

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

<b>Policy / Practice</b>	<b>Pay Protection</b>
<b>Owning Department</b>	<b>People and Development</b>
<b>Date EqHRIA Completed</b>	<b>17/10/19</b>
<b>Purpose of Policy / Practice</b>	To outline the support available to staff who experience a detriment to their earnings as a result of organisational change.

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

A review of this procedure has been undertaken as part of the policy simplification process and to incorporate changes to the protection of contractual allowances agreed through JNCC.

The EqHRIA identified that changes made by the organisation to shifts and contractual allowances are more likely to impact on females as they make up 61% of SPA/Police Scotland shift workers. This correlates with the wider organisational ratio of females, however, and is not considered to be disproportionate. The EqHRIA identified that there was an overall low or no impact for most of the protected characteristics groups with a high positive impact for Pregnancy/Maternity.

Consultation within the organisation and with diversity staff associations has been undertaken and their feedback incorporated within both the procedure and EqHRIA.

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

Redeployees are supported by a dedicated HR Advisor and given primacy within internal recruitment processes to help them secure suitable alternative employment and mitigate any financial detriment through loss of earnings.

People and Development will monitor disability-related absences where the individual is in receipt of nil pay during a period of pay protection to ensure that the full balance of protected pay is given to them when they return to work. Conversely, non-disability-related absences where an individual is on nil pay during a period of pay protection will also be monitored to ensure that overpayments are not made.

Ongoing consultation with statutory and diversity staff associations and monitoring of employee relations cases will help to ensure that any unintended and unforeseen impacts are identified and mitigated against.

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

<b>Review Date</b>		<b>Review Date</b>	
<b>Review Date</b>		<b>Review Date</b>	
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