

## Dudley Group NHS Foundation Trust: Equality Impact Assessment

### Step 2 - Screening Tool

Please complete the following when screening your policy or service for potential impact on equality groups.

<b>1. Name of lead</b>	Graham Dunn
Contact number & email	01384 244464 Graham.dunn@dgoh.nhd.uk
Directorate or Department and Team	Directorate of Operations and Transformation - Health and Safety Department
<b>2. Name of service or policy</b> <b>2.1 Version</b>	Stress Management Policy v3
Is this a new or existing piece of work?	New
<b>3. Target audience</b> e.g. patients and public; NHS staff; professional health organisations; voluntary organisation; internal staff	It applies to all staff, including temporary, agency and volunteer staff and sets out the roles and responsibilities and arrangements for stress management.
<b>4. What are the aims of the service/policy?</b> i.e. what does the policy or service hope to achieve?	The aim is to ensure the Trust is committed to ensuring staff wellbeing at work by:  a) Provides guidance on the causes and symptoms of stress. c) Implements a system of risk assessment to identify where stressors may exist and the need to remove or manage them. d) Provides guidance to management and staff on implementing adequate control measures.
<b>5. Does any part of this service or policy have the potential to have an adverse impact based on a person's age, disability, ethnic origin, gender, religion/belief or sexual orientation?</b> <i>If No, please provide brief reasons.</i>	No discrimination
<b>6. Are there any factors that could lead to different outcomes or satisfaction levels based on people's age, disability, ethnic origin, gender, religion/belief or sexual orientation?</b> <i>If No, please provide brief reasons.</i>	No

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If you have answered yes to any of questions 5 or 6, you must now complete a full Equality Impact Assessment using the proforma provided by the Trust.

If you have answered No to all of the above questions, a full assessment is not required. Please complete the following sign-off section and send a copy of this screening to your Head of Service, Matron or Head of Department as appropriate **and** to Liz Abbiss, Head of Communications at Trust HQ.

**Name of person completing this screening: Graham Dunn**

**Job Title: Health and Safety Facilitator**

**Date sent to Head of Service, Matron or Head of department: 25 October 2012**

**Date sent to Head of Communications, Trust HQ: 11<sup>th</sup> Jan 2013**

For advice relating to completion of this screening, please contact Human Resources on 456111, ext 3807