

Equalities impact assessment – level two (initial assessment)

This form should be used by managers completed a level two impact assessment.

1 Name of the policy or practice

Human resources and organisational development strategy

2 What is the aim, objective or purpose of the policy / practice?

To improve the experience of staff at the University.

3 Who is responsible for defining and implementing the policy / practice?

HR Director (Ian Apperley)

4 Is the policy/practice applied uniformly throughout the university?

Yes

5 Who are the stakeholders in relation to this policy / practice?

All members of staff.

6 What data are available to facilitate the screening of this policy/practice?

Relevant staff profile data.

7 Is there any evidence of higher or lower participation or uptake by the following equality groups?

	Yes	No	Not known
Gender		√	
Race	√		
Disability	√		
Age		√	
Faith		√	
Sexual orientation		√	

Please comment:

There are low numbers of BME and disabled staff at the University, and therefore low uptake from people in these groups. The strategy includes measures to improve employment of BME and disabled staff. There is no evidence of differential impact on the various equality groups in relation to the strategy, itself. The strategy, however, relies on the implementation of a range of staff related initiatives and actions over the next three years. The impact of many of these may need to be assessed further.

8 Is there any evidence that the following equality groups have different needs, experiences, issues and priorities in relation to this policy?

	Yes	No	Not known
Gender	√		
Race	√		
Disability	√		
Age	√		
Faith	√		

Sexual orientation	√		
--------------------	---	--	--

Please comment:

There is some evidence to suggest that staff from different equality groups have different experiences of working at the University. The actions set out in the strategy, especially the staff survey, will help to identify these differences further. A full impact assessment will help to further identify different experiences and needs.

9. Have previous consultations with relevant equality groups, organisations or individuals indicated that policies/practices of this type create problems specific to them?

	Yes	No	Not known
Gender			√
Race			√
Disability			√
Age			√
Faith			√
Sexual orientation			√

Please comment:

There are no records of previous consultations over earlier HR strategies.

10 Is there an opportunity to promote equality of opportunity more effectively by altering the policy/practice, or by working with others? If yes, please comment.

In overall terms, the strategy is designed to meet the needs of all staff groups. There will be opportunities to develop initiatives and actions, however, to support particular equality groups. These will be explored further in the full impact assessment.

11 In the context of question 9 are there any relevant groups which you believe should be consulted? If so, please specify:

Women, black and minority ethnic staff and disabled staff.

12 What data are required in the future to ensure effective monitoring?

In terms of the overall strategy, conducting a staff survey now and in three years time will give good monitoring data.

13 Please indicate whether a full impact assessment is recommended, and give reasons for your decision.

Given the widespread potential impact on all members of staff, I recommend that a full impact assessment is carried out.

14 Any other comments on the policy/practice?

No.

15 Timetable for full impact assessment (where recommended):

Full impact assessment to be concluded by April 2008.

16 Please indicate when you think this policy/practice should be reviewed next:

The impact of this strategy should next be reviewed in 2010.

Impact assessment completed by:

Name	Ian Apperley
Post title	Director
Faculty / service	Human resources
Date	5 February 2008

Confirmed by:

Name	Angeline Carrozza
Post title	Equality and Diversity Manager
Faculty / service	Human resources
Date	10 Mar. 08