

The Dudley Group of Hospitals: Equality Impact Assessment

Step 2 - Screening Tool

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

1. Name of lead	Graham Dunn
Contact number and email	Ext. 3464 graham.dunn@dgoH.nhs.uk
Directorate or Department and Team	Operations Department - Health and Safety Department
2. Name of service or Policy	Management of Stress
Is this a new or existing piece of work?	Existing Policy reviewed and revised October 2010
3. Target audience e.g. patients and public; NHS staff; professional health organisations; voluntary organisation; internal staff	DGOH employees
4. What are the aims of the service/ Policy?	Policy outlines the aims in effectively controlling workplace stress by providing the necessary guidance.
5. Does any part of this service/ Policy have a <i>positive impact</i> on our duty to promote good race relations, eliminate discrimination and promote equality based on a person's age, disability, ethnic origin, gender, religion/belief or sexual orientation? If no, please provide brief reasons.	No
6. Could any part of this	No - this Policy defines the areas of

<p>service/Policy have an adverse impact on our duty to promote good race relations, eliminate discrimination and promote equality based on a person's age, disability, ethnic origin, gender, religion/belief or sexual orientation? If no, please provide brief reasons.</p>	<p>responsibilities of all staff and management with regard to stress management and applies to all employees of The Dudley Group of Hospitals NHS Foundation Trust.</p>
<p>7. Are there any factors that could lead to differential take-up, outcomes or satisfaction levels based on people's age, disability, ethnic origin, gender, religion/belief or sexual orientation? If No, please provide brief reasons.</p>	<p>No - this Policy accepts in full the duties imposed by the Health and Safety at Work Act 1974 and Management of Health and Safety at Work Regulations 1999</p>

If you have answered yes to any of questions 5 - 7, 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: October 2010

Date sent to Head of Communications, Trust HQ: October 2010

For advice relating to completion of this screening, please contact Human Resources on 456111, ext 3251.