

HDC Initial Equality Impact Assessment Form (EIA1)

Service Area/Section	Human Resources		Persons undertaking the assessment (please also state name of contact officer)	HR Team Lauri Butcher	
Name of policy or function to be assessed	Stress Management	Date of assessment	July 2008	New or existing policy	New
1. Briefly describe the aims, objective or purpose of the policy, or service function.	HDC is committed to protecting the health, safety and welfare of its employees and recognises that workplace stress is a health and safety issue. HDC acknowledges the importance of reducing stress in the workplace.				
2. Are there any associated objectives of the policy/function?	All HDC employees are responsible for its effective implementation.				
3. Who is intended to benefit from this policy and in what way?	The policy applies to all employees, it will provide them with a greater level of understanding of stress and the management of employees who are absent etc				
4. What outcomes are wanted from this policy/function and for whom?	The desired outcome is to identify all workplace stressors and conduct risk assessments. These will be regularly reviewed. The policy will provide guidance to managers and employees and promote a positive and healthy work environment.				
5. How do these outcomes meet or hinder other policies, values, or objectives of HDC?	It supports employees and managers and promotes a positive culture in which to work.				
6. What factors/forces could contribute/detract from the intended outcomes?	Failure of managers to conduct risk assessments and identify workplace stressors. Consistent approach not been applied.				
7. Who are the main stakeholders in relation to this policy?	All HDC employees		8. Who implements the policy/function and is responsible for the policy?	Managers, Human Resources	

9. Are there any concerns that the policy/function could have a differential impact on racial groups?	Y	NO	The policy exists to protect employees and identify workplace stressors
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			It is recognised that employees could potentially be more likely to suffer stress in the workplace due to different racial groups. However the extent of which should be minimal with the correct implementation of the stress management policy.
10. Are there any concerns that the policy/function could have a differential impact due to gender?	Y	NO	The policy exists to protect employees and identify workplace stressors
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			It is recognised that employees could potentially be more likely to suffer stress in the workplace due to gender. However the extent of which should be minimal with the correct training and implementation of the stress management policy.
11. Are there any concerns that the policy/function could have a differential impact due to disability?	Y	NO	The policy exists to protect employees and identify workplace stressors
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			It is recognised that employees could potentially be more likely to suffer stress in the workplace linked to disability. However the extent of which should be minimal with the correct training and implementation of the stress management policy.
12. Are there any concerns that the policy/function could have a differential impact due to sexual orientation?	Y	NO	The policy exists to protect employees and identify workplace stressors
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			It is recognised that employees could be potentially more likely to suffer stress in the workplace linked to sexual orientation. However the extent of which should be minimal with the correct training and implementation of the stress management policy.
13. Are there any concerns that the policy/function could have a differential impact due to age?	Y	NO	The policy exists to protect employees and identify workplace stressors

<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			<p>It is recognised that employees could potentially be more likely to suffer stress in the workplace linked to age. However the extent of which should be minimal with the correct training and implementation of the stress management policy.</p>
<p>14. Are there any concerns that the policy/function could have a differential impact due to religious belief?</p>	<p>Y</p>	<p>NO</p>	<p>The policy exists to protect employees and identify workplace stressors</p>
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			<p>It is recognised that employees could potentially be more likely to suffer stress in the workplace linked to religious beliefs. However the extent of which should be minimal with the correct training and implementation of the stress management policy.</p>
<p>15. Are there any concerns that the policy/function could have a differential impact due to people having dependants/caring responsibilities?</p>	<p>Y</p>	<p>NO</p>	<p>The policy exists to protect employees and identify workplace stressors</p>
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			<p>It is recognised that employees could potentially be more likely to suffer stress in the workplace linked to dependant/caring responsibilities. However the extent of which should be minimal with the correct training and implementation of the stress management policy.</p>
<p>16. Could any differential impact identified in 9-15 amount to there being the potential for adverse impact in this policy?</p>	<p>YES</p>	<p>N</p>	<p>There is a potential for differential impact if the policy is applied inconsistently or workplace stressors are not identified.</p>
<p>17. Can any adverse impact be justified on the grounds of promoting equality of opportunity for one or more groups or any other reason?</p>	<p>Y</p>	<p>NO</p>	
<p>18. Should the policy proceed to a full impact assessment?</p>	<p>Y</p>	<p>NO</p>	

19. If no, are there any recommended changes required to the policy to improve it around the equality agenda?	No recommended changes
Additional notes/guidance (Policy Officer)	Workplace stressors should be minimal with the correct training and implementation of the stress management policy. This should ensure that any occurrences of stress in the workplace should be dealt with in a consistent and efficient manner for all employees.

Signed (completing officer) Date / /

Signed (completing officer) Date / /

Signed (Head of Service) Date / /