

TOOLKIT RESPONSE SUMMARY

ORGANISATION:

Perth and Kinross Council

Perth

USER: Fiona Thomson

USERS ROLE: HR Team Leader

CONTACT TEL:

INITIATIVE: Secondment guidance

RESPONSE ICON KEY

- No Response
- Don't know - it's not relevant/not applicable
- Don't know - even though it is relevant
- No - not at all true
- No - some truth, but a long way to go
- Mixed - partly true, but some way to go
- Yes - largely true, but still more to do
- Yes - completely true

MAIN SECTIONS RESPONSE SUMMARY

- Built Environment
- Climate Change
- Consumption and Production
- Culture and Recreation
- Economy
- Equality and Human Rights
- Fair and Sustainable Communities
- Health & Well-Being
- Lifelong Learning
- Natural Environment
- Transport & Connectivity

Built Environment

1 Built Environment

What impact will the proposal have on delivering a high quality, well-designed built environment?

No impact

Justification:

n/a

1.1 Historic Built Environment

What impact will the proposal have on maintaining or enhancing the character of built heritage, or a particular historical feature in the area?

No impact

1.2 Housing

What impact will the proposal have on providing a sufficient range of well-designed and affordable housing?

No impact

1.3 Placemaking

What impact will the proposal have in supporting and enhancing local distinctiveness whilst creating a "sense of place"?

No impact

Climate Change

2 Climate Change

What impact will the proposal have in tackling the causes and effects of climate change?

No impact

2.1 Adaptation & Resilience

What impact will the proposal have in helping adapt to potential changes brought about by climate change?

No impact

2.2 Mitigation & Greenhouse Gas Reduction

What impact will the proposal have in helping to mitigate greenhouse gases?

No impact

Consumption and Production

3 Consumption and Production

What impact will the proposal have in promoting more sustainable production and consumption of goods and services?

No impact

3.1 Energy

What impact will the proposal have in reducing energy consumption and promote energy efficiency?

No impact

3.2 Materials

What impact will the proposal have in minimising materials consumption and promoting more sustainable use of materials?

No Impact

3.3 Waste

What impact will the proposal have in encouraging the prevention, reduction, re-use, recovery or recycling of waste?

No Impact

Culture and Recreation

4 Culture and Recreation

What impact will the proposal have in supporting the promotion and enhancement of cultural and recreational opportunities for all?

No impact

4.1 Cultural Heritage

What impact will the proposal have in preserving, promoting and enhancing assets of local culture and heritage?

No impact

4.2 Leisure, Sport and Recreation

What impact will the proposal have in providing, encouraging and improving access to leisure, sports and recreational activities?

No impact

Economy

5 Economy

What impact will the proposal have in encouraging sustainable economic growth?

No impact

5.1 Employment & Skills

What impact will the proposal have in ensuring a wide range of jobs promoting a wide range of skills are accessible to all communities and locations?

No impact

5.2 Fairer & Greener Business

What impact will the proposal have in encouraging fair business creation and development, and contributing to the green economy?

No impact

5.3 Sustainable Tourism

What impact will the proposal have in promoting sustainable tourism for the area?

No impact

Equality and Human Rights

6 Equality and Human Rights

What impact will the proposal have towards promoting equality, fairness and inclusiveness for everyone?

 *Minor positive impact*

Justification:

The guidance applies to all employees

It provides a structured process for the management of secondments which will create a more equal opportunity and avoids the appointment of individuals without due process.

6.1 Age

What impact will the proposal have in ensuring no discrimination, directly or indirectly, against age groups of any range?

 *Minor positive impact*

Justification:

The guidance applies to all employees.

It provides a structured process for the management of secondments which will create a more equal opportunity and avoids the appointment of individuals without due process.

At this point (<12 months) there has been no significant change in the age profile of those undertaking secondments.

6.2 Disability

What impact will the proposal have in ensuring no discrimination, directly or indirectly, against people with disability?

 *Minor positive impact*

Justification:

The guidance applies to all employees

It provides a structured process for the management of secondments which will create a more equal opportunity and avoids the appointment of individuals without due process.

All advertised roles are subject to Disability Confident criteria further supporting applicants who disclose a disability.

The guidance clarifies the position on reasonable adjustments in a secondment situation

6.3 Gender Reassignment

What impact will the proposal have in ensuring no discrimination, directly or indirectly, against people who choose not to live as their birth gender?

 *Minor positive impact*


Justification:

The guidance applies to all employees

It provides a structured process for the management of secondments which will create a more equal opportunity and avoids the appointment of individuals without due process.

6.4 Human Rights

What impact will the proposal have in ensuring and promoting respect for the human rights of all?

 *No impact*

Justification:

n/a

6.5 Marriage and Civil Partnership

What impact will the proposal have in ensuring no discrimination, directly or indirectly, against married people or civil (same sex) partners?

