

Equality Impact Assessment (supporting guidance available)

Summary

Name of Policy or practice	Maternity policy		
New Policy or Revision	Revision		
Policy Owner (role)	Head of Human Resources		
Date Policy Owner Confirmed Completion	October 2024		
Agreed Schedule Review Date	October 2027	Additional review date (Action review date)	

Action Plan

This section is completed at the end of the Equality Impact Assessment. Due to the importance of embedding equality in SQA through our actions the Action Plan will be the focus and record of ongoing actions.

Explain how you will monitor and record the actual impact on equality groups, including how the evidence can be revisited to measure the actual impact.

Identified Actions	General Equality Duty	Owner	Date	Comment & Review
SQA will consider the collection of care experience data to determine any disproportionate impact on this priority group.	SQA treats this as a protected characteristic under our Corporate Parenting duty and recognises that this is not covered by the Equality Act 2010.	Reward Advisor, People Reward & Equalities and Data Analyst, People Analytics, Governance & Systems		Collation of care experience data will be considered post move to the new organisation – post Autumn 2025.

Policy Aims

What is the rationale for this policy or practice?
<p>The stated aims of SQA's Maternity policy are to:</p> <p>Set out colleague's rights and responsibilities if they are pregnant, expecting a baby or have recently given birth.</p> <p>The policy recognises that colleagues may not identify with the term 'maternity', so it has added the term 'pregnant parent' into the documents to ensure / promote inclusivity. However, for simplicity, and in line with legislation, the term 'maternity' is still used in this policy and in SQA forms and system. (This term includes all pregnant parents.)</p> <p>For colleagues having a new child by adopting or through a surrogacy arrangement, entitlements are set out in our Adoption policy.</p> <p>The policy refers to protected employment rights whilst on maternity leave including:</p> <ul style="list-style-type: none">• pay awards• accrual of annual and public holiday leave• return to work
What evidence is there to support the implementation or development of this policy or practice?
<p>There are a number of key pieces of legislation that cover maternity related issues and that SQA's Maternity policy implements (or exceeds). These include Employment Rights Act 1996, The Maternity and Parental Leave etc Regulations 1999, Public Health Act 1936, and Health and Safety at Work Act 1974.</p>
What are the aims of this policy or practice?
<p>As previously stated, the aims of this policy are to:</p> <p>Set out colleague's rights and responsibilities if they are pregnant, expecting a baby or have recently given birth.</p>

The policy itself is divided in two discrete sections:

Policy Structure:

1: Part A – Policy detail.

2: Part B – Procedures for SQA managers / employees to follow.

The following SQA policies are also related to the Maternity policy:

- Adoption leave
- Attendance Management
- Flexible Working
- Paternity
- Shared Parental Leave
- Staff Leave

How is the content of these aims relevant to equality groups?

The policy is aimed at one particular equality group – essentially SQA employees who are pregnant, expecting a baby or have recently given birth. It is unlikely to have any significant impact on other SQA employees who do not share this particular ‘protected characteristic’

Evidence, Consultation and Engagement

What stakeholders have you engaged with in the development of this policy or practice?

As this is an internal policy, SQA has asked for feedback from internal employee network groups in relation to equality impacts groups. These employee network groups include:

- ACE (Appreciate Culture and Ethnicity) Network.
- SQA Disability Network.
- SQA Rainbow Network.
- Women's Network.

Evidence of Stakeholder Engagement:

Evidence of all meeting minutes, actions and consultation undertaken with the PRG group (including Equality considerations in respect of all policies, activities and functions) is detailed on a dedicated SQA shared resources site.

What evidence about equality groups do you have to support this assessment?

