

Easton&OtleyCollege

Equality Impact Assessment – Initial Screening Form

Policy / procedure / event title	No Smoking Procedure
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?	
To create and support a smoke free environment for the campuses of Easton and Otley College, and to meet the requirements of current legislation including 'The Smoke-free (Premises and Enforcement) Regulations 2006.	
Step B Do you have any data showing how the policy has been received and whether it is successful?	
The College is aware that there are potential socio-economic links to smoking, as and as such will ensure the awareness leads to the facilitation of support whenever possible.	
Step C Which equality strands could the policy, procedure or event impact upon?	
Strand	Notes
Ethnicity	The Policy Review Group appreciates certain groups in society may be more inclined to smoke than others but due to the importance and the benefits of a no smoking environment believes that any increased impact is justifiable for health, best practice and legislative reasons.
Language	Employees who have English as a second language will provided with the necessary support to ensure they are fully aware and supported by this policy.
Disability	This policy can be provided in different formats to meet the needs of an employee with a disability.
Gender	The Policy Review Group appreciates certain groups in society may be more inclined to smoke than others but due to the importance and the benefits of a no smoking environment believes that any increased impact is justifiable for

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	health, best practice and legislative reasons.
Religion	The Policy Review Group appreciates certain groups in society may be more inclined to smoke than others but due to the importance and the benefits of a no smoking environment believes that any increased impact is justifiable for health, best practice and legislative reasons.
Age	The Policy Review Group appreciates certain groups in society may be more inclined to smoke than others but due to the importance and the benefits of a no smoking environment believes that any increased impact is justifiable for health, best practice and legislative reasons.
Sexuality	This policy is deemed to be fair to all employees of all sexual orientations.
Full impact assessment required?	YES (please circle) <div style="text-align: center;"> <input type="radio"/> YES <input checked="" type="radio"/> NO </div>
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.