

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

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| <b>Policy / Practice</b>            | Relocation (Staff) V2.00   |
| <b>Owning Department</b>            | People and Development, Reward and Policy  |
| <b>Date EqHRIA Completed</b>        | 21/05/19   |
| <b>Purpose of Policy / Practice</b> | The purpose of the procedure is to outline what financial assistance the organisation will provide in relation to relocation and excess travel costs, the criteria for eligibility and the processes for submission of claims. |

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

This procedure was developed to support the implementation of the Staff Pay, Reward, and Modernisation project (SPRM), and as part of the Policy Simplification project.

The organisation is committed to providing support and financial assistance to staff who are required to move work location as a result of organisational change and, in some circumstances, will also pay expenses to new or existing staff who relocate as a result of being appointed to a new role. The associated EqHRIA for this procedure assesses the potential impact and disruption caused by relocation as well as the opportunities for development it affords. It identifies reasonable adjustments and areas for flexibility of approach which should be utilised to make the relocation process easier and remove any barriers which could prevent certain staff from benefiting from the entitlements outlined within the procedure.

The EqHRIA identified that the Relocation procedure is unlikely to result in disproportionate negative impacts, specifically on members of protected groups.

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

In some areas there is a lack of evidential data regarding the potential impact on groups from certain protected characteristics.

Following implementation of this procedure, P&D will monitor all relevant equality issues and any reported negative impacts relative to the protected characteristics.

Ongoing consultation with statutory and diversity staff associations will ensure that any unforeseen or unintended consequences are identified and mitigated against.

### **Management Log – Policy Support Dept. Use Only**

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