Age

Table 1.1: Age

Age bracket	2019 no	2019 %	2020 no	2020 %	2021 no	2021 %	2022 no	2022 %	Variance no	Variance %
16–24	59	6.32%	50	5.27%	49	4.93%	36	3.47%	-23	-2.85%
25–29	65	6.97%	60	6.32%	73	7.35%	105	10.14%	40	3.17%
30–34	123	13.18%	109	11.49%	96	9.67%	95	9.17%	-28	-4.01%
35–39	131	14.04%	145	15.28%	146	14.70%	144	13.90%	13	-0.14%
40–44	129	13.83%	135	14.23%	146	14.70%	150	14.48%	21	0.65%
45–49	116	12.43%	105	11.06%	113	11.38%	124	11.97%	8	-0.46%
50–54	125	13.40%	141	14.86%	131	13.19%	126	12.16%	1	-1.24%
55–59	119	12.75%	117	12.33%	122	12.29%	122	11.78%	3	-0.98%
60–64	53	5.68%	72	7.59%	81	8.16%	102	9.85%	49	4.16%
65+	13	1.39%	15	1.58%	36	3.63%	32	3.09%	19	1.70%
Total	933	100.00%	949	100.00%	993	100.00%	1036	100.00%	103	11.04%

Table 1.1 shows the age profile of the organisation from 2019 to 2022

Source: SQA Workforce Equality Monitoring Report 2021-23

[Equalities: SQA workforce monitoring report 2021-23](#)

Disability

Table 3.1: Disability

Disability	2019 number	2019 %	2020 number	2020 %	2021 number	2021 %	2022 number	2022 %	Variance number	Variance %
No	417	44.69%	651	68.60%	683	68.78%	697	67.28%	280	22.59%
Not Specified	444	47.59%	152	16.02%	152	15.31%	184	17.76%	-260	-29.83%
Prefer not to say	21	2.25%	68	7.17%	76	7.65%	72	6.95%	51	4.70%
Yes	51	5.47%	78	8.22%	82	8.26%	83	8.01%	32	2.54%
Total	933	100.00%	949	100.00%	993	100.00%	1036	100.00%	103	0.00%

Source: SQA Workforce Equality Monitoring Report 2021-23

[Equalities: SQA workforce monitoring report 2021-23](#)

Table 3.1 shows the composition of the disability self-reporting categories for the period from 2019 to 2022.

Of those staff who have declared a disability, females made up 58.54% (2021) and 53.01% (2022) of the population, and males 41.46% (2021) and 46.99% (2022). Due to the low number of staff declaring a disability within SQA we are unable to publish further intersectional data in relation to disability and other protected characteristics.

Race

Table 7.1: Race

Ethnicity	2019 number	2019%	2020 number	2020%	2021 number	2021%	2022 number	2022%
African, Scottish African or British African	< 5	< 0.54%	< 5	< 0.53%	< 5	< 0.50%	<5	<0.48%
Asian, Scottish Asian or British Asian	13	1.39%	20	2.11%	24	2.42%	25	2.41%
Caribbean or Black	< 5	< 0.54%	< 5	< 0.53%	< 5	< 0.50%	< 5	< 0.48%
Mixed or multiple ethnic group	< 5	< 0.54%	< 5	< 0.53%	< 5	< 0.50%	< 5	< 0.48%
Not specified	383	41.05%	123	12.96%	101	10.17%	122	11.78%
Other ethnic group	< 5	< 0.54%	< 5	< 0.53%	< 5	< 0.50%	< 5	< 0.48%
Prefer not to say	10	1.07%	33	3.48%	34	3.42%	30	2.90%
White	523	56.06%	763	80.40%	825	83.08%	849	81.95%

Source: SQA Workforce Equality Monitoring Report 2021-23

[Equalities: SQA workforce monitoring report 2021-23](#)

Table 7.1 shows the ethnic minority background of staff within the organisation for the period from 2019 to 2022

Just under 3.50% staff declared they were from an ethnic minority background in both 2021 (3.32%) and 2022 (3.38%). However, it is encouraging to note that the percentage of staff declaring they are from an ethnic minority background has increased overall by 3.97% between 2019 and 2022. The percentage of staff within each ethnic minority category has remained relatively stable over the last three years.

