

**EQUALITY IMPACT ASSESSMENT FORM**

**INITIAL ASSESSMENT/SCREENING**

An impact assessment is a way of finding out whether an existing or proposed policy affects different groups of people in different ways and whether there is adverse impact on a group.

This form is to be used for new and existing policies and service developments, where a question is not applicable to your assessment, please indicate.

<p><b>Managers Name</b></p> <p>Director of Human Resources</p>	<p><b>Directorate</b></p> <p>Human Resources</p>
<p><b>Policy Title</b></p> <p>Professional Registration (HR 14)</p>	
<p><b>Policy Statement</b></p> <p>Policy for ensuring that all employees required to be registered by a professional body in order to take up or maintain employment with the Trust are appropriately registered.</p>	
<p><b>Which groups does the policy benefit</b></p> <p>All professionally registered employees, their patients and colleagues.</p>	
<p><b>Related policies that may be affected by changes</b></p> <p>Recruitment and Selection Procedure</p>	
<p><b>Names of staff and public (if applicable) who participated in the assessment, date of assessment</b></p> <p>JCNC Policy Group, HR Directorate Groups</p>	

Indicate Y or N in each Box below in answer to following questions/statements

	AGE	DISABILITY	RACE	RELIGION & BELIEF	GENDER	SEXUAL ORIENTATION
Do different groups have different needs, experiences, issues and priorities in relation to the policy.	N	N	N	N	N	N
Is there potential for, or evidence that the policy will promote equality of opportunity for all.	N	N	N	N	N	N
Is there potential for, or evidence that, the policy will affect Different population groups differently (including possible discrimination against certain groups)	N	N	N	N	N	N
Is there public concern in the policy area about actual, received or potential discrimination against a particular population or groups	N	N	N	N	N	N
Is there doubt about answers to any of the above questions	N	N	N	N	N	N

If the answer to any of the above is 'yes' an Intermediate assessment in the relevant area(s) is required.

### Intermediate Assessment

Identify extra information/research to clarify whether there is an adverse risk:

Neutral: Guidelines applicable to all staff groups.