

## Equalities Impact Assessment - Policies, Relevance and Impact

Policy Title: Protection of Pay

<b>Section 1</b>					
<b>Does this policy or procedure impact on staff patients or public?</b>	<b>How relevant is it to achieving the duties under race legislation?</b>	<b>Could some groups be disadvantaged due to race?</b>	<b>How relevant is it to achieving the duties under disability legislation</b>	<b>Could some groups be disadvantaged due to disability?</b>	<b>Could men or women be disadvantaged by this policy?</b>
<b>Staff</b>	<b>2</b>	<b>N</b>	<b>2</b>	<b>N</b>	<b>N</b>
<b>Could some groups be disadvantaged according to their religious belief or philosophy?</b>	<b>Could some groups be disadvantaged according to their sexual orientation?</b>	<b>Could some groups be disadvantaged according to their age?</b>			
<b>N</b>	<b>N</b>	<b>Y</b>			

<b>Section 2</b>			
<p><b>Please note in this section:</b></p> <ul style="list-style-type: none"> <li>any thing you have already included in the policy to meet the equality duties</li> <li>any changes you have made to the policy in order to eliminate any potential for disadvantage on the grounds of race disability or gender</li> </ul>	<p><b>Race:</b></p> <p><b>Included:</b> Rules apply across the board and should not be affected by race.</p> <p><b>Recommended:</b> On review monitoring should be put in place to ensure that this is the case.</p>	<p><b>Disability:</b></p> <p><b>Included:</b> Rules apply across the board and should not be affected by disability.</p> <p><b>Recommended:</b> On review monitoring should be put in place to ensure that this is the case.</p>	<p><b>Gender:</b></p> <p><b>Included:</b> Rules apply across the board and should not be affected by gender.</p> <p><b>Recommended:</b> On review monitoring should be put in place to ensure that this is the case.</p>
	<p><b>Religion/Belief:</b></p> <p><b>Included:</b> Rules apply across the board and should not be affected by religion/belief.</p> <p><b>Recommended:</b> On review monitoring should be put in place to ensure that this is the case.</p>	<p><b>Sexual Orientation:</b></p> <p><b>Included:</b> Rules apply across the board and should not be affected by sexual orientation.</p> <p><b>Recommended:</b> On review monitoring should be put in place to ensure that this is the case.</p>	<p><b>Age:</b></p> <p><b>Included:</b> Information regarding all age bands</p> <p><b>Recommended:</b> Ensure compliance with age legislation when details known. As entitlements are likely to change, a new template letter for staff may be required outlining reasons for change. Monitoring should be put into place to ensure that pay protection decisions are not affected by age.</p>

**NB**

**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, Laura Flatman and Kate Douglas, Senior HR Advisers. During the course of consultation on a revised/new policy, it should be circulated to 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](mailto:maxine.morris@leedsth.nhs.uk) or by telephone on 0113 206 4146.

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Date: 10<sup>th</sup> October 2006

