

Easton&OtleyCollege

Equality Impact Assessment – Initial Screening Form

Policy / procedure / event title	P111 – Code of Conduct
Policy holder	Liz Howard
Job title	HR Director
Contact details	01603 731205 / 01473 784105 – liz.howard@eastonotley.ac.uk
Directorate owner	Liz Howard
Date of completion	Feb 2015
Step A	
What are the aims, perceived benefits and suggested outcomes?	
Step B	
Do you have any data showing how the policy has been received and whether it is successful?	
This policy has been referenced in all HR inductions and has been called into use in several disciplinary hearings. It has not caused issue and has raised levels of colleagues understanding about expectations.	
Step C	
Which equality strands could the policy, procedure or event impact upon?	
Strand	Notes
Ethnicity / Race / Language	The College ensures any inappropriate conduct instigated in relation to a protected characteristic would be taken very seriously. Therefore it is felt that this policy protects this characteristic equally with others.
Pregnancy / Maternity	The College ensures any inappropriate conduct instigated in relation to a protected characteristic would be taken very seriously. Therefore it is felt that this policy protects this characteristic equally with others.
Disability	The College ensures any inappropriate conduct instigated in relation to a protected characteristic would be taken very seriously. Therefore it is felt that this policy protects this characteristic equally with others.
Gender	The College ensures any inappropriate conduct instigated in relation to a protected characteristic would be taken very

	seriously. Therefore it is felt that this policy protects this characteristic equally with others.
Religion	The College ensures any inappropriate conduct instigated in relation to a protected characteristic would be taken very seriously. Therefore it is felt that this policy protects this characteristic equally with others.
Age	The College ensures any inappropriate conduct instigated in relation to a protected characteristic would be taken very seriously. Therefore it is felt that this policy protects this characteristic equally with others. The College will of course take into consideration elements such as maturity when dealing with conduct issues.
Sexuality	The College ensures any inappropriate conduct instigated in relation to a protected characteristic would be taken very seriously. Therefore it is felt that this policy protects this characteristic equally with others.
Gender Reassignment	The College ensures any inappropriate conduct instigated in relation to a protected characteristic would be taken very seriously. Therefore it is felt that this policy protects this characteristic equally with others.
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 Governors 5/2/2015