

## Equality and Safety Impact Assessment

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

<b>Name or Brief Description of Proposal</b>	<b>Severance &amp; Pensions Payments: Discretionary Powers Policy changes</b>
<b>Brief Service Profile (including number of customers)</b>	
The HR & OD service support our workforce of 3,700 colleagues to whom the Severance & Pensions Payments: Discretionary Powers Policy applies.	
<b>Summary of Impact and Issues</b>	
The purpose of the Governance Committee report is to approve changes to the Severance & Pensions Payments: Discretionary Powers Policy. The proposals include SCC adopting statutory redundancy payment levels for Compulsory Redundancy (CR), and have Voluntary Redundancy (VR) payment levels the same as for CR.	
<b>Potential Positive Impacts</b>	
Reinstating the option of VR during restructures will give some people the option to ask to leave if they want to go and save them from the stress of selection processes.	
<b>Responsible Service Manager</b>	Chris Bishop
<b>Date</b>	08/4/2024
<b>Approved by Senior Manager</b>	Chris Bishop
<b>Date</b>	01/3/2024

## Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
<b>Age</b>	Older colleagues typically have longer service, and therefore larger redundancy packages, meaning they could have a bigger reduction in their redundancy package.	If they are over 55 and in the Local Government Pension Scheme they would be eligible for early retirement, with no reduction in their pension payments that normally occur with early retirement.
<b>Disability</b>	No impact	
<b>Gender Reassignment</b>	No impact	
<b>Marriage and Civil Partnership</b>	No impact	
<b>Pregnancy and Maternity</b>	No impact	
<b>Race</b>	No impact	
<b>Religion or Belief</b>	No impact	
<b>Sex</b>	Part time employees (who are predominantly female) are likely to be less affected.	
<b>Sexual Orientation</b>	No impact	
<b>Community Safety</b>	No impact	
<b>Poverty</b>	In the current cost of living crisis some colleagues may be struggling financially. Therefore, colleagues are likely to want the highest possible redundancy package to cope with rising costs.	Ensure colleagues are aware of wellbeing champions and mental health first aiders, as well as being supported via their line manager, colleagues, and HR&OD team.
<b>Health &amp; Wellbeing</b>	In the current cost of living crisis some colleagues may be struggling financially. Therefore, colleagues are likely to want the highest possible redundancy package to cope with rising costs.	Ensure colleagues are aware of wellbeing champions and mental health first aiders, as well as being supported via their line manager, colleagues, and HR&OD team.

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
<b>Other Significant Impacts</b>	Those in lower grades would be unaffected by this for CR.	