

Equality Impact Assessment

1. Name of the change, strategy, project or policy:		Resolving Group Disputes in the Workplace	
2. Name of person completing this form:		Schools HR Project Team	
3. Has the policy/practice been assessed to consider any negative impact on the key groups?			
Yes. As this policy is based upon identified good practice for managing staff grievances within school to ensure a formal process is available for raising/reporting group disputes to management in a open and consistent manner.			
4. Where negative impact has been identified, please complete questions 5-9, if none is identified, please sign and proceed to question 9.			
Equality Target Group (circle):	Negative impact – it could disadvantage	Reason	
Race	None		
Religion/belief	None		
Disability	None		
Gender	None		
Sexual Orientation	None		
Age	None		
5		Yes	No
Is the impact legal/lawful? Seek advice from your School link HR Advisor if necessary.		NA	NA
Is the impact intended?		NA	NA
6 Could you minimise or improve any negative impact? Use the space below to detail how.			
NA			
7 Is it possible to consider a different policy/strategy/action, which still achieves your aim, but avoids any adverse impact on equality?			
NA			
8. In light of all the information detailed in this form; what practical actions would you take to reduce or remove any adverse / negative impact?			
NA			

PART B) To be completed when assessment and consultation has been carried out

9a) As a result of the assessment and consultation completed in Part A above, state whether there will need to be any changes made to the policy, project or planned action.				
9b) As a result of this assessment and consultation, does the school need to commission specific research on this issue or carry out monitoring/data collection?				
This policy and procedure will be subject to regular review and evaluation by the Governing Body.				
9) Have you set up a monitoring/evaluation/review process to check the successful implementation of the policy, project or change?	Yes	✓	No	As described above