Religion or Belief

Table 8.1: Religion or belief

Religion or belief	2019 number	2019%	2020 number	2020%	2021 number	2021%	2022 number	2022%
Another religion or body	< 5	< 0.54%	< 5	< 0.53%	6	0.60%	6	0.58%
Buddhist	< 5	< 0.54%	< 5	< 0.53%	< 5	< 0.50%	< 5	< 0.48%
Church of Scotland	91	9.75%	122	12.86%	127	12.79%	125	12.07%
Hindu	< 5	< 0.54%	< 5	< 0.53%	7	0.70%	8	0.77%
Jewish	< 5	< 0.54%	< 5	< 0.53%	< 5	< 0.50%	< 5	< 0.48%
Muslim	7	0.75%	11	1.16%	10	1.01%	11	1.06%
None	286	30.65%	421	44.36%	462	46.53%	489	47.20%
Not specified	405	43.41%	126	13.28%	102	10.27%	123	11.87%
Other Christian	26	2.79%	43	4.53%	44	4.43%	44	4.25%
Prefer not to say	35	3.75%	98	10.33%	103	10.37%	103	9.94%
Roman Catholic	76	8.15%	118	12.43%	129	12.99%	123	11.87%
Sikh	< 5	< 0.54%	< 5	< 0.53%	< 5	< 0.50%	< 5	< 0.48%

Table 8.1 shows the religion, belief or non-belief status of staff within the organisation for the period from 2019 to 2022.

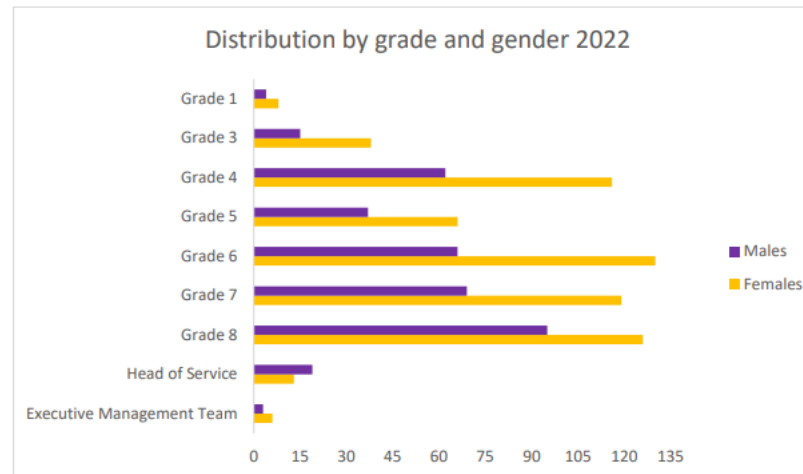
Source: SQA Workforce Equality Monitoring Report 2021-23

[Equalities: SQA workforce monitoring report 2021-23](#)

Sex

Gender

Distribution by grade and gender of SQA grade 1 – EMT



Source: SQA Summary of Equal Pay Audit 2023

[Scottish Qualifications Authority \(sqa.org.uk\)](https://www.sqa.org.uk/)

The majority of the 2.9 million lone-parent families in 2022 were headed by a lone mother (2.5 million, 84%)

Source: <https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/families/bulletins/familiesandhouseholds/2022>

59% of unpaid carers are women (Census 2021). Women are more likely to become carers and to provide more hours of unpaid care than men. More women than men provide high intensity care at ages when they would expect to be in paid work (Petrillo and Bennett, 2022)

Source: Carers UK

There are 1.25 million sandwich carers in the UK. These are people caring for an older relative as well as bringing up a family. 68% (850,743) are women.

