

Equality Impact Assessment Summary

Name of policy, function or service

Employee Benefits package

Purpose and aim(s) of the policy, function or service

To provide a package of optional, non-cash benefits for everyone who works for the Commission, in order to support employees and help them gain maximum value from their remuneration.

Who will benefit mainly from this policy, function or service?

All employee benefits are available to all employees. The package will benefit any member of staff who is willing to take advantage of the benefits offered and who qualifies under HMRC rules.

Information and Data (evidence) used

HR undertook a review of the existing package of employee benefits in 2008. The review included analysis of the take-up of the existing benefits package, consultation meetings with staff around the country, an open invitation to all staff to send in any thoughts, ideas, comments or suggestions, research into the benefits offered by other employers and a survey to investigate the popularity of the most likely looking benefits.

Summary of Impact

Analysis of the take-up showed that females and part-time staff were more likely to select the optional benefits than males and full-time staff.

Analysis of those who responded to the survey (15.5% of the workforce) demonstrated that respondents fairly represented the workforce generally, with the exception of employees with a disability, where the number of respondents equated to 75% of the FC's employees who have declared a disability. The information analysis demonstrated that employees valued certain types of benefits and did not value others.

Monitoring/Evaluation

A record of the number of employees selecting each of the benefits offered will be maintained.

Further Information