

# Equality Impact Assessment

Document:	<i>What policy/procedure is under review?</i> Staff induction review
Executive Summary:	<i>Provide a brief summary – does the proposed change have any negative effect on one or more group of individuals? If yes, what adjustments/recommendations have been made to remedy negative impacts?</i>

By law we must meet the requirements of the Equality Act 2010 including the Public Sector Equality Duty. Please give due regard to the following when completing an EIA;

- 1: Does the policy/practice eliminate discrimination, harassment and victimisation?
- 2: Does the policy/practice promote equality of opportunity?
- 3: Does the policy/practice promote good relations?

<b>Protected Characteristic</b>	<p>Commentary</p> <p><i>For each protected characteristic provide a commentary of impact. If a negative impact occurs, consider the following;</i></p> <ol style="list-style-type: none"> <li><i>1. Change the policy so impact is no longer negative</i></li> <li><i>2. Justify why it has to be done e.g. health and safety legislation</i></li> <li><i>3. Consider how you are going to mitigate the impact</i></li> </ol>
<p><b>Age</b></p> <p><i>Someone belonging to a particular age, or range of ages</i></p>	<p><b>Positive impacts</b></p> <p>A review of the staff induction process will make the process more inclusive and accessible for all protected characteristic groups</p> <p>Evaluation of induction will allow us to identify opportunities to improve the induction which in turn may increase engagement with the process, and enable staff to feel valued, supported and truly part of the organisation.</p> <p>May decrease staff turnover</p> <p>Changes to the induction process will benefit all age groups, provided we consult with staff to understand the barriers for people from different age groups.</p> <p>It may be that elements of induction take place online – this may be a barrier to older staff members. Appropriate consultation is important here.</p>

	<p>For all protected characteristic groups, it is important that new staff see an inclusive culture.</p>
<p><b>Care Experienced</b>  <i>Someone who has been or is currently in care or from a looked-after background at any stage in their life. This includes adopted children who were previous looked-after.</i></p>	<p><b>Positive impact</b>  A review of the staff induction process will make the process more inclusive and accessible for all protected characteristic groups</p> <p>Evaluation of induction will allow us to identify opportunities to improve the induction which in turn may increase engagement with the process, and enable staff to feel valued, supported and truly part of the organisation.</p> <p>May decrease staff turnover</p> <p>May increase disclosure of protected characteristics which in turn will mean more support is offered.</p> <p>Ensuring staff are signposted to appropriate support at the beginning of their employment.</p>
<p><b>Marriage/Civil Partnership</b>  <i>Married couples and civil partnership should be treated the same on a wide range of matters</i></p>	<p><b>Positive impact</b>  A review of the staff induction process will make the process more inclusive and accessible for all protected characteristic groups</p> <p>Evaluation of induction will allow us to identify opportunities to improve the induction which in turn may increase engagement with the process, and enable staff to feel valued, supported and truly part of the organisation.</p> <p>May decrease staff turnover</p> <p>No negative impacts have been identified for this group.</p>
<p><b>Race</b>  <i>Refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins</i></p>	<p><b>Positive impact</b>  A review of the staff induction process will make the process more inclusive and accessible for all protected characteristic groups</p> <p>Evaluation of induction will allow us to identify opportunities to improve the induction which in turn may increase engagement with the process, and enable staff to feel valued, supported and truly part of the organisation.</p> <p>May decrease staff turnover</p>

	<p>May increase disclosure of protected characteristics which in turn will mean more support is offered.</p> <p>Induction experience may be compromised for staff where English is a second language. We need to consider how accessible our training resources and communication are for this group.</p> <p>Ensuring staff are signposted to appropriate support and policies at the beginning of their employment.</p>
<p><b>Sexual Orientation</b>  <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i></p>	<p><b>Positive impact</b>  A review of the staff induction process will make the process more inclusive and accessible for all protected characteristic groups</p> <p>Evaluation of induction will allow us to identify opportunities to improve the induction which in turn may increase engagement with the process, and enable staff to feel valued, supported and truly part of the organisation.</p> <p>May decrease staff turnover</p> <p>May increase disclosure of protected characteristics which in turn will mean more support is offered.</p> <p>Ensuring staff are signposted to appropriate support and policies at the beginning of their employment.</p>
<p><b>Disability</b>  <i>A physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities</i></p>	<p><b>Positive impact</b>  A review of the staff induction process will make the process more inclusive and accessible for all protected characteristic groups</p> <p>Evaluation of induction will allow us to identify opportunities to improve the induction which in turn may increase engagement with the process, and enable staff to feel valued, supported and truly part of the organisation.</p> <p>May decrease staff turnover</p> <p>May increase disclosure of protected characteristics which in turn will mean more support is offered.</p> <p>Ensuring staff are signposted to appropriate support and policies at the beginning of their employment.</p>

