

Equalities Impact Assessment - Policies, Relevance and Impact

Policy Title: Special Leave Policy

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

| 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: Rules apply across the board and should not be affected by race. Fairness and consistency key messages.</p> <p>Recommended: Monitoring should be put in place to ensure that this is the case.</p> | <p>Disability:</p> <p>Included: Rules apply across the board and should not be affected by disability. Fairness and consistency key messages.</p> <p>Recommended: Monitoring should be put in place to ensure that this is the case. Disability mix to be outlined in proposals.</p> | <p>Gender:</p> <p>Included: Rules apply across the board and should not be affected by gender. Fairness and consistency key messages.</p> <p>Recommended: On review monitoring should be put in place to ensure that this is the case. Gender mix details to be outlined in proposals.</p> |
| | <p>Religion/Belief:</p> <p>Included: Rules apply across the board and should not be affected by religion/belief. Fairness and consistency key messages.</p> <p>Recommended: On review monitoring should be put in place to ensure that this is the case. Religion/belief mix to be outlined in proposals.</p> | <p>Sexual Orientation:</p> <p>Included: Rules apply across the board and should not be affected by sexual orientation. Fairness and consistency key messages.</p> <p>Recommended: On review monitoring should be put in place to ensure that this is the case. Sexual orientation mix to be outlined in proposals.</p> | <p>Age:</p> <p>Included: Rules apply across the board and should not be affected by age. Fairness and consistency key messages. Age mix details outlined in proposals.</p> <p>Recommended: On review monitoring should be put in place to ensure that this is the case.</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 or by telephone on 0113 206 4146. Assessment sent to: Alison Wilkinson on 10th October 2006.