

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

Policy / Practice	Pregnancy and Maternity
Owning Department	People and Development
Date EqHRIA Completed	08/10/20
Purpose of Policy / Practice	The purpose of the Pregnancy and Maternity procedure is to provide information about maternity leave and pay and also what support is available before, during and after the maternity leave period.

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

Full consultation and engagement was undertaken in November 2018 with all statutory and diversity staff associations, and thereafter consideration was given to any feedback provided. Having reviewed the feedback it is anticipated that the proposed amendments which were mainly using a more simplified language as part of the ongoing policy simplification work and providing additional guidance will help individuals and managers understand their roles and responsibilities which should help advance equality and eliminate any perceived discrimination against the protected characteristics. The amendments should also help provide clearer guidance regarding adoption, adoption/maternity support, fertility treatment, pregnancy and maternity and surrogacy. The information for all of these topics were previously covered in the Adoption, Maternity and Paternity SOP however each subject is now documented in stand-alone procedures which should make the information easier to find and a more consistent approach to how the associated processes are managed.

Management will continue to monitor and review the impact to individuals following implementation of the revised procedures. Further detail of how this will be achieved is explained in Section B.

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

A full review of the previous Adoption, Maternity and Paternity SOP was completed in November 2018 and any feedback provided through the consultation process was considered during the development of the new procedures.

Review information on SCoPE and payroll system(s) on an annual basis commencing 1st April 2016. This should provide a breakdown by protected characteristic on the application and uptake of adoption, maternity, adoption/maternity support pay and leave (ongoing).

Monitor applications and requests for adoption, maternity and adoption/maternity support and other associated types of leave i.e. Special Leave, Shared Parental Leave, Flexible Working requests etc (ongoing). This links with ongoing work to ensure fathers are visible within the workplace.

Monitor grievances related to adoption, maternity, paternity / maternity support and treatment of

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individuals who are undergoing fertility treatment (ongoing). **Update** January 2019 – No formal grievances relating to any of the above procedures have been submitted although a male officer did send in an email in January 2018 questioning why Shared Parental Leave was not paid at an enhanced rate similar to Occupational Maternity Pay.

Review the findings of any follow up research by the SWDF to assess whether the recommendations from the SWDF report (2015), including amendments to the SOP, have a more positive impact concerning the management and support offered to individuals during fertility treatment, pregnancy and maternity and on their return to work. **Update** January 2019 – A further survey was issued in 2018 and the findings were reviewed and considered during the development of each of the new procedures.

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