

Title of Function or Policy to be assessed: Harassment and Bullying Policy	
2	Date: 12.08.2012
3	Name of Lead Officer: Cathy Pepper (Human Resources Manager)
4	EIA Team:
5	Head of Service: Nina Dawes
6	Starting, new or review: New
7	Set out the aims/objectives/purposes/outcomes of the function or policy, and give a summary of the service provided: A mechanism for resolving employee harassment and bullying issues
8	Linked policies, functions: Are there any other functions, policies or services, which might be linked with this one for the purposes of this exercise? Discipline and Dismissal, Grievance, Capability, Sickness Absence
9	Who is it intended to affect or benefit (the target population): All employees

10	<p>Within this table, state whether the policy or function will have a positive or negative impact across the following factors and provide any comments.</p> <p>Positive Impact Negative Impact Comments Age Neutral impact – policy is not age specific Disability Ability to respond to individuals needs Gender Neutral impact – policy is not gender specific Race Neutral impact – policy is not race specific Religion/belief Neutral impact – policy is not religion or belief specific Sexuality Neutral impact – policy is not sexuality specific</p>
11	<p>What evidence do you have for the statements you have made above?</p> <p>Managers are trained in capability issues and are supported throughout the implementation of the Policy by HR professionals.</p>
12. From evidence given at Q.11 what actions, if any, will you need to take against each of the following equality strands:	
Disability: Policies are reviewed on a regular basis to take account of current best practice and current and forthcoming legislation	
Race: Policies are reviewed on a regular basis to take account of current best practice and current and forthcoming legislation	
Gender: Policies are reviewed on a regular basis to take account of current best practice and current and forthcoming legislation	

Age: Policies are reviewed on a regular basis to take account of current best practice and current and forthcoming legislation

Religion/belief: Policies are reviewed on a regular basis to take account of current best practice and current and forthcoming legislation

Sexuality: Policies are reviewed on a regular basis to take account of current best