

Easton&OtleyCollege

Equality Impact Assessment – Initial Screening Form

Policy / procedure / event title	Equality in Employment
Policy holder Job title Contact details	Liz Howard HR Director Extn 303
Directorate owner	Liz Howard
Date of completion	February 2013
Step A What are the aims, perceived benefits and suggested outcomes?	
<p>The College undertakes to fulfil all the legal duties put upon it by the Equality Act 2010, and subsequent legislation, guidelines or codes of practice. In doing so the College will positively seek to ensure no employee, student, or visitor to the College will suffer a detriment or discrimination due to a protected characteristic.</p>	
Step B Do you have any data showing how the policy has been received and whether it is successful?	
<p>All complaints in regards to any protected characteristic are closely monitored. The HR department has received no such complaints in the past three years.</p> <p>The HR department has made a number of reasonable adjustments to enable and to support employment with the College.</p>	
Step C Which equality strands could the policy, procedure or event impact upon?	
Strand	Notes
Ethnicity	The College is aware through its monitoring data that ethnic diversity is not representative of the national statistics, but staff and student data shows statistics are representative of the local community. This policy seeks to enhance our understanding of all strands of diversity and is therefore seen as positive to each protected characteristic.
Disability	This policy refers to the Two Tick positive about disability symbol. This is seen as a positive reinforcement of the College's ethos in regards to enabling people with a disability to access and maintain employment. It is not seen as a negative towards any other characteristic as any person with a disability will present with other protected characteristics also.
Gender	Having reviewed this policy with the Policy Review group it is not deemed

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	overtly positive of negative to either gender.
Religion	This policy aims to raise awareness of the benefits of a multi cultural workforce and is deemed as supportive in a positive manner towards employees and students who follow or chose not to follow a specific faith / religion / belief system.
Age	This policy recognises age discrimination can occur in many parts of society; the College recognises the value of a wide range of ages to bring forth experience and new ideas. This policy reinforces the value of all ages within the workforce.
Sexuality	This policy is deemed to recognise and respect the right of every individual to their own personal preferences and will not tolerate any discrimination, harassment or bullying in relation to ones sexual orientation.
Full impact assessment required?	YES <input type="radio"/> NO <input checked="" type="radio"/> (please circle)
This will be conducted by: _____ (date)	
A copy of this form should be sent to the holder of the policy, procedure or event organiser	

This EIA was completed post review by the Policy Review Group 18th February 2013.