

Easton&OtleyCollege

Equality Impact Assessment – Initial Screening Form

Policy / procedure / event title	S106 – Staff Consultation Group constitution (SCG)
Policy holder Job title Contact details	Liz Howard HR Director (01603) 731303 / (01473) 784105 Liz.howard@eastonotley.ac.uk
SMT owner	Liz Howard
Date of completion	3 rd December 2012
Step A	
What are the aims, perceived benefits and suggested outcomes?	
<p>Easton and Otley is a specialist College of which students, staff and the community can be proud.</p> <p>The SCG group is a key part of engaging with staff in the running of the organisation to improve the student experience and the business overall.</p>	
Step B	
Do you have any data showing how the policy has been received and whether it is successful?	
<p>The Easton and Otley Staff Consultation Group was formed in August 2012 from the existing Easton campus and Otley campus independent groups.</p> <p>The remit of the group has initially focussed upon the recent merger and the need to communicate with all staff; to be a vehicle for information in both directions. The group meets bi-monthly and all meetings have been productive and feedback has been detailed.</p> <p>The SCG is valued by the Senior Leadership Team and is seen to be an effective resource for supporting the ‘staff voice’.</p>	
Step C	
Which equality strands could the policy, procedure or event impact upon?	
Strand	Notes
Ethnicity / Race	Disadvantages in regards to Ethnicity / Race have not been highlighted during the review of this procedure.
Language	<p>Disadvantages in regards to Language have not been highlighted during the review of this procedure.</p> <p>The College would always ensure employees fully understand procedures and would use different approaches to assist communication.</p>

