

Equalities Impact Assessment - Policies, Relevance and Impact

Policy Title: Bullying and Harassment Policy

Section 1					
<p>Does this policy or procedure impact on staff patients or public?</p> <p>Staff</p>	<p>How relevant is it to achieving the duties under race legislation?</p> <p>3</p>	<p>Could some groups be disadvantaged due to race?</p> <p>N</p> <p>See below</p>	<p>How relevant is it to achieving the duties under disability legislation</p> <p>3</p>	<p>Could some groups be disadvantaged due to disability?</p> <p>N</p> <p>See below</p>	<p>Could men or women be disadvantaged by this policy?</p> <p>N</p> <p>See below</p>
<p>Could some groups be disadvantaged according to their religious belief or philosophy?</p> <p>N</p> <p>See below</p>	<p>Could some groups be disadvantaged according to their sexual orientation?</p> <p>N</p> <p>See below</p>	<p>Could some groups be disadvantaged according to their age?</p> <p>N</p> <p>See below</p>			

Section 2

<p>Please note in this section:</p> <ul style="list-style-type: none"> any thing you have already included in the policy to meet the equality duties any changes you have made to the policy in order to eliminate any potential for disadvantage on the grounds of race disability or gender 	<p>Race:</p> <p>Included: Specific mention of race And focus on dignity and respect Culture to promote equality and value diversity</p> <p>Legal context outlined. Processes apply to all staff and should not be affected by race. Reference to active monitoring and evaluation. Racist comments or abusive language cited as examples of inappropriate behaviour.</p> <p>Recommended: Monitoring by demographics to ensure equal outcomes. These to be fed into IWL steering group. Consultation with Diversity Reference Group.</p>	<p>Disability:</p> <p>Included: Specific mention of disability And focus on dignity and respect Culture to promote equality and value diversity</p> <p>Legal context outlined. Processes apply to all staff and should not be affected by disability. Reference to active monitoring and evaluation.</p> <p>Recommended: Monitoring by demographics to ensure equal outcomes. These to be fed into IWL steering group. Consultation with Diversity Reference Group.</p>	<p>Gender:</p> <p>Included: Specific mention of gender And focus on dignity and respect Culture to promote equality and value diversity</p> <p>Legal context outlined. Processes apply to all staff and should not be affected by gender. Reference to active monitoring and evaluation. Sexual advances and offensive materials, and sexist comments or abusive language cited as examples of inappropriate behaviour.</p> <p>Recommended: Monitoring by demographics to ensure equal outcomes. These to be fed into IWL steering group. Consultation with Diversity Reference Group.</p>
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	<p>Religion: Included: Specific mention of religion And focus on dignity and respect Culture to promote equality and value diversity</p> <p>Legal context outlined. Processes apply to all staff and should not be affected by religion/belief. Reference to active monitoring and evaluation. Understanding of religious beliefs included in role of harassment advisor. Anti-religious comments or abusive language cited as examples of inappropriate behaviour.</p> <p>Recommended: Monitoring by demographics to ensure equal outcomes. These to be fed into IWL steering group. Consultation with Diversity Reference Group.</p>	<p>Sexual Orientation: Included: Specific mention of sexual orientation and focus on dignity and respect Culture to promote equality and value diversity</p> <p>Legal context outlined. Processes apply to all staff and should not be affected by sexual orientation. Reference to active monitoring and evaluation.</p> <p>Recommended: Use of the phrase “sexual orientation” rather than “sexuality”. Monitoring by demographics to ensure equal outcomes. These to be fed into IWL steering group. Consultation with Diversity Reference Group.</p>	<p>Age: Included: Specific mention of age And focus on dignity and respect. Culture to promote equality and value diversity</p> <p>Legal context outlined. Processes apply to all staff and should not be affected by age. Reference to active monitoring and evaluation. Ageist comments or abusive language cited as examples of inappropriate behaviour.</p> <p>Recommended: Monitoring by demographics to ensure equal outcomes. These to be fed into IWL steering group. Consultation with Diversity Reference Group.</p>
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The duties under the legislation are to eliminate unlawful discrimination and promote equality

The content of this assessment has been formulated by Maxine Morris, Head of HR, Diversity, Alison Wilkinson and Kate Douglas, Senior HR Advisers, in consultation with the Trust's Diversity Reference Group (chaired by Oretha Gaskin) and the Staff Side Council (chaired by Bobbie Chadwick). If you have any queries regarding the content of this assessment or the process, please contact Maxine Morris, Head of HR, Diversity by email at maxine.morris@leedsth.nhs.uk or by telephone on 0113 206 4146.

Assessment sent to: Kathryn Winterburn on 30th October 2006

Assessment appended to policy ratification paper and agreed at Trust Board

Date: Insert ratification date