

Equality Impact Analysis Screening Tool – Written Policy or Guidance

	<p>- Is there a potential or actual negative impact associated with this policy on people or individuals who share a 'protected characteristic'? i.e. does this policy directly or indirectly discriminate? - Can this policy be used to promote equality between people who share a protected characteristic and people who do not</p>	<p>NOTES changes/additions/ further information or advice needed</p>
RACE	This policy promotes equality and robust but flexible governance arrangements for all groups	
SEX (I.E. MALE / FEMALE)	As above	
GENDER REASSIGNMENT	As above	
DISABILITY(including consideration of the impact on carers of a disabled person)	As above	
RELIGION OR BELIEF	As above	

SEXUAL ORIENTATION	As above	
AGE	As above	
PREGNANCY or MATERNITY	As above	
	Does this Written Policy or Guidance impact on the following areas?	NOTES changes/additions/ further information or advice needed
HUMAN RIGHTS i.e. Fairness Respect Equality Dignity Autonomy	This policy provides a set of requirements and a framework for local adaptation to suit diverse roles and functions. This allows directorates and departments autonomy in implementing arrangements that are suitable and reasonable for their own staff. The policy promotes robust governance arrangements which should have a positive impact on quality of care and human rights.	
SOCIAL DEPRIVATION / TACKLING HEALTH INEQUALITY	No impact	

ACTION

Have you identified any action that is required in addition to any changes made to the policy during policy development? Please note in brief below for reference

ACTION	LEAD	DEADLINE
No further action identified		