## **Equality Impact Assessment Screening Form**

this form. If		like further	guidance pl		while completing while completing with the Access to the A
	ce area and di	rectorate are	vou from?		
Service Area			<b>,</b>		
Directorate:	Resources				
Q1(a) WHAT	ARE YOU S	CREENING F	OR RELEVA	NCE?	
Service/ Function	Policy/ Procedure	Project	Strategy	Plan	Proposal
Pay Policy frameworks pay increas	s used acros	020-2021 – s the Counc covers the a	the statem cil and infor nnual regul	ms on nati	es all of the pay onally agreed irements for
Q2(a) WHAT DOES Q1a F Direct front line service delivery		RELATE TO? Indirect front line service delivery		Indirect back room service delivery	
(H)		☐ (M)		⊠ (L)	
Because they need to		TERS/CLIENT ause they ant to	Becaus automatically everyone in S	e it is provided to	On an internal basis i.e. Staff
Q3 WHAT	IS THE POT	<b>ENTIAL IMP<i>A</i></b> High Impact	ACT ON THE Medium Impact		_
Children/young Older people (50 Any other age g Disability Race (including Asylum seekers Gypsies & trave Religion or (non Sex Sexual Orientati	people (0-18) 0+) roup refugees) Ilers -)belief	(H)  (H)  (H)	(M)		(H)

Welsh Povert Carers Comm Marria	er reassignment Language cy/social exclusion s (inc. young carers) unity cohesion ge & civil partnership ancy and maternity	• D D		
Q4 Pleas	APPROACHES WII se provide details be	ENT / CONSULTATION / CL YOU UNDERTAKE? Low – either of your plar dertaking engagement		
imple		IT and Trades Unions he information is availa from last year.		
Q5(a)	) HOW VISIBLE IS T High visibility ☐(H)	HIS INITIATIVE TO THE (  Medium visibility  (M)	GENERAL PUBL Low visibili (L)	ty
(b)		ENTIAL RISK TO THE Coing impacts – legal, financ		
	High risk ☐ ( <b>H)</b>	Medium risk	Low risk ⊠ (L)	
Q6	Will this initiative has service?	nave an impact (however	minor) on any o	ther Council
	☐ Yes ⊠ N	lo If yes, please pro	vide details belo	w
Q7	HOW DID YOU SCO Please tick the relev			
MOS	TLY H and/or M ——	HIGH PRIORITY $\longrightarrow$	☐ EIA to be co	•
MOS		OW PRIORITY / → OT RELEVANT	☑ Do not com Please go to by Section 2	plete EIA Q8 followed
Q8		nat this initiative is not i explanation here. Plea ted groups.		•

The Pay Policy Statement outlines all of the different pay implementation frameworks used across the Council. There is no change to last year, except where there is nationally agreed % pay rise, which will be shown in the appendices as updated pay scales.

The Pay Structure NJC grades 1-12 has already been assessed under the EIA framework, and no assessment other than a general screening was required.

## Section 2

NB: Please email this completed form to the Access to Services Team for agreement before obtaining approval from your Head of Service. Head of Service approval is only required via email – no electronic signatures or paper copies are needed.

Screening completed by:		
Name: Linda Phillips		
Job title: Workforce and OD Business Partner		
Date: 9 March 2020		
Approval by Head of Service:		
Name: Adrian Chard		
Position: Strategic Manager HR&OD		
Date: 9 March 2020		

Please return the completed form to <u>accesstoservices@swansea.gov.uk</u>