

Chesterfield Borough Council

Equality Impact Assessment - Preliminary Assessment Form

The preliminary impact assessment is a quick and easy screening process. It should identify those policies, projects, services, functions or strategies which require a full EIA by looking at negative, positive or no impact on any of the equality groups.

Service Area: HR
Section: HR
Lead Officer: Kate Harley

Title of the policy, project, service, function or strategy the preliminary EIA is being produced for:

Stress Policy and Procedure

Is the policy, project, service, function or strategy:

Existing
Changed
New/Proposed

Q1 - What is the aim of your policy or new service?

The aim of this policy is to provide guidance for all employees and managers on how to handle situations where stress has been identified as a factor in the workplace and to support the individual to remain in work by providing a range of support mechanisms. This is an amendment to the previous policy and aims to simplify the guidance for managers and employees.

Q2 - Who is the policy or service going to benefit?

All managers and employees will benefit from the clarity this new policy provides.

The policy's emphasis is on prevention, early intervention, and recognising the signs and symptoms of stress, including new and practical guidance for managers.

Q3 - Thinking about each group below, does, or could the policy, project, service, function or strategy have an impact on protected characteristics below? You may also need to think about sub groups within each characteristic e.g. older women, younger men, disabled women etc.

Please tick the appropriate columns for each group.

Group or Protected Characteristics	Potentially positive impact	Potentially negative impact	No impact
Age – including older people and younger people.	x		
Disabled people – physical, mental and sensory including learning disabled people and people living with HIV/Aids and cancer.	x		
Gender – men, women and transgender.			x
Marital status including civil partnership.			x
Pregnant women and people on maternity/paternity. Also consider breastfeeding mothers.	x		
Sexual Orientation – Heterosexual, Lesbian, gay men and bi-sexual people.	x		
Ethnic Groups	x		
Religions and Beliefs including those with no religion and/or beliefs.			x
Other groups e.g. those experiencing deprivation and/or health inequalities.			x

If you have answered that the policy, project, service, function or strategy could potentially have a negative impact on any of the above characteristics then a full EIA will be required.

Q4 - Should a full EIA be completed for this policy, project, service, function or strategy?

Yes

No x

Q5 - Reasons for this decision:

This policy is aimed at supporting individuals who suffer from stress at work and has no punitive measures attached so could not be perceived to have a negative impact on any group of people.

Please e-mail this form to the Policy Service before moving this work forward so that we can confirm that either a full EIA is not needed or offer you further advice and support should a full EIA be necessary.