

Easton&OtleyCollege

Equality Impact Assessment – Initial Screening Form

Policy / procedure / event title	P116 – Disciplinary Policy for Senior Post Holders
Policy holder	Liz Howard
Job title	HR Director
Contact details	01603 731303 / 01473 784105 – liz.howard@eastonotley.ac.uk
Directorate owner	Liz Howard
Date of completion	23 rd October 2013
Step A	
What are the aims, perceived benefits and suggested outcomes?	
<p>The purpose of the procedure is:</p> <p>To help and encourage senior post-holders to achieve and maintain acceptable standards of conduct and job performance.</p> <p>To ensure that fair, consistent and reasonable action is taken where acceptable standards of conduct or job performance are not maintained.</p> <p>To ensure consistent and fair treatment for senior post-holders in relation to disciplinary action taken in response to unacceptable conduct and job performance.</p>	
Step B	
Do you have any data showing how the policy has been received and whether it is successful?	
<p>This policy has not been used during the past three years; it has however been reviewed and amended to ensure it is fully compliant with current best practices.</p>	
Step C	
Which equality strands could the policy, procedure or event impact upon?	
Strand	Notes
Ethnicity / Race / Language	This policy seeks to address issues and support the senior leadership team. It is not anticipated that there will be an adverse impact upon this personal characteristic.
Pregnancy / Maternity	This policy seeks to address issues and support the senior leadership team. It is not anticipated that there will be an adverse impact upon this personal characteristic.

Disability	This policy seeks to address issues and support the senior leadership team. It is not anticipated that there will be an adverse impact upon this personal characteristic.
Gender	This policy seeks to address issues and support the senior leadership team. It is not anticipated that there will be an adverse impact upon this personal characteristic.
Religion	This policy seeks to address issues and support the senior leadership team. It is not anticipated that there will be an adverse impact upon this personal characteristic.
Age	This policy seeks to address issues and support the senior leadership team. It is not anticipated that there will be an adverse impact upon this personal characteristic.
Sexuality	This policy seeks to address issues and support the senior leadership team. It is not anticipated that there will be an adverse impact upon this personal characteristic.
Gender Reassignment	This policy seeks to address issues and support the senior leadership team. It is not anticipated that there will be an adverse impact upon this personal characteristic.
Full impact assessment required?	YES <input checked="" type="radio"/> N (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	

EIA completed by L Howard on 23/10/2013 – and agreed by the policy group.