

EIA Summary Report

Name of policy

Embracing Diversity – the Equality Scheme (2011 update)

Aim of policy

The scheme sets out our organisational approach to equality and diversity; both as an employer and as a healthcare organisation providing secondary and tertiary care services.

This policy is:

Existing

Proposed

This policy is aimed at:

Staff

Public/Patients

Details of the individuals (include name, job title, dept and base) carrying out the EIA (ensure the lead person is clearly identified)

Lead Impact Assessor: Joan Joyce, Interim Head of E & D, HR, CIC

Impact Panel Members: Pauline Isaac, HR Business Partner, HR, CIC
Carol Johnston, Facilities, Quality & Performance Manager, Estates, CIC
Judith Anderson, HR Development Manager, HR, CIC

Which equality groups were considered during the assessment, that may be affected by the policy?

People in all categories of personal characteristics.

What impacts did you identify?

Positive Impacts

Includes all equality groups.

Negative Impacts

None identified.

What information / data / research / evidence was used? Is any additional information / research required?

Information / data / research / evidence used:

Equality legislation including the Equality Act 2010.
Equal Opportunities policy.
Dignity at Work policy.

Additional information required:

None.

Which Groups / Organisations / Committees / Directorates involved in the policy development?

Equality & Diversity Steering Group.
Trust Partnership Forum.
Patient and Public Involvement Forum.
Trust Policy Group.

Recommendations for Action Plan (see page 4)

None.

Lead EIA Signature	Date
	15 th April 2011

Monitoring and review dates for assessment

Monitoring Dates:	Review date
April 2012	April 2013

The Lead Impact Assessor is responsible for forwarding a signed hard copy of the summary report and screening checklist, along with an electronic version, to the Interim Head of Equality and Diversity, HR, CIC, for publication on the Website.

Approved for publication onto Website

Joan Joyce
Interim Head of Equality & Diversity

EIA Checklist

Groups considered / whether affected		Positive Impact	Negative Impact	None
Minority Ethnic Groups	<input type="checkbox"/>			<input checked="" type="checkbox"/>
Disability	<input type="checkbox"/>			<input checked="" type="checkbox"/>
Gender / Transgender	<input type="checkbox"/>			<input checked="" type="checkbox"/>
Marital status	<input type="checkbox"/>			<input checked="" type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>			<input checked="" type="checkbox"/>
Age	<input type="checkbox"/>			<input checked="" type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>			<input checked="" type="checkbox"/>
Religion, Faith and Belief	<input type="checkbox"/>			<input checked="" type="checkbox"/>
Carers	<input type="checkbox"/>			<input checked="" type="checkbox"/>
Socio-Economic status including Rurality	<input type="checkbox"/>			<input checked="" type="checkbox"/>
Human Rights	<input type="checkbox"/>			<input checked="" type="checkbox"/>
Any other personal characteristic	<input checked="" type="checkbox"/>	Includes all equality groups.		<input type="checkbox"/>

Action Plan

	Recommendation	Action By			
		Name	Title	Date	Complete
1	None.				