

Equality Impact Assessment Record

Date of EIA	December 2009
Directorate	CYPL – Performance and Resources
Part One - Initial Screening Record	
1. Activity to be assessed	Safer recruitment in schools
2. What is the activity?	<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
3. Is it a new or existing activity?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing
4. Who are the members of the EIA team?	Paul Young – Human Resources Tom Wheaton – NUT Andrea Griffiths – Headteacher
5. Initial screening assessment.	<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 policy provides guidance on best practice and the statutory requirements for safeguarding children in all recruitment practices. This provides a consistent mechanism to deal with all recruitment activities. The procedures themselves do not have a potential to cause an adverse impact or discriminate against different groups in the schools workforce as all staff should be treated the same. However, there are additional checks they need to be implemented for staff appointed from overseas in order to comply with the criminal records pre-employments arrangements.</p> <p>The policy does not have the potential to cause and adverse impact or discriminate against any different group in the workforce.</p> <p>2. Does the activity make a positive contribution to equalities?</p> <p>Yes as it provides a consistent approach for dealing with the statutory school safeguarding responsibilities through the recruitment process irrespective of age, sex, race, disability etc.</p>
6. Did Part 1: Initial Screening indicate that a full EIA was necessary?	<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
7. Chief Officers signature.	David Watkins Signature.....
8. Which PMR will this EIA be reported in?	<u>Q4 2009/10.</u>