

# **Equality Impact Assessment Level 3 FULL EQUALITY IMPACT ASSESSMENT Harassment Procedure**

## **Background**

The Harassment Policy has been in place for a number of years and there are plans to replace it with a new Dignity at Work Policy.

## **Aims of the Procedure**

The stated aims are to make the boundaries of acceptable behaviour clear and also to provide a framework for complaints of harassment, and publicise support channels for employees who feel that they are being harassed.

## **Methodology and Sources of Data**

Workforce data is collected and reported on each year. This includes details of harassment cases by equality group.

2008/9 – 2 cases. 1 male, 1 female. Both were white and 1 was disabled.

2009/10 – no cases

2010/11 – 4 cases. 3 female, 1 male. 1 BME. 1 disabled.

## **Assessment on Impact on Equality**

Given the low numbers, the data does not show any adverse impact on any group based on equality strand.

## **Consideration of Alternative Approaches/Mitigation of Negative Impact**

The current policy is a number of years old and reflects outdated structures. The Equality Act came into force on 1 October last year and this contains a new definition of harassment. It would also be in line with best practice to include a definition and examples of bullying.

## **Monitoring Arrangements**

We will continue to collect data for staff making a complaint of bullying or harassment. There is new guidance around the Equality Act about what information should be monitored and published, which is now being considered.

## **Formal Consultation**

A revised draft will be produced and agreement sought with Management Team, the Trade Unions and Management Review Committee. It is suggested that the wider staff group is also consulted, via the Hyntranet, as this will help raise awareness.

## **Publication of the EIA**

As with other EIAs, it will be published on the Council's website.

## **Conclusions**

No adverse impact has been identified but it is timely to review the procedure.

**This Full Impact Assessment has been completed to the best of our knowledge**

**Details of Officer Completing Full Impact Assessment**

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Date	9 February 2011

**Details of Departmental Equalities Representative**

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