

Impact Assessment Proforma

1. What is the policy? (Name/description of the policy)

Grievance Policy

2. What is the aim, objective or purpose of the policy?

- To enable employees to resolve disputes and other work conflict areas constructively and in line with legislation and ACAS Guidance.
- To update the existing College Grievance Policy (1994).
- To ensure that reasonable management investigations are undertaken prior to any disciplinary actions being instigated.
- to ensure the College complies with the appropriate legislation and that all staff are afforded natural justice in any grievance situation.
- To provide more detailed guidance for managers and employees in resolving disputes.

3. Who defines or defined the policy and who implements it?

- Policy defined by SMT
- Policy written and updated by HR
- Policy implemented by Senior / Section managers and employees

4. Is the policy applied uniformly throughout the College?

Yes	Yes
No	

N/A

5. Who are the stakeholders in relation to this policy (for example the Funding Councils, UCAS)?

Senior Management
HR Team
Section Managers
Staff

6. What data are available to facilitate the screening of this policy?

None

7. Is there any evidence of higher or lower participation or uptake by the following characteristics?

	Yes	No	Not known
Age		No	
Disability		No	
Gender reassignment		No	
Racial group		No	
Religious belief		No	
Sexual orientation		No	
Sex		No	
Pregnancy/Maternity		No	
Marriage/Civil Partnership		No	

Note: A broad interpretation should be taken of the word 'evidence'. It should include anecdotal evidence and evidence derived from qualitative or quantitative analysis where available.

Please comment:

N/A

8. Is there any evidence that different groups have different needs, experiences, issues and priorities in relation to this policy?

	Yes	No	Not known
Age		No	
Disability		No	
Gender Reassignment		No	
Racial group		No	
Religious belief		No	
Sexual orientation		No	
Sex		No	
Pregnancy/Maternity		No	
Marriage/Civil Partnership		No	

Note: A broad interpretation should be taken of the word 'evidence'. It should include anecdotal evidence and evidence derived from qualitative or quantitative analysis where available.

Please comment:

N/A

9. Have previous consultations with relevant groups, organisations or individuals indicated that policies of this type create problems specific to them?

Please comment:

- TU's have been consulted prior to the implementation of the policy.
- No evidence that any particular group will be disadvantaged by the policy.

10. Is there an opportunity to promote equality of opportunity or community relations more effectively by altering the policy, or by working with others?

Yes	
No	No

Please elaborate:

N/A

11. In the context of question 9 are there any relevant groups which you believe should be consulted?

Please specify:

No specific groups require to be consulted – Policy applies to all staff and TU consultation has been undertaken.

12. What data are required in the future to ensure effective monitoring?

- HR Team will be recording all decisions to check that the policy is being applied effectively and consistently for the purposes of equality impact assessment.

13. Please indicate whether a full impact assessment is recommended.

Yes	
No	No

Please elaborate:

Policy applies to all staff and no evidence of risk that any of the protected groups will be disadvantaged is available.

14. Any other comments on the policy and/or screening exercise?

None

Impact Assessment Summary

Policy Name	Grievance
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1. On a scale of high, medium or low assess the policy in terms of priorities for impact assessment.

High		Medium		Low	Low
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Please indicate when you think this policy should be reviewed next:

Year	October 2017
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2. Is the Policy affected by a strategic planning document, for example Agenda for Action, Institutional Plan, Strategic Development Plan?

3.

Yes	Yes
No	

Please elaborate:

• HR Operational Plan and Policy Review Plan

4. Is the policy affected by the timetable established by other relevant public authorities or organisations in relation to common functions?

5.

Yes	
No	No

Please elaborate:

n/a

4. Are there any particular resource implications incurred by the policy?

Costs of monitoring and review (direct HR Salary Costs).

Preliminary screening by: Joe Wright