<p><b>Gender identity/ reassignment</b>  <i>The process of transitioning from one gender to another (can include changing names, pronouns, dressing differently, medical intervention and living in their self-identified gender)</i></p>	<p><b>Positive impact</b>  A review of the staff induction process will make the process more inclusive and accessible for all protected characteristic groups</p> <p>Evaluation of induction will allow us to identify opportunities to improve the induction which in turn may increase engagement with the process, and enable staff to feel valued, supported and truly part of the organisation.</p> <p>May decrease staff turnover</p> <p>May increase disclosure of protected characteristics which in turn will mean more support is offered.</p> <p>Ensuring staff are signposted to appropriate support and policies at the beginning of their employment.</p>
<p><b>Pregnancy/maternity</b>  <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i></p>	<p><b>Positive impact</b>  A review of the staff induction process will make the process more inclusive and accessible for all protected characteristic groups</p> <p>Evaluation of induction will allow us to identify opportunities to improve the induction which in turn may increase engagement with the process, and enable staff to feel valued, supported and truly part of the organisation.</p> <p>May decrease staff turnover</p> <p>May increase disclosure of protected characteristics which in turn will mean more support and policies is offered.</p>
<p><b>Religion or Belief</b>  <i>Religious and philosophical beliefs, including lack of belief (atheism)</i></p>	<p><b>Positive impact</b>  A review of the staff induction process will make the process more inclusive and accessible for all protected characteristic groups</p> <p>Evaluation of induction will allow us to identify opportunities to improve the induction which in turn may increase engagement with the process, and enable staff to feel valued, supported and truly part of the organisation.</p> <p>May decrease staff turnover</p> <p>May increase disclosure of protected characteristics which in turn will mean more support is offered.</p>

	<p>Ensuring staff are signposted to appropriate support at the beginning of their employment.</p>
<p><b>Sex</b> <i>Gender assigned at birth</i></p>	<p><b>Positive impact</b> A review of the staff induction process will make the process more inclusive and accessible for all protected characteristic groups Evaluation of induction will allow us to identify opportunities to improve the induction which in turn may increase engagement with the process, and enable staff to feel valued, supported and truly part of the organisation.</p> <p>May decrease staff turnover</p> <p>Ensuring staff are signposted to appropriate support at the beginning of their employment.</p>
<p><b>Employment or Trade Union Membership</b></p>	<p><b>Positive impact</b> A review of the staff induction process will make the process more inclusive and accessible for all protected characteristic groups Evaluation of induction will allow us to identify opportunities to improve the induction which in turn may increase engagement with the process, and enable staff to feel valued, supported and truly part of the organisation.</p> <p>May decrease staff turnover</p>
<p><b>Past Criminal Convictions</b></p>	<p><b>Positive impact</b> A review of the staff induction process will make the process more inclusive and accessible for all protected characteristic groups Evaluation of induction will allow us to identify opportunities to improve the induction which in turn may increase engagement with the process, and enable staff to feel valued, supported and truly part of the organisation.</p> <p>May decrease staff turnover</p>
<p><b>Poverty or Deprivation</b></p>	<p><b>Positive impact</b> A review of the staff induction process will make the process more inclusive and accessible for all protected characteristic groups</p>

	<p>Evaluation of induction will allow us to identify opportunities to improve the induction which in turn may increase engagement with the process, and enable staff to feel valued, supported and truly part of the organisation.</p> <p>May decrease staff turnover</p> <p>It may be that elements of induction take place online – this may be a barrier to staff who do not have access to digital equipment or do not have the skills to navigate aspects of an online induction. Appropriate consultation is important here.</p> <p>Ensuring staff are signposted to appropriate support at the beginning of their employment.</p>
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Owner:	A Brydon	
Date initiated:		
Consultation:	<i>Which groups were consulted with in the development of this EIA?</i>	
Signature (Owner)	A Brydon	Date 11 Nov 2021
Signature (Equalities Officer)	A Brydon	Date 28/1/22