

**Equality Impact Assessment
Level One
Initial Screening**

Service Area.....Human Resources.....

Title of policy, procedure, strategy, function or working practice:

.....Commitment to the Skills Agenda.....

1. What are the aims, objectives and intended outcomes of the proposed policy, procedure, strategy, function or working practice to be assessed?

The Skills Pledge shows a commitment by the employer to support all employees to develop their basic skills and work towards valuable qualifications.

The Get On Award will demonstrate our commitment to this skills pledge and provide a framework to develop an action plan to implement the skills agenda.

2. Who is intended to benefit from the policy, procedure, strategy, function or working practice and in what way? Think about who will benefit and how. This will prompt thoughts on who will not benefit and whether this can be justified.

All staff

3. Is there any evidence of impact on people on the grounds of Race, Religion, Gender, Disability, Sexual orientation and age as a result of this policy, procedure, strategy, function or working practice. If there is positive or negative impact then please indicate the levels.

a. Race

Impact : Positive Negative Neutral
 Level : High Medium Low

b. Religion

Impact : Positive Negative Neutral
 Level : High Medium Low

c. Gender

Impact : Positive Negative Neutral
 Level : High Medium Low

d. Disability

Impact : Positive Negative Neutral
 Level : High Medium Low

e. Sexual Orientation

Impact : Positive Negative Neutral
 Level : High Medium Low

f. Age

Impact : Positive Negative Neutral
 Level : High Medium Low

4. Has any positive/negative impacts been identified which cannot be justified?

NO No need to proceed to stage 2 or 3
 (go to question 7)

We will monitor the operation of the skills agenda and the Get On Award in relation to the Equality strands.

