

Appendix 1: Equality Impact Assessment Screening:

Prior to completing this screening document you may wish to review with the accompanying guidance:

1. Context:

This EIA screening is undertaken because the paper requires a decision in relation to: (Please delete as appropriate):

- Policy approval or review
 - Bristol Clinical Commissioning Group Secondment Policy

2. Relevance to the Public sector Equality Duty:

Consider Each aim of the General Duty (outlined below), and explain which aspects of the paper are relevant:

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

The policy is based on Line Manager's discretion when designing secondment opportunities and considering releasing individuals to undertake secondments. Therefore there is the potential for discriminatory outcomes due to the subjectivity in these types of decision.

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

There is an awareness of job segregation and poor representation of particular protected groups at senior levels within the CCG. This policy offers significant opportunity to address these issues but only if implemented with a view of meeting this aim.

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

This aspect of the duty is relevant to the policy if secondment opportunities are not handled sensitively as this could challenge good relations between different groups of people.

3. Impact on Protected Groups:

Has the above identified that the paper has any relevance to any of the following protected characteristics?

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

4. Health Inequalities:

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

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

6. Conclusion:

Proceed to full EIA: Yes
Quality Assured by: David Harris, Senior Equality Advisor
Date: 10 th February 2014