

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

### **Termination Policy**

#### **1. Context:**

This EIA screening is undertaken because the paper requires a decision in relation to a workforce policy review.

#### **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**

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

#### **3. Impact on Protected Groups:**

Has the above identified that the paper has any relevance to any of 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

#### **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:**

This policy describes the administrative processes to be followed when the organisation is ending a contract of employment in specified circumstances such as capability, conduct, redundancy, etc. These circumstances are generally governed by specific organisational policies. It is these other policies which are relevant to the General Duty or to particular Protected Characteristics.

**6. Conclusion:**

Proceed to full EIA: No
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