



ADUR & WORTHING
COUNCILS

Equality Impact Assessment – Out of Hours, Standby and Call Out Policy

Name of project/policy/strategy (hereafter referred to as “initiative”):

Out of Hours (OOH), Standby and Call Out Policy

Provide a brief summary (bullet points) of the aims of the initiative and main activities:

To create an Out of Hours Policy and agreed remuneration amounts to:

- ensure that the Councils’ are providing an efficient and economical OOH service
- ensure that staff are remunerated fairly and transparently
- to provide OOH services that are either a statutory requirement or could have reputation consequences for the Councils if they are not provided

Project Officer : Nick Sarjeant

Date : October 2019

Stage 1: ‘Screening’

This stage establishes whether a proposed initiative will have an impact on equality groups, (age, disability, gender, race, religion/belief, sexual orientation), or whether it is “equality neutral” (i.e. have no effect either positive or negative). So for example in the case of gender impact, consider whether men and women are affected differently.

Q.1. Who will benefit from this initiative? Is there likely to be a positive impact on specific equality groups (whether or not they are intended beneficiaries), and if so, how? Or is it clear at this stage that it will be equality “neutral”? i.e. will have no particular effect on any group.

The policy allows the organisation to manage the OOH provision in a fair and consistent way.

Currently there are inconsistent arrangements for OOH cover across the organisation with many people carrying out OOH responsibilities on the basis of goodwill and some receiving no remuneration at all.

The ultimate beneficiaries of the new policy are the residents of Adur & Worthing – as they will receive a more structured and formal OOH provision.

The policy will be applied consistently irrespective of any protected characteristic.

Q.2. Is there likely to be an adverse impact on one or more equality group as a result of this initiative? If so, who may be affected and why? Or is it clear at this stage that it will be equality “neutral”?

The policy will not have an adverse impact on any one or more equality group.

Q.3. Is the impact of the initiative - whether positive or negative - significant enough to warrant a more detailed assessment (Stage 2 - see guidance)? If not, will there be monitoring and review to assess the impact over a period of time? Briefly (bullet points) give reasons for your answer and any steps you are taking to address particular issues, including any consultation with staff or external groups/agencies.

It is not considered necessary to have a more detailed assessment. The policy is not considered to have a negative impact on any equality group. The policy will be reviewed in three years time and at this point, the equality impact assessment will also be reviewed.