

Easton&OtleyCollege

Equality Impact Assessment – Initial Screening Form

Policy / procedure / event title	P102 – Social Networking Policy
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?	
<p>The purpose of this policy is to ensure: That the College is not exposed to any legal risks; That the reputation of the College is not adversely affected; That colleagues are not harassed, bullied or intimidated; That Social Network Users are able to distinguish between personal opinion and official College statements.</p>	
Step B	
Do you have any data showing how the policy has been received and whether it is successful?	
This policy is dynamic as Social Media changes the College must keep in line with the new terminology and potential benefits / threats.	
Step C	
Which equality strands could the policy, procedure or event impact upon?	
Strand	Notes
Ethnicity / Race / Language	The College is aware that cyber bullying can occur and the College would not tolerate such. This policy will be used to protect all employees with each specific characteristic.
Pregnancy / Maternity	It is not anticipated that this policy will have a specific impact upon this characteristic.
Disability	The College is aware that cyber bullying can occur and the

	College would not tolerate such. This policy will be used to protect all employees with each specific characteristic.
Gender	The College is aware that cyber bullying can occur and the College would not tolerate such. This policy will be used to protect all employees with each specific characteristic.
Religion	The College is aware that cyber bullying can occur and the College would not tolerate such. This policy will be used to protect all employees with each specific characteristic.
Age	The College appreciates Social Media is particularly attractive to a younger workforce – but it is not exclusively used by any age group and this policy applies equally across all age bands.
Sexuality	The College is aware that cyber bullying can occur and the College would not tolerate such. This policy will be used to protect all employees with each specific characteristic.
Gender Reassignment	The College is aware that cyber bullying can occur and the College would not tolerate such. This policy will be used to protect all employees with each specific characteristic.
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