Source: <https://www.ageuk.org.uk/our-impact/campaigning/care-in-crisis/breaking-point-report/>

Sexual Orientation	Table 10.1: Sexual orientation								
	Sexual Orientation	2019 number	2019%	2020 number	2020%	2021 number	2021%	2022 number	2022%
	Bisexual	9	0.96%	12	1.26%	15	1.51%	16	1.54%
	Gay man	13	1.39%	20	2.11%	21	2.11%	23	2.22%
	Gay woman / lesbian	9	0.96%	10	1.05%	12	1.21%	12	1.16%
	Heterosexual / straight	431	46.20%	670	70.60%	700	70.49%	702	67.76%
	In another way	< 5	< 0.54%	< 5	< 0.53%	< 5	< 0.50%	< 5	< 0.48%
	Not specified	< 5	< 0.54%	< 5	< 0.53%	156	15.71%	189	18.24%
	Not sure	26	2.79%	76	8.01%	< 5	< 0.50%	< 5	< 0.48%
	Prefer not to say	443	47.48%	158	16.65%	84	8.46%	88	8.49%
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Table 10.1 shows the composition of staff sexual orientation within the organisation for the period 2019 to 2022.									
Source: SQA Workforce Equality Monitoring Report 2021-23									
Equalities: SQA workforce monitoring report 2021-23									
Gender Re-assignment (Gender identity and transgender)	Due to the low number of staff reporting as transgender or describing their gender identity ‘in another way’, we are unable to publish further data in relation to gender re-assignment or gender identity. This data is, however, monitored internally.								

Marriage/Civil Partnership

Table 5.1: Relationship status

Relationship status	2019 number	2019 %	2020 number	2020 %	2021 number	2021 %	2022 number	2022 %
Civil Partnership	7	0.75%	7	0.74%	8	0.81%	9	0.87%
Co-habiting/in a relationship	80	8.57%	112	11.80%	122	12.29%	122	11.78%
Divorced/Dissolved Civil Partnership	14	1.50%	16	1.69%	17	1.71%	19	1.83%
Married	265	28.40%	370	38.99%	425	42.80%	416	40.15%
Married/Civil Partnership	8	0.86%	12	1.26%	14	1.41%	16	1.54%
Not Specified	407	43.62%	179	18.86%	102	10.27%	127	12.26%
Other	< 5	< 0.54%	< 5	< 0.53%	7	0.70%	9	0.87%
Prefer not to say	18	1.93%	49	5.16%	55	5.54%	59	5.69%
Separated	6	0.64%	12	1.26%	12	1.21%	13	1.25%
Single	122	13.08%	183	19.28%	224	22.56%	239	23.07%
Widowed/surviving partner from Civil Partnership	< 5	< 0.54%	6	0.63%	7	0.70%	7	0.68%

Table 5.1 shows the marriage and civil partnership status of staff within the organisation for the period from 2019 to 2022.

Source: SQA Workforce Equality Monitoring Report 2021-23

[Equalities: SQA workforce monitoring report 2021-23](#)

Pregnancy / Maternity

Table 6.1: Pregnancy and maternity

Pregnancy and maternity	2019 number	2019 %	2020 number	2020 %	2021 number	2021 %	2022 number	2022 %
Contract ended as planned					1	3.33%		0.00%
Due to return to work					0	0.00%	11	40.00%
Resigned					0	0.00%	1	4.00%
Returned to work	20	100.00%	10	100.00%	29	96.67%	14	56.00%
Total	20	100.00%	10	100.00%	30	100.00%	26	100.00%

	<p>Table 6.1 details the number of staff who have taken maternity leave, whether they are still on maternity leave (due to return to work), have returned to work following maternity leave, resigned following maternity leave, or their fixed-term contract ended (contract ended as planned).</p> <p>Source: SQA Workforce Equality Monitoring Report 2021-23 Equalities: SQA workforce monitoring report 2021-23</p>
Care experience (where relevant)	SQA does not currently collect care experience data.

Impact and Opportunities for Action

The impact that a policy or practice has on an equality group may be different and this requires to be recorded. The impact may not always be negative. Actions are taken to address any differential impact, and include actions to mitigate against any negative impact, to advance equality and to foster good relations between groups.

Each section contains questions for each equality group. These questions are here to support consideration; however, you can provide further detail. Focus initially on the equality groups that would be affected by this policy. If you do not consider that certain equality groups would be affected by this policy, you may leave these sections.