 *No impact*

Justification:

n/a

6.6 Pregnancy and Maternity

What impact will the proposal have in ensuring no discrimination, directly or indirectly, against pregnant women or women who have recently given birth or are breastfeeding?

 *Minor positive impact*


Justification:

The guidance applies to all employees

It provides a structured process for the management of secondments which will create a more equal opportunity and avoids the appointment of individuals without due process.

6.7 Race

What impact will the proposal have in ensuring no discrimination, directly or indirectly, against any racial groups as recognised in the Equality Act 2010?

 *Minor positive impact*


Justification:

The guidance applies to all employees

It provides a structured process for the management of secondments which will create a more equal opportunity and avoids the appointment of individuals without due process.

6.8 Religion or Belief

What impact will the proposal have in ensuring no discrimination, directly or indirectly, against any religion, religious belief or philosophical belief as recognised in the Equality Act 2010 and the Courts?

 *No impact*

Justification:

n/a

6.9 Sex

What impact will the proposal have in ensuring no discrimination, directly or indirectly, against either men or women?

 *Minor positive impact*

Justification:


The guidance applies to all employees

It provides a structured process for the management of secondments which will create a more equal opportunity and avoids the appointment of individuals without due process.

Initial figures show an increase in both male and female secondments - the percentage of SJC female secondments has increased by 33%, the male secondments have increased by 14%

6.10 Sexual Orientation

What impact will the proposal have in ensuring no discrimination, directly or indirectly, against Lesbian, Gay, Bisexual (LGB) or Heterosexual/Straight people?

 *Minor positive impact*

Justification:

The guidance applies to all employees

It provides a structured process for the management of secondments which will create a more equal opportunity and avoids the appointment of individuals without due process.

Fair and Sustainable Communities

7 Community

What impact will the proposal have in promoting fairer and more sustainable communities?

No impact

7.1 Access to services

What impact will the proposal have in improving and supporting access to jobs, services and amenities for the local community?

No impact

7.2 Community Safety

What impact will the proposal have towards reducing crime, disorder and danger and support social cohesiveness?

No impact

7.3 Informed & Engaged Citizens

What impact will the proposal have in supporting local identity and citizenship, and in engaging with all members of the community in the decision-making process for the area through using VOICE?

No impact

7.4 Poverty and Social Inclusion


What impact will the proposal have in promoting reducing poverty and promoting social inclusion for all?

No impact

Health & Well-Being

8 Health and Wellbeing

What impact will the proposal have in improving health and wellbeing whilst reducing health inequality for all?

 *Minor positive impact*

Justification:

For council employees secondments offer an opportunity to improve their financial position and career prospects thereby impacting positively on their mental health

8.1 Lifestyle and Behaviour

What impact with the proposal have in addressing promoting opportunities for achieving a safer and healthier lifestyle?


 *Minor positive impact*

Justification:

by offering the opportunity for secondment an employees work life balance, personal growth and mental health could be improved - for council employees

8.2 Physical Environment

What impact will the proposal have in creating a healthier physical environment for all?

 *No impact*

8.3 Socioeconomic Environment

What impact will the proposal have in creating a healthier socioeconomic environment for all?

 *Minor positive impact*

Justification:

provides the opportunity for potential increased income for a fixed period of time for council employees

Lifelong Learning

9 Lifelong learning

What impact will the proposal have in promoting opportunities for lifelong learning?

+ *Minor positive impact*

Justification:

MA numbers in the council are small therefore impact is minimal

9.1 Education

What impact will the proposal have in providing opportunity for children and young people to improve their attainment and achievement?

+ *Minor positive impact*

Justification:

Modern Apprentices can benefit from the opportunity to undertake a secondment and to improve the likelihood of continued employment following completion of the apprenticeship

9.2 Learning

What impact will the proposal have in providing opportunity for community learning and development?

+ *Minor positive impact*

Justification:

Opportunity to second in and out of the council e.g. to partner organisations such as NHS. The guidance provides a framework to manage these situations to ensure the individual maximises the development opportunity

Natural Environment

10 Natural Environment

What impact will the proposal have in protecting and improving the natural environment within the area?

No impact

10.1 Air, Water and Land

What impact will the proposal have in protecting and enhancing the quality of air, water and land?

No impact

10.2 Biodiversity

What impact will the proposal have in protecting, enhancing and managing biodiversity?

No impact

10.3 Historic Natural Environment

What impact will the proposal have in protecting, enhancing and managing the local historic natural environment?

No impact

10.4 Landscape, Geology and Soils

What impact will the proposal have in protecting, enhancing and managing the natural landscape, geology and soils?

No impact

Transport & Connectivity

11 Transport and Connectivity

What impact will the proposal have in providing accessible and appropriate transport services and communications?

No impact

11.1 Accessibility and Digital Connectivity

What impact will the proposal have in promoting accessibility and digital connectivity, and reducing the need to travel?

No impact

11.2 Sustainable Transport & Active Travel

What impact will the proposal have in supporting and encouraging the provision of sustainable modes of transport?

No impact