

Equality Impact Assessment

Before completing this EIA please ensure you have read the EIA guidance notes and other resources, available on the [intranet](#)



Version	1.0	Date Completed	23 January 2025
Description of what is being impact assessed			
<p>Carer's Leave Policy incorporating Special Care Leave</p> <p>EDDC acknowledges that the number of carers is increasing in the UK. The Carers Leave policy outlines the criteria as set out in the Carers Leave Act 2023 for taking leave and the internal supports available and external agencies that may be able to assist by providing advice and information. The policy also directs employees to the Special Care Leave Policy which provides an alternative leave arrangement for to help employees to balance work and caring responsibilities in the event of a serious or terminal illness or recovery from an operation. The policy is inclusive of all employees across the organisation who might at some point be met with caring responsibilities. The policy aims to treat everyone fairly, regardless of any protected characteristic. It seeks to ensure there are no barriers to anyone accessing these supports and making use of the policy.</p>			
Evidence			
What data/information have you used to assess how this policy/service might impact on protected groups?			
<p><i>Further information is available at Equality data and will be added to</i></p>			
Who have you consulted with to assess possible impact on protected groups and what have they told you? If you have not consulted other people, please explain why?			
<p>The policy has been written as a result of Statutory Legislation and is a day one right for employees.</p>			

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Analysis of impact on protected groups				
<p>The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. The Council also has a legal duty to have due regard to armed forces personnel when carrying out healthcare, housing and education functions. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, assess the likely outcome, before you have implemented any mitigation.</p>				
Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Age	<ul style="list-style-type: none"> The policy applies equally to all employees and is accessible regardless of age. We anticipate that a significant proportion of carers in EDDC may be older workers again due to the demographic of our employees, but caring responsibilities can come at any age. The policy is accessible to everyone 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<ul style="list-style-type: none"> The impact is likely to be positive as it supports employees to care for dependants who have disabilities or life-limiting conditions. It also recognises the impact caring responsibilities can have on the health of our employees and provides supports. 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender reassignment	<ul style="list-style-type: none"> The policy applies equally to all employees and is accessible regardless of sexual orientation. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marriage and civil partnership	<ul style="list-style-type: none"> This policy is applicable to all employees and is accessible regardless of marital status or civil partnership and no significant negative impact is identified. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Pregnancy and maternity	<ul style="list-style-type: none"> This policy is applicable to all employees and is accessible regardless of pregnancy or maternity status and no significant negative impact is identified. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race and ethnicity	<ul style="list-style-type: none"> Data from the 2021 census indicates that individuals from Pakistani, Bangladeshi and Gypsy or Irish Travellers communities are more likely to have caring responsibilities, however this policy is applicable to all employees and is accessible regardless of race and ethnicity and no significant negative impact is identified. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or belief	<ul style="list-style-type: none"> This policy is applicable to all employees and is accessible regardless of Religion or belief and no significant negative impact is identified. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	<ul style="list-style-type: none"> This policy is applicable to all employees regardless of sex. Based on data from 2021 census which indicates that women are more likely to take on caring responsibilities, with 10.4% of women caring compared to 7.6% men, we anticipate that a significant proportion of carers in EDDC maybe female but this policy is accessible to everyone equally regardless of sex. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<ul style="list-style-type: none"> The Policy applies equally to all employees and is accessible regardless of gender identities. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Armed Forces (including serving personnel, families and veterans)	<ul style="list-style-type: none"> This policy is Likely to be positive as it will supports employees with veteran dependants to provide caring responsibilities. 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Other, e.g. carers, care leavers, low income, rurality/isolation, etc.	<ul style="list-style-type: none"> The policy is likely to be positive as it allows for paid Carer's leave and is above statutory legislation requirements to reduce financial strain on employees who are already under pressure. 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative outcomes action plan Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.				
Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
If negative impacts remain, please provide an explanation below.				

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome

Completed by:	Sarah Vincent
Date:	13 March 2025
Approved by:	<i>Should be reviewed by the relevant Assistant Director/Director and signed off</i>
Date:	
To be reviewed by:	
Review date:	

Ensure that a final copy of this impact assessment is sent to HR as per the equality impact assessment guidance.