

## Initial Equalities Impact Assessment screening form

1. Within the aims and objectives of the policy or strategy which group (s) of people has been identified as being potentially disadvantaged by your proposals? What are the equality impacts?

The proposal potentially disadvantages internal and/or external applicants from applying for the post. The impact is such that the process could be challenged either internally or externally under the Council's Constitution, Recruitment and Selection and Equalities Policy.

2. In brief, what changes are you planning to make to your current or proposed new or changed policy, strategy, procedure, project or service to minimise or eliminate the adverse equality impacts?

Please provide further details of the proposed actions, timetable for making the changes and the person(s) responsible for making the changes on the resultant action plan

No changes are proposed to the Constitution or policy documents referred to above.

3. Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please provide the rationale behind that decision.

Please note that you are required to involve disabled people in decisions that impact on them

The issues and potential risks associated with the proposed fixed-term contract extension have been discussed with officers and the Leader of the Council. They are also set out in a report to the Appointments Committee which asks for Committee approval to extend the current fixed-term contract.

4. Can the adverse impacts you identified during the initial screening be justified without making any adjustments to the existing or new policy, strategy, procedure, project or service?

Please set out the basis on which you justify making no adjustments

The issue under consideration by the Appointments Committee is a 3 year extension to a current fixed-term contract, so the 'open competition' requirements of the Recruitment and Selection Policy do not apply. However, given the nature of the role and the length of the extension that could be challenged.

5. You are legally required to monitor and review the proposed changes after implementation to check they work as planned and to screen for unexpected equality impacts.

Please provide details of how you will monitor/evaluate or review your proposals and when the review will take place

The report is focused solely on an extension to the current fixed-term contract and makes no recommendation for the post's occupancy beyond the proposed fixed-term expiry date of 31 December 2020.

Arrangements beyond this date will be subject to separate determination in accordance with the legal and Constitutional requirements on the Council.