



**Basingstoke
and Deane**

Equality Impact Assessment Validation Decision Notice

EIA Reference Number	82
Service, policy, or strategy	Paternity/Maternity Leave
Element(s) assessed	
Names of Assessors	HR Manager, Local Tax Court Officer, Customer Access Manager

Consider:

	Yes	No
Was discrimination or disadvantage identified?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Was the service promoting equality?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Could the service be improved in promoting equality?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Are the customers' needs understood and met?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Is there good evidence and/or reasoning to support the decisions on whether groups are/aren't affected?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Does the summary report properly reflect the key findings of the assessment?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Is the summary report clear and easy to understand?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
If improvements have been identified, do they reflect and deal with the key findings?	<input checked="" type="checkbox"/>	<input type="checkbox"/>

The decision is to: **Validate** **Not validate**

The reason/s for the decision are: *please give details below*

- Validation given – information correct
- Not validated – decision not to proceed as EIA incorrect
- Not validated - screening error
- Not validated – research/consultation error
- Not validated – improvement error

Signed

Designation
Corporate Director

Name
Karen Brimacombe

Date
26 May 2011

Stage 1

STAGE 1 – Briefing Note	
<i>EIA ID (Sinbad reference number)</i>	82
<i>Date of meeting</i>	9 May 2011
<i>Job Titles of assessors</i>	HR Manager, Local Tax Court Officer, Customer Access Manager

The Assessment

Legislation changes in relation to Paternity/Maternity Support Leave which applied from 1 April 2011

Assessment Findings

This is a positive change as it allows both parents to share the challenges in the first year of childcare.

Justification

Scoping/Screening to be carried out as this is an HR Policy.

Stage 6

<i>EIA ID (Sinbad reference number)</i>	82
<i>Date of assessment</i>	9 May 2011
<i>Name of assessors</i>	HR Manager, Local Tax Court Officer, Customer Access Manager

The Assessment

The changes in legislation regarding Paternity/Maternity Support were discussed by the above officers.

The Customer/Customer Group

N/A

Consultation and Research

N/A

Key Individuals and Organisations

N/A

Assessment Findings

The assessment found the changes to be positive to new parents.

Actions Arising

None