

Equality Impact Assessment of policies
Resources Directorate

Policy	Status	Date to be completed	Responsible Officer
HR Function (general)	Complete	n/a	Angela Foster
Disciplinary procedure	Ongoing	July – Oct 09	Angela Foster
Recruitment & Selection Policy	Ongoing	July – Oct 09	Angela Foster
Grievance Procedure	Ongoing	July – Oct 09	Angela Foster
Dignity at Work Policy	Ongoing	July – Oct 09	Angela Foster
Equal Opportunities Policy	Ongoing	July – Oct 09	Angela Foster
Confidential reporting policy	To start	Nov 09 – Jan 10	Angela Foster
Employee code of conduct	To start	Nov 09 – Jan 10	Angela Foster
HR strategy	To start	Nov 09 – Jan 10	Angela Foster
Right to flexible working	To start	Nov 09- Jan 10	Angela Foster
Capability Procedures	To start	Jan – Mar 10	Angela Foster
Maternity leave	To start	Jan – Mar 10	Angela Foster
Paternity leave	To start	Jan – Mar 10	Angela Foster
Parental leave	To start	Jan – Mar 10	Angela Foster
Adoption leave	To start	Jan – Mar 10	Angela Foster
Value for Money Strategy	To start	Nov 09 – Mar 10	Dave Sanders
Memorandum and Articles of Association	Completed 2007 – review actions	July-Oct 09	Dave Sanders
Board members Code of Conduct	Ongoing	Nov 09 – Jan 10	Emily Butler
IT strategy	Ongoing	Nov 09 – Jan 10	Dave Sanders / Mark Welsh
Procurement Strategy	Ongoing	Nov 09 – Jan 10	Dave Sanders
Medium Term Finance Strategy – Reserves Medium Term Finance Strategy - Efficiencies	Ongoing	July-Oct 09	Dave Sanders
E&D Strategy 2009	Ongoing	July-Oct 09	Louise Butler
Performance Management Framework	Ongoing	Nov 09-Jan 10	Marie Roe
Hospitality Policy	To start	Jan – Mar 10	Dave Sanders