Protected Characteristic	General Equality Duty
Age	<p>Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010</p> <p>This policy provides clear guidance for SQA employees who are pregnant, expecting a baby or have recently given birth. For workers meeting this criteria, the policy should generally have a positive on impact on people of all ages.</p> <p>We do however acknowledge that statistically, younger women are more likely to have children than older women. (The average age at which a woman became a mother in 2021 was 31. Reports also indicate that for the first time since records began, half of women in England and Wales have not had any children by the time they reach the age of 30. (Source Office for National Statistics ons)</p> <p>In 2022, a total of 2.5% of colleagues in SQA were pregnant - 26 people. While these colleagues are not spread evenly across the full age demographic of the SQA population, access to the policy and its benefits are not, in any way, restricted by age.</p> <p>It is widely considered that older pregnant employees may have more health concerns and challenges while pregnant however we are satisfied that support is provided under SQA's Maternity policy along with SQA Attendance Management Policy.</p> <p>Conclusion: Probable Positive Impact.</p>

	Advance equality of opportunity
	As stated above, access to the policy is not restricted by SQA on Age grounds, it is equal available to all those who seek use of this policy - irrespective of age. The different levels of take up of the benefits in this policy by different age groups is not something that SQA can reasonably expect to change.
	There is no evidence to indicate that this policy currently fosters good relations between employees of different ages. No further recommendations are made in respect of this.
Protected Characteristic	General Equality Duty
Disability	<p>Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010</p> <p>This policy provides clear guidance for SQA employees who are pregnant, expecting a baby or have recently given birth. For workers meeting this criteria, the policy should generally have a positive on impact on people who have / do not have a disability. of all ages.</p> <p>In 2022 SQA 8.1% of SQA's workforce declared they have a disability. We acknowledge that this policy may present a barrier for disabled employees in the form of accessibility or greater difficulties following policy and procedure. However, support and guidance are available for all employees from HR Shared Service, as it is for all SQA policies and procedures.</p> <p>It considered that employees with a disability may face greater challenges and poorer health while pregnant compared to non-disabled pregnant employees. We are satisfied that SQA Maternity and Attendance Management Policies treat disabled pregnant employees positively. We conclude that the policy itself, does not discriminate against employees who have a disability.</p> <p>Conclusion: Probable Positive Impact.</p>

	Advance equality of opportunity
	<p>As previously advised, the aim of this policy is to allow pregnant parents to be clear on their rights and responsibilities if they are pregnant, expecting a baby or have recently given birth.</p> <p>There may, in some cases of disability, be the need for additional time away from work during pregnancy, before maternity leave, and this policy positively protects the right of the pregnant parent and child regardless of any of the 'Protected Characteristics'.</p>
	Foster good relations
	Outcomes of the policy should continue to be monitored for any trends that suggests employees may be disadvantaged directly or indirectly as a result of their disability.
Protected Characteristic	General Equality Duty
Race	<p>Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010</p> <p>This policy provides clear guidance for SQA employees who are pregnant, expecting a baby or have recently given birth. For workers meeting this criteria, the policy should generally have a positive on impact on people of all Races / Ethnicities.</p> <p>The Maternity policy can be accessed by all SQA colleagues regardless of their Race / Ethnicity.</p> <p>SQA records maternity leave by Race / Ethnicity, but this data is not published due to low numbers. (26 SQA employees took maternity leave during 2022.)</p> <p>The policy itself aims to positively ensure that there are no discrepancies between time or financial cover policy on the ground of Race / Ethnicity and that all pregnant parents are treated equally.</p> <p>Conclusion: Probable Positive Impact.</p>

