

Dudley Group NHS Foundation Trust: Equality Impact Assessment

Step 2 - Screening Tool

Please complete the following when screening your policy or service for potential impact on equality groups.

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| 1. Name of lead | Dean Summlar (Senior HR Business Partner) |
| Contact number & email | Dean.summlar@dgh.nhs.uk |
| Directorate or Department and Team | Human Resources |
| 2. Name of service or policy | Remediation and Support Policy for Medical Staff |
| Is this a new or existing piece of work? | New |
| 3. Target audience e.g. patients and public; NHS staff; professional health organisations; voluntary organisation; internal staff | Medical Staff |
| 4. What are the aims of the service/policy? i.e. what does the policy or service hope to achieve? | As a requirement for revalidation the organisation is required for having a policy in place to address issues of support and remediation for medical staff. |
| 5. Does any part of this service or policy have the potential to have an adverse impact based on a person's age, disability, ethnic origin, gender, religion/belief or sexual orientation? <i>If No, please provide brief reasons.</i> | No, this policy has no adverse effect on any protected strand of diversity as applies to all doctors requiring revalidation, irrespective of diversity. |
| 6. Are there any factors that could lead to different outcomes or satisfaction levels based on people's age, disability, ethnic origin, gender, religion/belief or sexual orientation? If No, please provide brief reasons. | No, this policy has no adverse effect on any protected strand of diversity as applies to all doctors requiring revalidation, irrespective of diversity. |

If you have answered yes to any of questions 5 or 6, you must now complete a full Equality Impact Assessment using the proforma provided by the Trust.

If you have answered No to all of the above questions, a full assessment is not required. Please complete the following sign-off section and send a copy of this screening to your Head of Service, Matron or Head of Department as appropriate **and** to Liz Abbiss, Head of Communications at Trust HQ.

Name of person completing this screening: Dean Summlar

Job Title: Senior HR Business Partner

Date sent to Head of Service, Matron or Head of department: 14.1.13

Date sent to Head of Communications, Trust HQ: 28.1.13

For advice relating to completion of this screening, please contact Human Resources on 456111, ext 3807