

## EQUALITY AND DIVERSITY RAPID IMPACT ASSESSMENT REPORT

The master copy of this report is held by the NHS QIS Equality and Diversity Officer

EQIA SUMMARY		
<b>Name of Policy</b>	Equal Opportunities and Diversity Policy	<b>This is a:</b> Policy
<b>Owning Unit/Directorate:</b>	Human Resources Unit	
<b>Names / job titles of assessors</b>	1)Human Resources Advisor 2)Human Resources Consultant	<b>Date(s) of assessment:</b> Start: 6 December 2006 Finish: 6 December 2006
<b>EQIA results</b>	Adverse impacts: <u>Yes</u> / No If adverse, indicate level of significance: <u>Low</u> High	Positive impacts: <u>Yes</u> / No
<b>Recommended Action</b>	Issue / continue using this Policy: <u>Yes</u> / No Review date of Policy: TBA Withdraw the Policy from use: Yes / <u>No</u> Revision date of Policy: TBA Undertake a full equality and diversity impact assessment: Yes / <u>No</u> FIA planned completion date: N/A	
<b>Agreed by Head of Unit</b>	Name: Kathlyn McKellar	Date: 18 January 2007

## EQIA SUMMARY

### Summary of positive impacts and affected groups

There is a positive impact on all the equality target groups because the policy is designed to promote equal opportunities and eliminate unfair discrimination.

### Summary of adverse impacts and affected groups

- Low adverse impact on people without disabilities because the law give preferential treatment to people with disabilities in certain circumstances.
- Low adverse impact on offenders because for certain jobs, applicants/staff with particular offences would be unable to work in that area. This is lawful.
- Low adverse impact on people with religious beliefs is possible because promoting equal opportunities for other equality groups such as sexual orientation may be contrary to some beliefs systems but is justifiable in law.

### Summary of consultation undertaken

- Consultation with all staff, the Fair for All team, and in partnership through the Policy Sub-group.
- Consultation with the Executive Team.
- External job applicants to be consulted through the Recruitment and Selection Policy

### Additional information and evidence required

None – except for future monitoring purposes.

### Recommendations

Continue to use policy and review in due course.

### Give reasons to explain why a full EQIA has / has not been recommended

The policy has low adverse impacts which are legal.

**Completed by Lead Assessor**

Name: Nicola Wilson

Date: 6 December 2007

*If you would like a copy of the impact assessment report or prefer to read the report in an alternative format, please contact the Public Involvement Unit:*

*Phone: 0131 623 4300*

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