

Equality and Human Rights Impact Assessment (EqHRIA) Summary of Results

Policy / Practice	Volunteer Reserve Forces
Owning Department	People and Development
Date EqHRIA Completed	07/11/2018 (reviewed)
Purpose of Policy / Practice	To clearly state the entitlement of volunteer reserve forces officers and staff and how we will accommodate them in terms of leave for training and support them before, during and after mobilisation. The update of the original EqHRIA incorporates the policy simplification aspect and also incorporates the standardisation of staff terms.

A. Summary of Analysis / Decisions - What the assessment found and actions already taken.

The original SOP was implemented, after a protracted consultation, in April 2018. Further review and a rewrite was completed in November 2018 as part of the Policy simplification project and the simplified procedure was issued for consultation in December 2018. Analysis carried out prior to the rewrite was inconclusive due to the short timescales available from the original publication.

B. Summary of Mitigation Actions - What else we plan to do and how we are going to check that it has been done.

The original EqHRIA are available and any mitigating actions outlined therein will be applied to the new simplified document and the EqHRIA as required. Recognition of a relevant staff association is under discussion and will be updated in due course. Monitoring of the new procedure and its impact will require to be set up on a regular basis and a suggestion of annual reporting for uptake and analysis of the relevant demographic information from that would be welcome.

Management Log – Policy Support Dept. Use Only

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