

## Equalities Impact Assessment

Directorate:  Service:

Piece of work being assessed:

Aims of this piece of work:

Name of lead person:  Other partners/stakeholders involved:

Date of assessment:

Who is intended to benefit from this piece of work?

Single Equality Scheme strand	Baseline data and research on the population that this piece of work will affect What is available? What does it show? Are there any gaps? Use both quantitative and qualitative research and user data Include consultation with users if available  Recruitment and Retention Premia are used so rarely that there is currently minimal risk of discrimination in any of the six strands.	Is there likely to be a differential impact?
<b>Gender</b>	This policy will enable NHS Sheffield and Sheffield PCT Provider Services to offer, in accordance with a consistent procedure, recruitment and retention premia to posts which would otherwise be difficult to recruit to and retain staff in.	No
<b>Race</b>	As above	No
<b>Disability</b>	As above	No

<b>Sexual orientation</b>	As above	No
<b>Age</b>	As above	No
<b>Religion/belief</b>	As above	No
<b>Human Rights</b>	Will this piece of work impact on anyone's human rights?	No

### Equalities Impact Assessment Action Plan

Strand	Issue	Action required	How will you measure the impact / outcome?	Timescale	Lead
All	Distribution of R & R Premia unclear	Analyse pay information	Improved information	31 Aug 2010	DW