

## **Appendix 1: Equality Impact Assessment Screening:**

### **Medical and Dental Staff Disciplinary and Capability 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**

If any issues are raised in relation to discrimination, harassment and/or victimisation an investigation will be undertaken in line with the Medical and Dental Staff Disciplinary and Capability policy.

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

Poor performance can undermine the design and delivery of effective and equitable services to patients and the public. Therefore, this policy could help to tackle health inequalities by addressing poor individual performance and any issues in the work environment which are contributing to poor performance.

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

This policy has the potential to foster good relations by setting out clear, fair and transparent procedures and guidance around managing poor performance and capability and dealing with disciplinary issues.

#### **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.	Yes	Disability.	Yes	Sexual Orientation.	Yes
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Race.	Yes	Sex.	Yes	Religion or Belief.	Yes
Gender Reassignment.	Yes	Pregnancy & Maternity.	Yes	Marriage or Civil Partnership Status	Yes

**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:**

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**5. Conclusion:**

Proceed to full EIA: No
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