

### Equality and Diversity – Policy Screening Checklist

Policy/Service Title: Use of Violent Warning Markers Operational procedure	Directorate: Safety & Governance																																																																						
Name of persons developing the policy: Phil Chambers / Diane Aucott																																																																							
Aims/Objectives of policy: To enable the Trust to take all steps (reasonably practical) in the management of security in order to protect patients, staff, public and its assets and to enable the safest possible delivery of health care within the available resources																																																																							
<p>Policy Content:</p> <p>For each of the following check the policy/service is sensitive to people of different age, ethnicity, gender, disability, religion or belief, and sexual orientation?</p> <p>The checklists below will help you to see any strengths and/or highlight improvements required to ensure that the policy/service is compliant with equality legislation.</p>																																																																							
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<b>TOTAL NUMBER OF ITEMS ANSWERED 'YES' INDICATING DIRECT DISCRIMINATION =</b>																																																																							

3. Check for DIRECT discrimination against any group relating to EMPLOYEES:							
Question: Does your policy/service contain any conditions or requirements which are applied equally to everyone, but disadvantage particular persons' because they cannot comply due to:		Response		Action required		Resource implication	
		Yes	No	Yes	No	Yes	No
3.1	Age?		x				
3.2	Gender (Male, Female and Transsexual)?		x				
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<b>TOTAL NUMBER OF ITEMS ANSWERED 'YES' INDICATING INDIRECT DISCRIMINATION =</b>							

Signatures of authors / auditors:

Date of signing:



### Equality Action Plan/Report

Directorate: Safety & Governance

Service/Policy: Use of Violent warning markers – Operational Policy

Responsible Manager: Phil Chambers / Diane Aucott

Name of Person Developing the Action Plan: Phil Chambers

Consultation Group(s): All CD's, GM's, Security Sub Committee

Review Date: March 2012

The above service/policy has been reviewed and the following actions identified and prioritised.  
All identified actions must be completed by: \_\_\_\_\_

Action:	Lead:	Timescale:
Rewriting policies or procedures		
Stopping or introducing a new policy or service		
improve /increased consultation		
A different approach to how that service is managed or delivered		
increase in partnership working		
Monitoring		
Training/Awareness Raising/Learning		
Positive action		
Reviewing supplier profiles/procurement arrangements		
A rethink as to how things are publicised		
Review date of policy/service and EIA: this information will form part of the Governance Performance Reviews		
If risk identified, add to risk register. Complete an Incident Form where appropriate.		

When completed please return this action plan to the Trust Equality and Diversity Lead; Pamela Chandler or Jane Turvey. The plan will form part of the quarterly Governance Performance Reviews.

Signed by Responsible Manager:

Date:

