

# Equality Impact Assessment Form

## Part 1 – Initial Screening

### 1. People responsible for completing the assessment:

*(Please indicate which person(s) have undergone training in EqIA's)*

Sandra Moores – EqIA trained  
Helen Taylor

### 2. Name of the policy, strategy or project:

Diversity Policy

### 3. What is the main purpose or aims of the policy, strategy or project?

The purpose of the policy is to promote the organisation's commitment to Diversity. It is also to set the behaviours towards colleagues and customers that we expect, the responsibilities for employees and the structures that we will implement to support diversity.

### 4. Who will be the beneficiaries of the policy/strategy/project?

All employees will benefit through an open and fair culture. The organisation will benefit from the different experience and expertise that a diverse range of employees can bring to it.

### 5. Has the policy/strategy/project been explained to those it might affect directly or indirectly?

The policy was first published and promoted on the intranet to all employees in September 2007. This is a review and refresh. The organisation's position on Diversity is being promoted and explained to all employees on a continual basis through a range of methods.

### 6. Have you consulted on this policy/strategy/project?

We have consulted with teams through OD Business Partners, with Trade Union representatives, with Diversity Champions and the Building Capability Community of Delivery.

**7. Please complete the following table and give reasons/comments for where:**

*(a) The policy/strategy/project could have a positive impact on any of the equality target groups or contributes to promoting equality, equal opportunities and improving relations within equality target groups.*

*(b) The policy/strategy/project could have a negative impact on any of the equality target groups, i.e. disadvantage them in any way.*

**If the impact is high, or the policy will impact significant amounts of people, a full EqIA should be completed.**

Equality Target Group	a) Positive impact		b) Negative impact		Reason/Comment
	High	Low	High	Low	
Men	X				<p>The policy should have a high positive impact on all equality groups as it sets out the structures to support diversity throughout Natural England and the expected behaviours of all employees to support it.</p> <p>The policy includes the information about each Equality Target Group's Diversity Champion who have a support group and action plans to promote diversity and equality.</p>
Women	X				
Asian or Asian British people	X				
Black or Black British people					
White people (including Irish people)					
Chinese people					
Mixed Race people					
Other racial/ethnic group (please specify)					
Disabled and deaf people	X				
Gay, Lesbian and Bisexual people	X				
Transgender people	X				
Older people (50+)	X				
Younger people (17-25) and children	X				
Working patterns (P/T or part year)	X				
Faith groups (please specify)	x				

**8. If there is a negative impact on any equality target group, is the impact intended?**

No negative impacts

**If there is a negative impact on any equality target group is the impact legal?**

**9. What actions could be taken to amend the policy/strategy/project to minimise the negative impact?**

**10. If there is no evidence that the policy/strategy/project promotes equality, equal opportunities or improves relations within equality target groups, what amendments could be made to achieve this?**

**11. How will the policy/strategy/project be implemented including any necessary training?**

The policy will be reissued on the intranet and OD Business Partners and Diversity Ambassadors will promote the policy to their teams. The Diversity agenda is also promoted through a range of other avenues. Teams have Diversity Action Plans and Diversity groups. Diversity training is undertaken throughout the organisation specifically at team level and as part of other courses nationally for example interview training and as part of a national Diversity Conference.

**Full assessment necessary? No**

**Is this Policy/Strategy/Project:**

A new policy/strategy/project	<b>No</b>
A change to an <b>existing</b> policy/strategy/project	<b>Yes</b>
An existing policy/strategy/project	<b>Yes</b>

**Is this Equality Impact Assessment:**

Predictive	<b>No</b>
Retrospective	<b>Yes</b>

**Date completed:** September 2009

**Signed by Line/Project Manager:** Sandra Moores

**Approved by Senior Management /Project Management Team:** Chris Udall

**Signed by Diversity lead:** Jo Collinge

***(This indicates that the EqIA has been through the QA process and has been approved as sufficient quality and appropriate for publication)***