

To complete – press F11 to jump from field to field

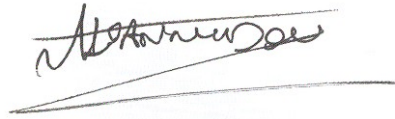
Equality Impact Assessment

Name of the business case,
SOP, SIP, project, service

Inter-service Transfers (out)

File ref:	EIA/HR 3.5/027	Issue No:	1
Date of Issue:	15/06/09	Review date:	15/06/10
Risk assessment completed	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Environmental assessment completed	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

Approved by:



Part 6 Equality impact assessment improvement plan

The table below should be completed using the information from the equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, ie increase the positive impact
4. If no actions [go to Part 7](#)

Please ensure that you update your service/business plan within the equality objectives/targets and actions identified below:

Area of concern	Action required	Person responsible	Timescale	Resource implications	Comments
Ethnicity	Aim recruitment strategy at increasing numbers employed from ethnic minority groups.	Pauline Pellerito	12 months	Liaison with Publicity. Financial Budget	This will be the focus of "Have a go days"
Gender / Transgender	Monitoring of data for transferees to include this information	Pauline Pellerito	12 months	HR Administrator	This will be the focus of "Have a go days"
Sexual Orientation	Monitoring of data for transferees to include this information	Pauline Pellerito	12 months	HR Administrator	This will be the focus of "Have a go days"
Religion / Belief	Monitoring of data for transferees to include this information	Pauline Pellerito	12 months	HR Administrator	This will be the focus of "Have a go days"

Part 7 Equality impact assessment summary report

The results of equality impact assessments must be published. Please complete this summary, which will be used to publish the results of your impact assessment on the Service’s website, and return it to Business Support.

Date of assessment: 08.04.09

Manager(s) name: Pauline Pellerito **Role:** Senior HR Consultant

Business case, SOP, SIP, project or service, procedure, strategy or Service, that was impact assessed:

Summary of findings:

Low number of uniformed personnel recruited from under represented groups.

The negative impact for ethnic minorities in uniformed positions has been caused by recruitment strategy not being able to attract employees from this group

The data needed to make comparisons within the different religions / beliefs of employees requesting transfers had not previously been collected but is now in the process of being collated.

No data on transgender people and religion/belief groups

Summary of recommendations and key points of action plan:

Aim recruitment strategy at increasing numbers employed from ethnic minority groups.

Monitoring of data for transferees to include information from the 6 equality strands

Groups that this business case, SOP, SIP, projector service will impact upon *															
Race		Gender		Sexual Orientation		Age		Disability		Religion/ Belief		Other		All	
+	-	+	-	+	-	+	-	+	-	+	-	+	-	+	-
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- This information should be transposed to the front page of the Business case, SOP, SIP, project or service/Procedural document

Date completed:	12/06/09	Signed by CFO	
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