

Equality Impact Assessment Form Section One – Screening

Name of Function, Policy or Strategy:

Corporate and Local Induction Policy

Officer completing assessment: Dave Sherwood, Head of Clinical Effectiveness

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<p>1. <i>What is the main purpose of the strategy, function or policy?</i></p>
<p>South Central Ambulance NHS Service Trust (SCAS) acknowledges the importance of providing a sound, balanced and complete induction programme for all new employees of the Service in a uniform manner. A proper period of induction is essential if the Trust is to ensure that all staff are able to work in a safe manner. The programme will include training appropriate to the individual roles undertaken to ensure that staff are able to work safely and effectively, taking account of risk and health and safety issues and good practice.</p>
<p>2. <i>List the main activities of the function or policy? (for strategies list the main policy areas)</i></p>
<p>A proper induction is good employment practice. It is essential that staff feel welcomed, valued, and effectively integrated into the team. The programme enables new starters to understand how they contribute to the work of the organisation and the aims, objectives and values of the Trust</p> <p>The Trust is committed to providing a properly resourced, high quality Corporate and Local Induction programme for <i>ALL</i> new staff and volunteers. The programme includes relevant statutory and mandatory training, such as patient moving and handling training, infection control, and risk management when appropriate.</p>
<p>3. <i>Who will be the main beneficiaries of the strategy/function/policy?</i></p>
<p>3.1 Patients from safeguarded care</p> <p>3.2 The Trust in terms of having robust governance arrangements</p> <p>3.3 The staff and managers who will have clarity of roles and expectations</p> <p>3.4 Other stakeholders will be informed of the Trusts procedures</p>
<p>4. Use the table overleaf to indicate the following:-</p> <ul style="list-style-type: none">a. Where do you think that the strategy/function/policy could have an adverse impact on any equality group, i.e. it could disadvantage them?b. Where do you think that there could be a positive impact on any of the groups or contribute to promoting equality, equal opportunities or improving relations within equality target groups?

		Positive Impact – it could benefit	Negative Impact – it could disadvantage	Reasons
GENDER	Women	N/A	N/A	No impact either positive or negative identified
	Men	N/A	N/A	No impact either positive or negative identified
RACE	Asian or Asian British People	N/A	Yes	No impact either positive or negative identified
	Black or Black British People	N/A	Yes	If English not first language may effect employ's ability to understand /follow procedures and policy
	Chinese people and other people	N/A	Yes	If English not first language may effect employ's ability to understand /follow procedures and policy
	People of Mixed Race	N/A	Yes	If English not first language may effect employ's ability to understand /follow procedures and policy
	White people (including Irish people)	N/A	N/A	No impact either positive or negative identified
	Disabled People	N/A	Yes	If English not first language may effect employ's ability to understand /follow procedures and policy
	Lesbians, gay men and bisexuals	N/A	N/A	No impact either positive or negative identified
	Trans people	N/A	N/A	No impact either positive or negative identified
AGE	Older People (60+)	N/A	N/A	No impact either positive or negative identified
	Younger People (17 to 25) and children	N/A	N/A	No impact either positive or negative identified
	Faith Groups	N/A		No impact either positive or negative identified
	Equal Opportunities and/or improved relations	Yes		Clear statements made in relation to Equality and Diversity throughout policy.

Notes:

Faith groups cover a wide range of groupings, the most common of which are Muslims, Buddhists, Jews, Christians, Sikhs and Hindus. Consider faith categories individually and collectively when considering positive and negative impacts.

The categories used in the race section refer to those used in the 2001 Census. Consideration should be given to the specific communities within the broad categories such as Bangladeshi people and to the needs of other communities that do not appear as separate categories in the Census, for example, Polish.

5. If you have indicated that there is a negative impact, is that impact:		
	Yes	No
Legal (it is not discriminatory under anti-discriminatory law)	<input type="checkbox"/>	<input type="checkbox"/>
Intended	<input type="checkbox"/>	<input type="checkbox"/>
Level of Impact	High	Low
	<input type="checkbox"/>	<input type="checkbox"/>
If the negative impact is possibly discriminatory and not intended and/or of high impact then please complete a thorough assessment after completing the rest of this form.		
6(a). Could you minimise or remove any negative impact that is of low significance? Explain how below:		
N/A – None identified		
6(b). Could you improve the strategy, function or policy positive impact? Explain how below:		
N/A – None identified		
7. If there is no evidence that the strategy, function or policy promotes equality, equal opportunities or improves relations – could it be adopted so it does? How		
N/A – None identified		
Please sign and date this form, keep one copy and send one copy to the Trust's Equality Lead.		
Signed:	<i>Dave Sherwood</i>	
Name:	Dave Sherwood, Head of Clinical Effectiveness	
Date:	14 th October 2010	