	Advance equality of opportunity
	<p>All SQA employees of all Races / Ethnicities are entitled to use, access and be subjected to the Maternity policy.</p> <p>There is no empirical evidence to indicate that this policy affects employees differently or less favourably, on the grounds of their Race or Ethnicity.</p>
	Foster good relations
	<p>As previously stated, the Maternity policy can be accessed by all SQA colleagues regardless of their Race / Ethnicity.</p> <p>There is no evidence to indicate that this policy currently fosters good relations between employees of different Race or Ethnicity. (See previous recommendation.)</p>
Protected Characteristic	General Equality Duty
Religion or Belief	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	<p>The Maternity policy can be utilised by all SQA employees who are seen as the pregnant parent regardless of Religion or Belief. The policy positively ensures paid leave for some of your maternity leave to the pregnant parent.</p> <p>We can identify no reasonable risks to indicate how or why this policy could disproportionately impact a person on the grounds of this 'protected characteristic'.</p> <p>Conclusion: Probable Neutral Impact.</p>
	Advance equality of opportunity
	<p>All SQA employees from all Religions / Beliefs are entitled to use, access and be subjected to <i>the</i> Maternity policy. There is no empirical evidence to indicate that this policy affects employees differently or less favourably, on the grounds of their Religion or Philosophical Belief System.</p>

	Foster good relations																																																					
	There is no evidence to indicate that this policy currently fosters good relations between employees of different religions or beliefs. No further recommendations are made in respect of this at this stage.																																																					
Protected Characteristic	General Equality Duty																																																					
Sex	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010																																																					
	<p>As previously stated, this policy provides clear guidance for SQA employees who are pregnant, expecting a baby or have recently given birth. On balance, workers meeting this criteria are likely to be female and the policy is not generally applicable to males. (A reminder that separate policies exist in SQA for Paternity, Parental and Shared Parental leave).</p> <p>While the policy does therefore technically discriminate against men, we conclude this is perfectly capable of being justified in meeting the legitimate aims of this policy. The policy should have a positive impact on women.</p> <p>A greater number of SQA employees overall are female – 62.16 % female versus 37.84% male.</p> <p>Table 9.1: Sex</p> <table><tr><th>Sex</th><th>2019 number</th><th>2019 %</th><th>2020 number</th><th>2020 %</th><th>2021 number</th><th>2021%</th><th>2022 number</th><th>2022 %</th><th>Variance number</th><th>Variance %</th></tr><tr><td>Female</td><td>571</td><td>61.20%</td><td>585</td><td>61.64%</td><td>618</td><td>62.24%</td><td>644</td><td>62.16%</td><td>73</td><td>0.96%</td></tr><tr><td>Male</td><td>362</td><td>38.80%</td><td>364</td><td>38.36%</td><td>375</td><td>37.76%</td><td>392</td><td>37.84%</td><td>30</td><td>-0.96%</td></tr><tr><td>SQA</td><td>933</td><td>100.00%</td><td>949</td><td>100.00%</td><td>993</td><td>100.00%</td><td>1036</td><td>100.00%</td><td>103</td><td>0.00%</td></tr></table> <p>Source: SQA Workforce Equality Monitoring Report 2021-23</p> <p>Equalities: SQA workforce monitoring report 2021-23</p>										Sex	2019 number	2019 %	2020 number	2020 %	2021 number	2021%	2022 number	2022 %	Variance number	Variance %	Female	571	61.20%	585	61.64%	618	62.24%	644	62.16%	73	0.96%	Male	362	38.80%	364	38.36%	375	37.76%	392	37.84%	30	-0.96%	SQA	933	100.00%	949	100.00%	993	100.00%	1036	100.00%	103	0.00%
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	<p>Conclusion: Probable Negative Impact is recorded for men which is capable of being justified.</p> <p>Conclusion: Probable Positive Impact for Women.</p>
	Advance equality of opportunity
	All SQA employees who are pregnant parents are entitled to use, access and be subjected to the Maternity policy.
	Foster good relations
	<p>In SQA the Women's network 'provides a welcoming space for women across the organisation.</p> <p>Through open meetings and events there are opportunities to get to know one another, offer and receive support, and influence SQA policy development in areas of equality and inclusion. This network is exploring exciting developments such as informal mentoring and liaising with other staff networks.</p>
Protected Characteristic	General Equality Duty
Sexual Orientation	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	<p>We conclude there is no evidence to suggest that this policy may impact directly on people of different Sexual Orientations, and we can identify no reasonable risks to indicate how or why this policy could disproportionately impact a person on the grounds of this 'protected characteristic'.</p> <p>Conclusion: Probable Neutral Impact.</p>
	Advance equality of opportunity
	All SQA employees are entitled to use, access and be subjected to the Maternity policy and there is no evidence to indicate that this policy could affect employees differently or less favourably, on the grounds of their Sexual Orientation.

