

Equality Impact Assessment Form

Section One – Screening

Name of strategy, project or policy:

Organisational Development Plan

Officer completing assessment:

Liz Murphy – Head of Human Resources

Telephone:

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1. What is the main purpose of the strategy/project/policy?

To illustrate the strategic plan in relation to the delivery and resourcing of formal organisational development opportunities undertaken within the Council by employees during 2006/2007.

2. List the main activities of the project/policy (for strategies list the main policy areas):

To describe the strategic goals for training and staff development during 2006/2007
To outline the longer term objectives for training
To outline the training activities which are scheduled for the year
To review training and development initiatives of 2005/2006
To serve as a management tool for the review of training and performance

3. Who will be the main beneficiaries of the strategy/project/policy?

Employees and Members of the Council, which will lead to service improvements which will benefit all the residents of Rossendale.

4. Use the table below to tick:

(a) Where you think that the strategy/project/ policy could have a negative impact on any of the equality target groups i.e. it could disadvantage them.

There will be no negative impact on any on the target equality groups

(b) Where you think that the strategy/project/ policy could have 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	Reason
Gender	Women	√		The Organisational Development Plan identifies equality and diversity training for all employees and members relating to all the minority groups, in addition to customer focus training
	Men	√		“
Race	Asian or Asian British people	√		“
	Black or black British people	√		“
	People of mixed race	√		“
	Irish people	√		“
	White people	√		“
	Chinese people and other minority ethnic communities not listed above	√		“
Disability	Physical	√		“
	Sensory	√		“
Sexuality	Lesbians, gay men and	√		“

	bisexuals			
Gender Identity	Trans people	√		“
Age	Older people (60 +)	√		“
	Younger people (17-25), and children	√		“
Belief	Faith groups	√		“
Equal opportunities and /or improved relations				Where staff are more aware of diversity issues they can develop a service which meets the needs of customers

Notes:

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

The categories used in the Race section are those used in the 2001 census. Consideration should be given to the needs of specific communities within the broad categories such as Bangladeshi people and to the needs of other communities such as Turkish/Turkish Cypriot, Greek/Greek Cypriot, Italian and Polish that do not appear as separate categories in the census.

5. If you have indicated there is a negative impact on any group, is that impact:

No Negative Impact

6. a) Could you minimise or remove any negative impact that is of low significance?

Explain how:

b) Could you improve the strategy, project or policy’s positive impact?

Explain how:

The Policy will be subject to review and will be developed to take account of any issues arising in light of operational experience.

You may wish to use the action sheet at the end of Section Two.

7. If there is no evidence that the strategy, policy or project promotes equality, equal opportunities or improved relations – could it be adapted so that it does?

How?

Please sign and date this form, keep one copy and send one copy to the Head of Human Resources.

SignedLiz Murphy.....

Date.....6 September 2006