

# Equality and Rights Impact Assessment

## 2015-2018 Budget Summary Report

### What budget option does this ERIA information relate to?

CW1 Reduction in workforce costs

This has been allocated across the department on a proportionate basis, based on employee budget.

It will be achieved through robust implementation of sickness absence policies and increased scrutiny/ challenge/ control around agency and overtime spend.

### What are the main impacts of this option on rights?

The robust application of sickness absence procedures will support staff to remain in employment and enhance right to life, health, standard of living, productive and valued activities, individual family and social life and participation, influence and voice.

Service areas identified as contributing significantly to compliance with the equality & rights framework will be prioritise to ensure that customers and service users fully engage with and receive the services they need at the time they need them.

### What are the main impacts of this option on equality?

The robust application of sickness absence procedures will advance the equality of opportunity by supporting staff whose illness/conditions are covered by the Equalities Act (20110) to remain in employment. This will be achieved through the application of existing HR policies, which will ensure that CEC is still competent in terms disability discrimination.

### What are the main recommendations to address either the positive or negative impacts?

Application and scrutiny around the consistent application of existing HR policies (i.e. absence management).

Scrutiny/ challenge of agency and overtime usage and monitoring/ management/ scrutiny of performance information with regards to absence/ overtime/ agency.

### Sign Off (print name and position and contact details)

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## Carbon Impact Assessment Template

<b>BUDGET OPTION</b> SfC1 Reduce Expenditure on Agency Staff.				
<b>LEAD OFFICER</b> Jackie Bryceland				
To record your assessment put an <b>X</b> in the appropriate columns below.				
COUNCIL CARBON EMISSIONS	IMPACTS			NOTES
	↓	↑	↔	
WASTE to landfill			X	
BUILDINGS energy usage			X	
INFRASTRUCTURE energy usage			X	
TRANSPORT fuel consumption			X	

↓ = *anticipated decrease in emissions*

↑ = *anticipated increase in emissions*

↔ = *no change anticipated*