

Equality Impact Assessment Summary

Name of Author: Harriet Stephens

Policy/Service: Induction Policy

<p>Background</p> <ul style="list-style-type: none"> • Description of the aims of the policy • Context in which the policy operates • Who was involved in the Equality Impact Assessment
<p>The policy aims to ensure all staff have a corporate induction that equips them for their role in the Trust.</p> <p>Head of Learning and Development.</p>
<p>Methodology</p> <ul style="list-style-type: none"> • A brief account of how the likely effects of the policy was assessed (to include race and ethnic origin, disability, gender, culture, religion or belief, sexual orientation, age) • The data sources and any other information used • The consultation that was carried out (who, why and how?)
<p>The policy will provide access to all groups of staff ensuring they receive the induction they require.</p>
<p>Key Findings</p> <ul style="list-style-type: none"> • Describe the results of the assessment • Identify if there is adverse or a potentially adverse impacts for any equalities groups
<p>The policy will provide equitable access to all across the Trust</p>
<p>Conclusion</p> <ul style="list-style-type: none"> • Provide a summary of the overall conclusions
<p>This policy will ensure that all staff receive a corporate and local induction. This will enable the manager to identify any needs the individual may require to be included within the induction period.</p>

Volume 1 Organisational & Finance	Section 1 Organisational	First Ratified Jan 2008	Reviewed Dec 2010	Issue 3	Page 16 of 17
---	-----------------------------	----------------------------	----------------------	---------	---------------

<p>Recommendations</p> <ul style="list-style-type: none"> • State recommended changes to the proposed policy as a result of the impact assessment • Where it has not been possible to amend the policy, provide the detail of any actions that have been identified • Describe the plans for reviewing the assessment

Guidance on Equalities Groups

<p>Race and Ethnic origin (includes gypsies and travellers) (consider communication, access to information on services and employment, and ease of access to services and employment)</p>	<p>Religion or belief (include dress, individual care needs, family relationships, dietary requirements and spiritual needs for consideration)</p>
<p>Disability (consider communication issues, access to employment and services, whether individual care needs are being met and whether the policy promotes the involvement of disabled people)</p>	<p>Sexual orientation including lesbian, gay and bisexual people (consider whether the policy/service promotes a culture of openness and takes account of individual needs)</p>
<p>Gender (consider care needs and employment issues, identify and remove or justify terms which are gender specific)</p>	<p>Age (consider any barriers to accessing services or employment, identify and remove or justify terms which could be ageist, for example, using titles of senior or junior)</p>
<p>Culture (consider dietary requirements, family relationships and individual care needs)</p>	<p>Social class (consider ability to access services and information, for example, is information provided in plain English?)</p>