City Hospitals Sunderland NHS

NHS Foundation Trust

This policy has been Equality Impact Assessed for potential negative impact on people who are from any of the minority groups listed below;

Race;
Gender;
Age;
Sexuality;
Religion and belief;
Disability.
Human rights

The policy had an effect on all areas.
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Name of policy procedures or function Proposed policy	Harassment & Bullying policy
Date of Screening Date of Scoping completion	06 April 2007 06 April 2008
Partnership Groups involved in Scoping	Staff groups Unison Royal college of Nursing

	Harassment and Bullying advisors Human resources department
Information Sources used	Acas Staff focus groups F1 F2 doctors Staff BME group Staff Disability group staff LGB group
Recommendations	Policy recommendations and action plan to go to Equality and Diversity Steering group With report.
Review date	April 08

If you have any comments on our Equality Impact Assessment work please
Contact:stephanie.smith@chs.northy.nhs.uk

Update on action plan

Date of Scoping completion	April 08

Partnership Groups involved in Scoping	Acas Staff focus groups F1 F2 doctors Staff BME group Staff Disability group staff LGB group Harassment & Bullying advsiosrs
Information Sources used	Acas Staff focus groups F1 F2 doctors Staff BME group Staff Disability group staff LGB group
Review date	April 09

Action Plan

Please complete the table below with the agreed actions that have resulted from this EqIA. All actions must be **SMART** (Specific, Measurable, Achievable, Realistic and Timebound). Please tick in the relevant box which equality group(s) the action impacts upon.

Action		Benefits / Rationale	Lead	Timescale	Measures of Success	Race	Disability	Gender	Age	Religion / Belief	Sexual Orientation
						Human Rights					
1.	To develop Dignity at work officers across all grades of staff which also support stress	Staff will have a variety of officer to discuss issues with	Human resources	Jan 09	DAWO in post across all grades of staff	/	/	/	/	/	/
2.	Training is available for all DAWO	Staff will be aware the DAWO has an clear understanding of the role and support to be given to staff member	Organisation al development	December 08	All DAWO trained	/	/	/	/	/	
3.	All DAWO are given direct support in their role	Support networks developed for all DAWO plus clinical supervision	Human Resources	March 09	All DAWO are supported in their role	/	/	/	/	/	/
4.	Policy redeveloped to support change in role of DAWO	Staff will have clear understanding of support systems available to	Human resources	November 08	All staff understand Dignity at work policy	/	/	/	/	/	/

Action		Benefits / Rationale	Lead	Timescale	Measures of Success	Race	Disability	Gender	Age	Religion / Belief	Sexual Orientation
						Human Rights					
		anyone being Harassed or Bullied									
5	Counselling services available to all staff via external provider	All staff will have the opportunity to receive telephone or direct face to face counselling	Human resources	November 08	Reports of usage form provider	/	/	/	/	/	/