

EQUALITY IMPACT ASSESSMENT

POLICY	EQUAL OPPORTUNITIES POLICY	
Description	<p>Aims The purpose of the policy is to evidence the Authority's committed to encouraging and achieving a working environment which is underpinned by fairness to all individuals, where diversity is recognised, encouraged and valued.</p> <p>Which individuals and organisations are likely to have an interest in or likely to be affected? This policy document applies to all current staff and any person (applicant) who applies to work for the Authority under the direction of the Chief Executive, or applies for a position, whose recruitment process is managed by the Authority.</p> <p>General comments:- None</p>	
DOES THE ACTIVITY INCLUDE MECHANISMS TO:-		
Promote equality of opportunity	Yes	
Eliminate discrimination that is unlawful.	Yes	
Eliminate harassment	Yes	
Promote positive attitudes	Yes	
Encourage participation	Yes	
Take steps to meet people's needs, even if this requires more favourable treatment.	Yes	
Provide an opportunity for people to highlight the barriers presented by this policy?	Yes	
DIVERSITY/GROUP	IMPACT H/M/L	REASONS/ COMMENTS
Race	L	This policy does not relate to or cover any aspect of an individuals' race or ethnic origin.
Sex	L	This policy does not relate to or cover any aspect of an individuals' sex.
Disability	L	This policy does not relate to or cover any aspect of an individuals' disability.
Age	L	This policy does not relate to or cover any aspect of an individuals' age.
Sexual orientation	L	This policy does not relate to or cover any aspect of an individuals' sexual orientation.
Religion or beliefs	L	This policy does not relate to or cover any aspect of an individuals' religion or beliefs.
Gender reassignment	L	This policy does not relate to or cover any aspect of an individuals' gender.
Could any high impact be justified on the grounds of promoting equality of opportunity?		Yes

Is a full assessment necessary?	No
Could any high impact amount to an adverse impact in this policy?	No

I am satisfied that this policy has been successfully impact assessed.

I understand the impact assessment of this policy is a statutory obligation and that, as owners of this policy, we take responsibility for the completion and quality of this process.

Signed (completing officer) 03 March 2011

Svetoslav Stoyanov

Signed (Chief Executive) 03 March 2011

