

EQIA Register - Personnel & Training Services, November 2007

Function ¹	Screening Date	Relevant equality Issue ²	Level of Impact ³	Full EQIA Needed	Date of Full EQIA (Nov 08- Nov 11)	Review date ⁴	Lead Officer	Performance Measure ⁵
Equal Pay	November 2007	Gender Age Disability Race Sexual Orientation Faith/Religious Belief	High Low Low Low Low Low	Yes No No No No No	November 2007	March 2009	Colin Hague/ Berni Catling	Review outcomes notified to employees
Employment Relations – Leave Arrangements	November 2007	Gender Age Disability Race Sexual Orientation Faith/Religious Belief	Medium Low Low Medium Low Low	No No No No No No		March 2009	Mike MacDonald	
Employment Relations - Casework	November 2007	Gender Age Disability Race Sexual Orientation Faith/Religious Belief	Medium Low Low Medium Low Low	No No No No No No		March 2009	Mike MacDonald	
Recruitment and Retention	August 2007	Gender Age Disability Race Sexual Orientation Faith/Religious Belief	Medium Medium Medium Medium High Low	No No No No Yes No	October 2007	March 2009	Melissa Glanville	Improve equality workforce profile, BVPI5

Function ⁶	Screening Date	Relevant equality Issue ⁷	Level of Impact ⁸	Full EQIA Needed	Date of Full EQIA (Nov 08- Nov 11)	Review date ⁹	Lead Officer	Performance Measure ¹⁰
Organisational Development & Training including: IIP reassessment & accreditation; Staff Surveys; EDI & Communications; Management Development; Leadership Plan; People Strategy Group	November 2007	All	Medium Impact overall	No		March 2009	Ros Jackson/ Sue Kingsw ood	Awareness Courses, Understanding Employee experiences courses, staff survey.
Employee First Project	November 2007	Gender Age Disability Race Sexual Orientation Faith/Religious Belief	Low Low Medium Low Low Low	No		March 2009	Mike Mac Donald	

This is a living document that should be regularly updated and sent to the [Improvement and Policy Officer – Equalities](#) when updates are made.

¹ This listing should include a) existing functions, b) functions that will require a review, c) new policies that are to be developed. The Unit's Summary Business Plan and EQIA Registers from 2005 can be used as a guide for existing functions. The latter needs to be checked for accuracy and completeness

¹ Categories: All issues, gender, race, disability, sexual orientation, faith/religious belief, and/or age.

¹ **HIGH/ADVERSE IMPACT, MEDIUM, LOW or DON'T KNOW** – See [Guidance](#) to determine extent of impact that the policy has on the relevant equality issue(s).

¹ Guidance advises at least every three years after the first screening or full EQIA.

¹ See Full EQIA Record