing assessment: Catherine Meek	
Date of Assessment: 18.02.2019	
Name of service/function or policy being assessed: Parental Leave for Councillors	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>The policy is designed to give Slough Borough Councillors formalised access to parental leave in the case of maternity, paternity, shared parental or adoption leave. It covers both birth and adoptions.</p> <p>The objective of the policy is to ensure that, insofar as possible, Elected Members are able to take appropriate leave at the time of birth or adoption, that both parents are able to take leave, and that reasonable and adequate arrangements are in place to provide cover for portfolio holder and others in receipt of Special Responsibility Allowance (SRA) during a period of leave taken.</p> <p>Improved provision for new parents will contribute towards increasing the diversity of experience, age and background of it's elected members alongside retaining experienced – and particularly female – councillors, alongside making public office more accessible to individuals who might otherwise feel excluded from it.</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>The policy will be delivered in the first instance by the Head of Democratic Services who holds responsibility for members and their allowances</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>All councillors who represent the Borough will be affected by this policy</p>

4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>Improved provision for new parents will contribute towards increasing the diversity of experience, age and background of it's elected members alongside retaining experienced – and particularly female – councillors, alongside making public office more accessible to individuals who might otherwise feel excluded from it.</p> <p>The policy will have a positive impact on the upbringing of any child being raised by a member</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>There are no likely negative impacts</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>No direct evidence has been gathered, but the policy is based on information provided by the Labour Group on the Local Government Association</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>No formal consultation has been undertaken.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>N/A</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>There are no likely negative impacts of this policy and provisions are included in the drafting of the policy that ensures a member returning from leave returns to the position to which they previous held should a replacement have been named.</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>There are no plans to formally monitor the impact of the proposal, but informal feedback will be sought from members as and when the policy is used.</p>