



South Cambridgeshire District Council Equality Impact Assessment (EqIA)

Introduction – Please read

Equality Impact Assessments (EqIAs) allow the Council to:

- Show that the Council are meeting its legal duty, demonstrating due regard for the provisions of the [Public Sector Equality Duty](#) as below:
 - Eliminate unlawful discrimination, harassment, and victimisation
 - Advance equality of opportunity between those who share a protected characteristic and those who do not
 - Foster good relations between those who share a relevant protected characteristic and those who do not
- Methodically consider and assess the impacts of proposals across the [nine protected characteristics](#)
- Allow the Council to develop and implement high quality proposals that maximise positive outcomes for all.

EqIAs should be completed during the development and review of all Council policies, strategies, procedures, projects or functions. Where there is any doubt, the completion of an EqIA is always recommended.

When the form is completed, please send an electronic copy to equality.schemes@scambs.gov.uk. Further support and guidance available on Insite or contact the Policy and Performance Team.

Equality Impact Assessment Complete Form

Section 1: Identifying Details

- 1.1 Officer completing EqIA:
Joshua Coogan
- 1.2 Team and Service:
HR – Transformation, HR and Corporate Services
- 1.3 Title of proposal:
Pregnancy Loss Policy
- 1.4 EqIA start date:
Click or tap to enter a date.
- 1.5 Proposal implementation date:
01/09/2022
- 1.6 Who will be responsible for implementing this proposal (Officer and/or Team):
HR Team

Section 2: Proposal to be Assessed

- 2.1 Type of proposal:
Policy
If other, please specify
Click or tap here to enter text.
- 2.2 Is the proposal:
New
- 2.3 State the date of any previous equality impact assessment completed in relation to this proposal (if applicable):
Click or tap to enter a date.

2.4 What are the headline aims of the proposal and the objectives that will help to accomplish these aims? (Max 250 words)

In line with best practice and other employment law updates, to create a policy that covers pregnancy loss and to support employees experiencing it. It will also support partners, relatives, or people pursuing surrogacy or intending to acquire legal parenthood of a child.

2.5 Which of the Council's equality objectives (as detailed in the Council's Equality Scheme) does this proposal link to or help to achieve?

- Identify, prioritise and deliver actions that will narrow the gap in outcomes between disadvantaged groups and the wider community
- SCDC is an employer that values difference and recognises the strength that a diverse workforce brings.
- Protected characteristic groups have a voice and are represented in forming the future shape of the district.
- None.

2.6 Which groups or individuals will the proposal affect:

- Service Users
- Councillors
- External Stakeholders
- Other
- Employees

If other, please specify [Click or tap here to enter text](#).

2.7 Broadly speaking, how will these groups or individuals be affected? (you will be asked to provide more detail on the specific impacts on different protected characteristic groups later in the form) (max 250 words)

Providing those covered by the policy additional paid days of leave for recovery, or to support their relative/partner.

- 2.8 If any part of the proposal is being undertaken by external partners, please specify how the Council will ensure that they will meet equality standards?
(Max 250 words)
N/A

Section 3: Evidence and Data

- 3.1 Describe any work you have done (this could include consultation) to understand any effects on groups of people, including those within [9 protected characteristic groups?](#) Please list any key sources (e.g. web-search, previous versions of document, customer feedback etc) that you used to reach your conclusions.
(Max 250 words)
Consultation held with Unions and presented to Employment and Staffing Committee
- 3.2 If you have not undertaken any consultation, please detail why not, or when consultation is planned to take place.
(Max 250)
As above.

Section 4: Impact of proposal on those with protected characteristics

- 4.1 Please select all characteristics that may or will be impacted (positive or negative). When providing details of the impact please consider the following questions
- whether each impact is positive, neutral or negative
 - whether it is a high, medium or low impact. (both the number of persons affected and the severity of the impact)

- you will be asked to set out actions to manage these impacts in the following question (4.2)

All - general to all protected Characteristics.

Details: The policy applies to all employees affected by pregnancy loss, and its impact is positive as it is providing individuals with additional paid leave from work without the requirement to provide a medical certificate. This can reduce the stress employees are under at a difficult time. The policy also covers those adopting or taking on guardianship. While the policy does allow for additional paid leave, it does not require that staff experiencing a pregnancy loss do take the leave – pregnancy loss is a very individual experience, and we understand some colleagues may find being at work beneficial while others may not. We have not identified any negative impacts of the policy

Age

Details: Research suggests that the risk of pregnancy loss increased with age: [Current management of recurrent pregnancy loss - Chester - 2022 - The Obstetrician & Gynaecologist - Wiley Online Library](#). This means the policy may be slightly more utilised by older employees.

Disability

Details: Some disabilities increase a person's likelihood of pregnancy loss. This policy could benefit them with increased amount of paid leave.

Gender reassignment

Details: Click or tap here to enter text.

Marriage and Civil Partnership

Details: Click or tap here to enter text.

Pregnancy and maternity

Details: Covers individuals who are not able to get pregnant themselves, alongside individuals that can.

Race

Details: Click or tap here to enter text.



Religion and belief

Details: [Click or tap here to enter text.](#)

Sex

Details: [Click or tap here to enter text.](#)

Sexual orientation

Details: [Click or tap here to enter text.](#)

Other (socio economic, rural isolation, covid)

Details Socio-economic – additional paid non-working time to recover could benefit those who may otherwise be forced to return to work for economic reasons.

Furthermore, those in rural areas may need to attend further medical appointments, which includes travelling further distances from home, to the location.

None of the above

4.2 Considering the above impacts you have identified above, please detail any actions (specific or general) which may help to enhance or mitigate impacts.

Please include the timescale for completing the action.

Action and timescale	Officer
Health & Wellbeing page is available to support colleagues, as well as their manager and HR.	n/a
Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.

4.3 How will you monitor that the above actions have been completed and that this proposal, once implemented, is impacting fairly on everyone it affects? In answering this question, please include information about feedback you will seek and/or data you will collect and analyse, and how often you will do this

The policy is reviewed by Leadership Team and the Unions before it's published, in order to feedback or challenge anything. We record feedback from colleagues regarding policies and use this to inform future reviews of the policy.

Section 5: Summary

5.1 Briefly summarise the key findings of the EqIA and any significant equality considerations that should be taken into account when deciding how to proceed with the proposal (this section can be included within the 'equality implications' section of any committee reports). (Max. 250 words)

The policy is expected to have a low overall impact, with no negative impacts identified. The main issues may arise from consistency in relation to additional time off for partners where it's down to manager discretion, but alternatives such as flexibly working, annual leave or flexitime are specified in the policy as suitable.

5.2 Confirm the recommendation of the officer completing the EqIA:

Proceed with the proposal (with any actions identified as required within Section 4 of the EqIA). Analysis demonstrates that the proposal is robust, we have taken all appropriate opportunities to advance equality and foster good relations between groups.

Reject the proposal: Analysis demonstrates that the proposal will cause unlawful discrimination and it must be removed or changed

Section 6: Sign Off

6.1 Signature of individual completing EqIA:

J. Coogan

6.2 Date of completion:

13/02/2024



6.3 When will this proposal next be reviewed and who will this be? (when in doubt 3 years minimum)

13/02/2027

6.4 Approving officer signature *, this should be your Head of Service, Service Area Manager, or Project Sponsor:

Click or tap here to enter text.

6.5 Date of approval:

Click or tap to enter a date.

Please send the completed document to Equality.Schemes@scambs.gov.uk for publishing on the website.

**in the event that this EqIA is completed by Head of Service, then no additional approving signature is required.*