

## The “Equality Challenge” (Screening document)

<b>Name of the Officer</b> completing “the Equality challenge” <b>Sian Hayward</b>		Please give a <b>brief description</b> of the <b>aims</b> proposed policy or service reconfiguration  The Policy is a statutory one that needs to be published by March 2014	
<b>Name</b> of the Division or service area Enterprise		<b>Date</b> “Challenge” form completed 13 <sup>th</sup> Feb 2014	
Protected characteristic affected	<b>Negative impact</b> Please give details	Neutral impact Please give details	<b>Positive Impact</b> Please give details
Age		This document states the pay policy which has been agreed through Single Status and also through National terms and conditions. It has a neutral effect on all protected characteristics as it was designed to ensure equality.	
Disability		x	
Marriage + Civil Partnership		x	
Pregnancy and maternity		x	
Race		x	
Religion or Belief		x	

Sex (was Gender)		x	
Sexual Orientation		x	
Transgender		x	
Welsh Language		x	

What are the potential negative Impacts.	Ideas as to how we can look to <b>MITIGATE</b> the <b>negative impacts</b> (include any reasonable adjustments or engagement with affected parties).
➤ <i>None</i>	➤
➤	➤

### The next steps

- If you have assessed the proposal/s as having a **positive impact please give full details** below:

- If you have assessed the proposal/s as having a **Negative Impact** could you please provide us with details of what you propose to do to mitigate the negative impact:

**Signed Sian Hayward**

**Designation Employee Services Lead**

**Dated 13<sup>th</sup> Feb 2014**



monmouthshire  
sir fynwy

**Equality Impact Assessment Form**

**and**

**Sustainable Development Checklist**

## EQUALITY IMPACT ASSESSMENT FORM

<b>Name of policy or change to service (Proposal)</b>	<b>Directorate:</b>	<b>Department:</b>
PAY POLICY	ENTERPRISE	
<b>Policy author / service lead</b>	<b>Name of assessor</b>	<b>Date of assessment:</b>
SIAN HAYWARD		10.2.14

1. Have you completed the Equality Challenge form? **Yes / No.** If **No** please explain why

YES

2. What is the **Aim/s** of the Policy or the proposed change to the policy or service (the proposal)

IT'S A STATUTORY POLICY TO STATE MCC PAY TERMS AND CONDITIONS

3. From your findings from the “Equality Challenge” form did you identify any people or groups of people with protected characteristics that this proposal was likely to affect in a **negative** way? Please tick appropriate boxes below.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

4. Please give details of any consultation(s) or engagement carried out in the development /re-development of this proposal.

NONE NEEDED

5. Please list the data that has been used for this proposal? eg Household survey data, Welsh Govt data, ONS data, MCC service user data, Staff personnel data etc.

NONE NEEDED

6. As a result did you take any actions to mitigate your proposal? Please give details below.

NONE NEEDED

7. Final stage – What was decided?

•No change made to proposal/s – please give details

NO CHANGE

•Slight changes made to proposal/s – please give details

• Major changes made to the proposal/s to mitigate any significant negative impact – please give details

Signed.....S HAYWARD.....

Designation.....EMPLOYEE SERVICE LEAD.....Dated.....10/2/14.....

### The “Sustainability Challenge”

<b>Name of the Officer</b> completing “the Sustainability challenge” <b>S HAYWARD</b>		Please give a <b>brief description</b> of the <b>aims</b> proposed policy or service reconfiguration <b>PAY POLICY STATEMENT</b>	
<b>Name</b> of the Division or service area  ENTERPRISE		<b>Date</b> “Challenge” form completed 10/02/14	
Aspect of sustainability affected	<b>Negative impact</b> Please give details	Neutral impact Please give details	<b>Positive Impact</b> Please give details
<b>PEOPLE</b>		Y	
Ensure that more people have access to healthy food		Y	
Improve housing quality and provision		Y	
Reduce ill health and improve healthcare provision		Y	
Promote independence		Y	
Encourage community participation/action and voluntary work		Y	

Targets socially excluded		Y	
Help reduce crime and fear of crime		Y	
Improve access to education and training		Y	
Have a positive impact on people and places in other countries		Y	
<b>PLANET</b>			
Reduce, reuse and recycle waste and water		Y	
Reduce carbon dioxide emissions		Y	
Prevent or reduce pollution of the air, land and water		Y	
Protect or enhance wildlife habitats (e.g. trees, hedgerows, open spaces)		Y	
Protect or enhance visual appearance of environment		Y	
<b>PROFIT</b>			
Protect local shops and services		Y	
Link local production with		Y	



local consumption			
Improve environmental awareness of local businesses		Y	
Increase employment for local people		Y	
Preserve and enhance local identity and culture		Y	
Consider ethical purchasing issues, such as Fairtrade, sustainable timber (FSC logo) etc		Y	
Increase and improve access to leisure, recreation or cultural facilities		Y	

What are the potential negative Impacts	Ideas as to how we can look to <b>MITIGATE</b> the <b>negative impacts</b> (include any reasonable adjustments)
➤ <i>NONE</i>	➤
➤	➤
➤	➤
➤	➤



## The next steps

- If you have assessed the proposal/s as having a **positive impact please give full details** below

- If you have assessed the proposal/s as having a **Negative Impact** could you please provide us with details of what you propose to do to mitigate the negative impact:

**Signed**

**S HAYWARD**

**Dated** 10/02/14