

# Easton&OtleyCollege

## Equality Impact Assessment – Initial Screening Form

Policy / procedure / event title	Joint Agreement on Local Recognition
Policy holder Job title Contact details	Liz Howard HR Director Extn 303
Directorate owner	Liz Howard
Date of completion	March 2013
<b>Step A</b>	
What are the aims, perceived benefits and suggested outcomes?	
<p>The purpose of this Agreement is to establish arrangements for consultation and negotiation between Easton and Otley College and the recognised Trade Union(s) and represent minimum standards which can be implemented and improved on locally.</p> <p><b>General principles</b></p> <p>The spirit and intention of this Agreement is to promote harmonious relations between the College and its employees through the development of effective joint consultative and negotiating machinery.</p> <p>It is a common objective of the parties that the College should function efficiently and effectively to the benefit of both the institution and its staff.</p> <p>The Agreement is not intended to detract from an individual employee's right of access to management or the Corporation's right to communicate directly with its employees or the union's right to communicate with its members.</p>	
<b>Step B</b>	
Do you have any data showing how the policy has been received and whether it is successful?	
The College believes they have a good working relationship with the Trade Unions and the Staff Consultation Group. This agreement is the official recognition of this commitment.	
<b>Step C</b>	
Which equality strands could the policy, procedure or event impact upon?	
<b>Strand</b>	<b>Notes</b>
Ethnicity	The College recognises every employee has the right to join or not to join a Trade Union, and that such a decision should not impact upon any other element of their role. Discrimination for membership or non-membership will not be tolerated. In understanding this belief the College Policy Review Group

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	does not believe this agreement will have an adverse or overtly positive impact on any of the protected characteristics.
Language	The College will assist staff in the interpretation of this agreement should such be required.
Disability	<p>The College recognises every employee has the right to join or not to join a Trade Union, and that such a decision should not impact upon any other element of their role. Discrimination for membership or non-membership will not be tolerated. In understanding this belief the College Policy Review Group does not believe this agreement will have an adverse or overtly positive impact on any of the protected characteristics.</p> <p>The College will make this agreement available in differing formats to meet the needs of students with a disability.</p>
Gender	The College believes this policy is gender neutral.
Religion	The College recognises every employee has the right to join or not to join a Trade Union, and that such a decision should not impact upon any other element of their role. Discrimination for membership or non-membership will not be tolerated. In understanding this belief the College Policy Review Group does not believe this agreement will have an adverse or overtly positive impact on any of the protected characteristics.
Age	The College recognises every employee has the right to join or not to join a Trade Union, and that such a decision should not impact upon any other element of their role. Discrimination for membership or non-membership will not be tolerated. In understanding this belief the College Policy Review Group does not believe this agreement will have an adverse or overtly positive impact on any of the protected characteristics.
Sexuality	The College does not believe this agreement will have an overtly positive or negative impact upon any specific group.
Full impact assessment required?	YES <input checked="" type="radio"/> NO (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 18<sup>th</sup> March 2013.