	Foster good relations
	There is no evidence to indicate that this policy currently fosters good relations between employees of different sexual orientations.
Protected Characteristic	General Equality Duty
Gender Re-assignment (Gender identity and transgender)	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	We conclude there is evidence to suggest that this policy may positively impact directly on people of different Gender Identities or who are Lesbian, Gay, Bisexual, Transgender (LGBT+) status by ensuring / promoting inclusivity by referring to 'the pregnant parent'. We can identify no reasonable risks to indicate how or why this policy could disproportionately impact a person on the grounds of this 'protected characteristic'.
	Conclusion: Positive Impact.
	Advance equality of opportunity
	All SQA employees are entitled to use, access and be subjected to the Maternity policy and there is no evidence to indicate that this policy could affect employees differently or less favourably, on the grounds of their Gender Identity. However, the inclusive language included in the policy advances equality of opportunity.
	Foster good relations
	There is no evidence to indicate that this policy currently fosters good relations between people of different Gender Identities.
Protected Characteristic	General Equality Duty
Marriage/Civil Partnership	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	We conclude there is no evidence to suggest that this policy may impact directly / indirectly on people who are Married or in a Civil Partnership and therefore make no further recommendations in this area.

	Conclusion: Probable Neutral Impact.
	Advance equality of opportunity
	All SQA employees are entitled to use, access and be subjected to the Maternity policy and there is no evidence to indicate that this policy could affect employees differently or less favourably, on the grounds of their Marital Status.
	Foster good relations
	<p>There is no evidence to indicate that this policy currently fosters good relations between employees of different Marital Status.</p> <p>No further recommendations are made in respect of this in relation to this policy.</p>
Protected Characteristic	General Equality Duty
Pregnancy / Maternity	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
	<p>This policy is fundamentally designed to support employees who are pregnant. It is designed to provide clear guidance for SQA employees who are pregnant, expecting a baby or have recently given birth. For workers meeting this criteria, the policy should generally have a positive on impact on people.</p> <p>The policy includes a number of 'proactive' i.e. not necessarily statutory sections - all designed to provide support to relevant SQA employees this includes:</p> <ul style="list-style-type: none"> • If you are having a difficult pregnancy • Keeping in touch arrangements • Pension rights • Breastfeeding procedures upon return to work
	Conclusion: Positive Impact.
	Advance equality of opportunity

	<p>All SQA employees are entitled to use, access and be subjected to the Maternity policy and there is no evidence to indicate that this policy could affect employees differently or less favourably, on the grounds of Pregnancy/Maternity.</p> <p>We acknowledge that our enhanced pay beyond statutory entitlement, which is open to all pregnant parents, SQA provides positive inclusion with this policy.</p>
	Foster good relations
	<p>There is no evidence to indicate that this policy currently fosters good relations between employees that are Pregnant or on Maternity.</p>
Considered by SQA	General Equality Duty
Care experience (where relevant)	<p>Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010</p>
	<p>While there is currently no evidence to suggest that Care Experienced colleagues are placed at a disadvantage compared to other colleagues, it is recommended that data is collected and an analysis, by care experience, be performed of the 'lifecycle' of colleagues to identify any adverse trends and consider what support for growth and performance is needed.</p>
	Advance equality of opportunity
	<p>All SQA employees are entitled to use, access and be subjected to the Maternity policy and there is no evidence to indicate that this scheme could affect employees differently or less favourably on the grounds of care experience. The absence of evidence should be rectified, if possible, by collection of data relating to care experience.</p>
	Foster good relations
	<p>There is no evidence to indicate that the Maternity policy currently fosters good relations between employees that are Care Experienced.</p>