

## Equality Screening Template

### Part 1: Policy Scoping

The first stage of the screening process involves scoping the policy under consideration. The purpose of policy scoping is to help prepare the background and context and set out the aims and objectives for the policy being screened. At this stage, scoping the policy will help identify potential constraints as well as opportunities.

#### Information about the policy

<b>Name of the policy:</b> Management Investigations Policy
<b>Is this an existing, revised or a new policy?</b> New policy
<b>What is it trying to achieve? (intended aims/outcomes)</b> An agreed approach to investigating serious incidents/events in relation to CCEA's business.
<b>Are there any Section 75 categories which might be expected to benefit from the intended policy? If so, explain how.</b> No. Policy applies to all categories.
<b>Who initiated or wrote the policy?</b> Business Assurance/Director of Corporate Services
<b>Who owns and who implements the policy?</b> Director of Corporate Services.

### Implementation factors

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?

If yes, are they:

Financial

Legislative

Other, please specify

### Main stakeholders affected

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon?

Staff

Service users

Other public sector organisations

Voluntary/community/**trade unions**

Other, please specify

### Other policies with a bearing on this policy

**What are they?** Counter Fraud Policy, Disciplinary Procedure, Complaints Policy, Malpractice Procedure, Free of Information Policy, Whistle Blowing Policy.

**Who owns them?**

Business Assurance/Director of Corporate Services

## Available evidence

What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Please specify details for each of the Section 75 categories.

*The following information was used to inform this policy and is relevant to all categories:*

- *Past experience;*
- *Issues raised;*
- *Results of previous investigations.*

Section 75 category	Details of evidence/information
Religious Belief	
Political Opinion	
Racial Group	
Age	
Marital Status	
Sexual Orientation	
Men and Women generally	
Disability	
Dependants	

## Needs, experiences and priorities

Taking into account the information referred to previously, are there different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Please specify details as appropriate for each of the Section 75 categories.

<b>Section 75 category</b>	<b>Yes/No/Not sure</b>	<b>If yes, please provide details of needs/experiences/priorities</b>
<b>Religious Belief</b>	No	
<b>Political Opinion</b>	No	
<b>Racial Group</b>	No	
<b>Age</b>	No	
<b>Marital Status</b>	No	
<b>Sexual Orientation</b>	No	
<b>Men and Women generally</b>	No	
<b>Disability</b>	No	
<b>Dependants</b>	No	

## Part 2: Screening Questions

<b>1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories (minor/major/none)?</b>		
<b>Section 75 category</b>	<b>Details of policy impact</b>	<b>Level of impact? Minor/major/none</b>
<b>Religious belief</b>	None	None
<b>Political opinion</b>	None	None
<b>Racial group</b>	None	None
<b>Age</b>	None	None
<b>Marital status</b>	None	None
<b>Sexual orientation</b>	None	None
<b>Men and women generally</b>	None	None
<b>Disability</b>	None	None
<b>Dependents</b>	None	None

**2. Are there opportunities to better promote equality of opportunity for people within the Section 75 categories?**

Section 75 category	Is <u>Yes</u> , provide details	If <u>No</u> , provide reasons
<b>Religious belief</b>		No. Policy applies to all.
<b>Political opinion</b>		No. Policy applies to all.
<b>Racial group</b>		No. Policy applies to all.
<b>Age</b>		No. Policy applies to all.
<b>Marital status</b>		No. Policy applies to all.
<b>Sexual orientation</b>		No. Policy applies to all.
<b>Men and women generally</b>		No. Policy applies to all.
<b>Disability</b>		No. Policy applies to all.
<b>Dependents</b>		No. Policy applies to all.

<b>3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group (minor/major/none)?</b>		
<b>Good relations category</b>	<b>Details of policy impact</b>	<b>Level of impact minor/major/none</b>
<b>Religious belief</b>	Policy applies to all.	None
<b>Political opinion</b>	Policy applies to all.	None
<b>Racial group</b>	Policy applies to all.	None

<b>4. Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?</b>		
<b>Good relations category</b>	<b>If <u>Yes</u>, provide details</b>	<b>If <u>No</u>, provide reasons</b>
<b>Religious belief</b>		No. Policy applies to all.
<b>Political opinion</b>		No. Policy applies to all.
<b>Racial group</b>		No. Policy applies to all.

## **Additional considerations**

### **Multiple identity**

Generally speaking, people can fall into more than one Section 75 category.

Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities? **Yes**  **No**   
*(For example: disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).*

**If yes, please provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.**

None



### Part 3: Screening decision

Decision	Please select as appropriate
The policy has been 'screened in' for equality impact assessment.	<input type="checkbox"/>
The policy has been 'screened out' for equality impact assessment.	<input checked="" type="checkbox"/>
<b>If the decision is to subject the policy to an equality impact assessment, please provide details of the reasons.</b>	
<b>If the decision is not to conduct an equality impact assessment, please provide details of the reasons.</b>	
<p>Taking into account the answers to the screen questions ie level of impact none in respect of all the categories, it has been concluded that there is no need to carry out an equality impact assessment.</p>	

### Mitigation

If the decision is not to conduct an equality impact assessment you may consider mitigation to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity or good relations.

Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality or opportunity and/or good relations?	Yes	No
		<input checked="" type="checkbox"/>
<b>If yes, give the reasons to support your decision, together with the proposed changes/amendments or alternative policy.</b>		
<p>Where possible, consideration will be given to the make-up/grade of the investigation team.</p> <p>CCEA is mindful of how stressful the experience can be and, therefore, where possible this is taken into consideration and provisions made eg reasonable adjustments, location. All individuals are given the opportunity to be accompanied.</p>		

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### Timetabling and prioritising

If the policy has been 'screened in' for equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment.

On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

Priority criterion	Rating (1-3)
Effect on equality of opportunity and good relations	
Social need	
Effect on people's daily lives	
Relevance to CCEA's functions	

The total rating score will be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist CCEA in timetabling.

### Part 4: Monitoring

Where a policy has been amended or an alternative policy introduced, effective monitoring will help you identify any future adverse impact arising from the policy, which may lead to carrying out an equality impact assessment, as well as helping with future planning and policy development.

### Part 5: Approval and authorisation

Screened by	Position and Department
Heather Clarke	SPG, Business Assurance
Marisa Getgood	SPG, Business Assurance
Emma Stinson	HR Advisor, PSE

<b>Approved by:</b>	Heather Clarke, Marisa Getgood
<b>Position:</b>	SPG, Business Assurance
<b>Date:</b>	9.1.12