

## Equality Impact Assessment Record

<b>Date of EIA</b>	December 2009
<b>Directorate</b>	CYPL – Performance and Resources
<b>Part One - Initial Screening Record</b>	
<b>1. Activity to be assessed</b>	<b>Model Fair Treatment Policy</b>
<b>2. What is the activity?</b>	<input checked="" type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change
<b>3. Is it a new or existing activity?</b>	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing
<b>4. Who are the members of the EIA team?</b>	Paul Young – Human Resources Tom Wheaton – NUT Andrea Griffiths – Headteacher
<b>5. Initial screening assessment.</b>	<p>1. Does the activity have the potential to cause adverse impact or discriminate against different groups in the Councils workforce or the community?</p> <p>The procedures are designed to provide a consistent mechanism for school based employees to use where they feel they are being subjected to harassment or bullying. The procedures have a positive impact on any form of discrimination as this provides an opportunity for any employee to raise concerns.</p> <p>The department monitors the school HR procedures against gender, age, disability and ethnicity on an annual basis. Through this process of monitoring there were no grievances raised under these procedures in 2008/09.</p> <p>The department are currently either collecting data or considering how to collect data on religion and belief and sexual orientation. This will allow further monitoring against these equality strands.</p> <p>2. Does the activity make a positive contribution to equalities?</p> <p>Yes as it provides a consistent approach for dealing with bullying and harassment irrespective of age, sex, race, disability etc. It also provides an avenue for any school based employee to raise a concern where they themselves feel they are being subjected to harassment or bullying behaviour.</p>
<b>6. Did Part 1: Initial Screening indicate that a full EIA was necessary?</b>	<p>If the answer to question one above is 'yes' then it is necessary to go ahead with a full Equality Impact Assessment.</p> <input type="checkbox"/> Yes – full EIA completed and recorded below. <input checked="" type="checkbox"/> No
<b>7. Chief Officers signature.</b>	David Watkins
<b>8. Which PMR will this EIA be reported in?</b>	Q4 2009/10