

Equalities Impact Assessment

Directorate: **Provider Services** Service: **Human Resources**

Piece of work being assessed: **Redeployment and Redundancy Policy**

Aims of this piece of work: **The employer is committed to providing as secure an employment environment as possible. However in the event of significant organisation change redeployment and redundancy may be necessary. This policy is designed to support employees through organisational change.**

Name of lead person: **Deborah Wardle** Other partners/stakeholders involved: **Sajida Bashir
Chris Stocks**

Date of assessment: **21 August 2009**

Who is intended to benefit from this piece of work? **NHS Sheffield and Sheffield PCT Provider Services, and employees**

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	Is there likely to be a differential impact?
Gender	This policy will enable the Trust to offer, in accordance with a consistent procedure, redeployment and redundancy to staff whose posts are subject to organisational change.	Possibly
Race	As above	Possibly
Disability	As above	Possibly
Sexual orientation	As above, noting that no data available on the sexuality of staff	Possibly

Age	This policy will enable the Trust to offer, in accordance with a consistent procedure, redeployment and redundancy to staff whose posts are subject to organisational change	Possibly
Religion/belief	As above, noting that no data at present on the religion or belief of staff	Possibly
Human Rights	Will this piece of work impact on anyone's human rights?	Possibly

Equalities Impact Assessment Action Plan

Strand	Issue	Action required	How will you measure the impact/outcome?	Timescale	Lead
Age	Possible age discrimination in the application of this policy	Analyse data	Outcome of data analysis	31 Aug 2010	DW
All	Data quality due to inconsistent recording	Improve recording procedures	Effective data collected and analysed	31 Aug 2010	DW