

SECTION 75 EQUALITY AND GOOD RELATIONS

**CONSULTATION ON SCREENING OF POLICIES
October 2015 to December 2015**

Name of Policy	Aim/Purpose of Policy	New or Revised Policy	Date of Screening	Recommendation
Provision of Memorials Policy	<p>To confirm that, from November 2015, only trees can be provided by members of the public to commemorate the memory of a loved one.</p> <p>To provide a consistent approach to the provision of Memorial Trees.</p> <p>To ensure the design and siting of Memorial Trees is consistent with the public interest, conserves the natural environment and cultural character of Council's Open Spaces.</p> <p>To ensure that the placement of any Memorial Tree is proportionate to the surroundings and does not provide a safety risk now or in the future</p>	New	17.11.15	Screened out for EQIA without mitigation.
Draft Charging Structure for Published Information	<p>This policy outlines the fees and charges which can be applied in relation to requests for access to information under the following legislation:</p> <ul style="list-style-type: none"> • The Data Protection Act 1998 • The Freedom of Information Act 2000 (FOIA) • The Environmental Information Regulations 2004 (EIRs) 	New	13.10.15	Screened out for EQIA without mitigation.

Redeployment Policy	<p>The policy aims to ensure that the management of any restructuring process will be undertaken fairly and effectively, providing a redeployment process and managing redundancy processes which ensures that: -</p> <ul style="list-style-type: none"> • Employees affected are treated fairly, sensitively and consistently; • There is full and open communication throughout the period of reorganisation; • There is regular consultation with employees and Trade Unions; • The process is carried out objectively to meet business and operational needs; • Measures are taken to avoid, mitigate or reduce the adverse effects of change. 	New	13.10.15	Screened out for EQIA without mitigation.
Statutory and Mandatory Training Policy	<p>This policy sets out the definition for statutory and mandatory training and the arrangements that are in place to ensure the Council meets its obligations in this respect. It outlines the objectives, definition and background of the policy, roles and responsibilities, implementation and review of the policy.</p>	New	13.10.15	Screened out for EQIA without mitigation.
Workplace Violence, Lone Working and Personal Safety Policy	<p>This Policy Directive has been developed by the Health and Safety Officers and is related to employee safety. The policy focuses on three specific issues, namely:-</p> <ul style="list-style-type: none"> • lone working, • workplace violence and • personal safety. <p>It also provides guidance to managers and employees on how to manage each of them respectively.</p>	New	10.8.15	Screened out for EQIA without mitigation.

Pay Protection Policy	This policy sets out the practice which applies in Council which aims to support successful organisational change by providing for employees' contractual pay to be protected where it is reduced as a result of organisational restructuring.	New	10.8.15	Screened out for EQIA without mitigation.
Job Evaluation Framework	This Framework has been drawn up locally to provide procedures and guidance where an employee whose post has been evaluated in accordance with the GLPC (Greater London Provincial Council) Job Evaluation Scheme wishes the grading to be reviewed.	New	10.8.15	Screened out for EQIA without mitigation.