

SUMMARY SHEET

SUMMARY OF IMPACT ASSESSMENT (IA)

| | | | |
|--------------|---------------------------------|----------------------------|----------------------------------|
| Policy | Prevention of Sexual Harassment | Date of IA | March 2025 |
| Lead service | Human Resources | Contact person for process | Karen Jones - Trainee HR Officer |

Names & Job Titles of those involved in process

| | |
|----------------------------------|--|
| Karen Jones - Trainee HR Officer | Helen Pedley – HR Officer |
| Eryn Porteous – HR Officer | Eleanor Havenhand – Pensions Assistant |

Summary of IA

The Council is required to publish the findings and results of all IAs conducted. The publication should include a summary of the following:

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|---|---|
| <p>Research and data (section 3) What was used to assess the impact of the policy and a summary of the findings? Who was involved and consulted during the assessment stage? What were the findings from the consultation and how was this information used to develop the policy?</p> | <p>Employer 8-step guide: Preventing sexual harassment at work EHRC Government Sexual Harassment Survey</p> |
| <p>Impact Assessment (section 4) From the summary table at number 32 list the impacts.</p> | <p>Positive Impact(s) – 8 (Age, Disability, Sex, Gender reassignment and Transgender, Race, Religion or belief, Sexual orientation and Human Rights) No Impact(s) – 11 (Marriage and Civil Partnership, Pregnancy and Maternity, Children’s Rights, Care Experienced Young People, British Sign Language Users, Armed Forces and Veterans, Health and Wellbeing and Health Inequalities, Poverty, Economic and Social Sustainability, Consumer Duty, Environmental Sustainability, Climate Change and Energy Management) Negative Impact(s) – 0</p> |

Summary of actions arising from the Impact Assessment

Transfer details from table at number 33

| Actions | Responsibility | Timescale |
|----------------|-----------------------|------------------|
| N/A | | |
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