

Appendix 1: Equality Impact Assessment Screening:

Disputes Policy

1. Context

This EIA screening is undertaken because the paper requires a decision in relation to a:

- Policy review

2. Relevance to the Public Sector Equality Duty:

The policy is relevant to the following aspects of the Public Sector Equality Duty:

1) Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010

Not relevant

2) Advance equality of opportunity between people who share a protected characteristic and those who do not

Not relevant

3) Foster good relations between people who share a protected characteristic and those who do not

Not relevant

2. Impact on Protected Groups:

Depending on how it is implemented, the policy could impact positively or negatively in relation to the following protected characteristics:

| | | | | | |
|----------------------|----|------------------------|----|--------------------------------------|----|
| Age. | No | Disability. | No | Sexual Orientation. | No |
| Race. | No | Sex. | No | Religion or Belief. | No |
| Gender Reassignment. | No | Pregnancy & Maternity. | No | Marriage or Civil Partnership Status | No |

3. Health Inequalities:

Does it relate to an area with known Health Inequalities? No

4. Where it is considered that the policy has no relevance to the General Duty or Protected Groups, this should be recorded here with reasons, along with any advice received:

This policy describes the administrative processes that Bristol CCG Management and recognised Trade Unions will need to follow with regards to resolving disputes and the involvement of Arbitration and Conciliation Advisory Service (ACAS).

5. Conclusion:

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| Proceed to full EIA: No |
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