

EQUALITY IMPACT ASSESSMENT (EQIA) TO ACCOMPANY AN APPLICATION FOR A RECRUITMENT AND RETENTION PREMIUM OR AN APPLICATION TO RENEW A RECRUITMENT AND RETENTION PREMIUM (RRP)

NHS Board	Scottish Ambulance Service (Aberdeen workshops)
Post Title	Master craftsperson (4) and Fleet maintenance Manager (1)
Post Pay Band	4@band 5 and 1 @band 6
Number of Posts Covered	5
Short or Long Term RRP	Long
Suggested Value of RRP	
EQIA Carried Out By	
Briefly describe the RRP being applied for, the reasons for the application and the intended benefits:	
<p>To ensure we retain the skilled staff at our Aberdeen workshop. This is a renewal application for the (RRP) The retention premium has had an effect that retains staff since its introduction and we have not had staff leaving to go elsewhere since its introduction.</p>	

The General Duty of the Equality Act 2010 requires that you have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between different groups; and
- foster good relations between different groups.

In fulfilling the above requirements, you should consider the Positive Impact, Negative / Adverse Impact or Neutral Impact in respect of key “protected characteristics” and record the results on the table provided.

What impact do you expect the RRP to have on the following “protected characteristics”?	Positive	Adverse/ Negative	Neutral	<p style="text-align: center;">Comments</p> Provide any evidence that supports your answer for positive, negative or neutral.
Age			X	It applies to current staff with different ages, and this has not changed since the introduction of the RRP.
Sex (male/female)			X	All staff in this group are male (5). Should there be a requirement to fill any vacancies going forward the RRP will help to attract both male and female applicants and those who share other protected characteristics. The equality profile of applicants is not taken into account during the recruitment and selection process to ensure equality of opportunity for all. Unless an applicant advises they have a disability and would like to be considered under the Disability Confident – Job Interview Guarantee initiative.
Disability (incl. physical/ sensory problems, learning difficulties, communication needs; cognitive impairment)			X	Nil out of (5)
Gender Reassignment			X	Nil out of (5)
Marriage and Civil partnership			X	Unknown
Pregnancy and Maternity			X	Nil out of (5)
Race/Ethnicity			X	White Scottish / White British
Religion/Faith			X	Unknown
Sexual orientation			X	Unknown
Socio economic impact	X			The RRP assists with the retention of staff and provides opportunity for development through enhancing skills during

				<p>continuous service with SAS. With the introduction of new vehicles and the need to build on these skills e.g. new hybrid and electric vehicles there is a continuing need for additional skills training. This is a small team and there is opportunity to progress from Master Craft Person to Fleet Maintenance Manager.</p> <p>The RRP makes salaries competitive and therefore attractive to potential candidates across all protected characteristics.</p>
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- For each of the equality characteristics, you should provide statistics on the makeup of the workforce you are seeking to target, where known.
- Add additional lines, as necessary, for any other characteristics you feel are relevant to the equality issues surrounding this RRP.

<p>Please use this space to set out how you plan to address any Adverse / Negative impacts identified by you assessment:</p> <p>No negative impact identified.</p>
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<p>Signature of Chief Executive:</p> <hr/> <p>Signature of Employee Director:</p> <hr/>

Date: 12 / 04 / 2021