

# HPSS Agencies and Bodies

## SCREENING TEMPLATE

For further information on screening, please refer to the leaflet entitled 'What staff need to know about screening for equality' available from the Human Resources Department.

### (1) INFORMATION ABOUT THE POLICY

**Title of policy**

NIBTS Equal Opportunities Policy

**Description of policy (*what it covers/ who it applies to*)**

This Policy is concerned with the Promotion of equality of opportunity and the prevention of unlawful discrimination. This policy applies to applicants to the organisation, potential applicants and employees of the organisation.

**Aims of policy (*what it is meant to do*)**

The aim of this policy is to ensure that all persons will have equality of opportunity regardless of sex, marital status, whether or not they have dependants, perceived religious affiliation, political opinion, race, disability, sexual orientation or age.

### (2) SCREENING THE POLICY

**Is there any evidence that different groups have different needs, experiences, issues and priorities in relation to the policy (taking into consideration any evidence of higher or lower uptake by any of the 9 different groups)? [PLEASE COMPLETE THE TABLE BELOW]**

<b>Group</b>	<b>Yes/No</b>	<b><i>If Yes, please briefly give details</i></b>
Gender	N	
Age	N	
Religion	N	
Political Opinion	N	
Marital Status	N	
Dependent Status	N	
Disability	N	
Ethnicity	N	
Sexual Orientation	N	

**Is there an opportunity to better promote equality of opportunity or good relations by altering the policy or working with others in government or in the larger community? If so, what would you suggest?**

**Please detail information and views (e.g. of colleagues or service users) that you used to make your screening judgement.**

Consultation took place between the Agencies Senior Management Team and Staff Side Representation through the JNCC forum.

**(3) SHOULD THE POLICY BE SUBJECT TO EQUALITY IMPACT ASSESSMENT?**

Equality impact assessment procedures are confined to those policies considered likely to have significant implications for equality of opportunity.

**If your screening has indicated that a policy is having an adverse differential impact, how would you categorise it? Please tick.**

Significant impact	<input type="checkbox"/>
Low impact	<input type="checkbox"/>

**Do you consider that this policy needs to be submitted to a full equality impact assessment?**

Yes	<input type="checkbox"/>
No	<input checked="" type="checkbox"/>

If **No** but the policy has significant impacts, please give reasons for your recommendation.

Policy Screened by: \_\_\_Frances McGrath\_\_\_\_\_

Date: \_\_\_1<sup>st</sup> November 2007\_\_\_\_\_