

AGREEMENT ON RECOGNITION AND PARTNERSHIP WORKING

The PCT strives to design and implement services, policies and measures that meet the diverse needs of our service population and workforce, ensuring that none are placed at a disadvantage over others. This form is designed to help you to consider the needs and assess the positive, adverse or neutral impact of your policy, protocol, proposal or service on all groups within our local communities, and to record the evidence that you have done so. Any proposal or policy submitted to the Board must have undergone EIA.

This form will be used as evidence of the assessment you have undertaken. It will need to be made available to the Board and PCT's Equality and Diversity Steering Group.

Policy/Proposal/Service Title Agreement on Recognition and Partnership Working

Name of EIA Lead: Alison Dean

Others involved in assessment

Date EIA commenced 18 August 2010

EIA Completed and Approved

Signature (Lead Director): _____

Name (print) _____

Job Title: _____

Date: _____

**ONCE COMPLETED, PLEASE SUBMIT TO EQUALITY AND DIVERSITY LEAD
FOR EVIDENCE AND PUBLICATION.**

STAGE 1: Standard Screening

<p>1. What is purpose and objectives of the policy, proposal or service?</p>	<p>Purpose of the Agreement on Recognition and Partnership Working</p> <p>The purpose of the policy is to acknowledge the right of recognised staff organisations to represent the interests of their members both individually and collectively.</p> <p>The intended outcomes are to:</p> <p>a) ensure the efficiency and success of the organisation for the benefit of all.</p> <p>b) commit to promote and sustain harmonious and constructive employee relations.</p> <p>d) achieve the above objectives by joint negotiation, consultation and communication.</p> <p>Fit with PCT Strategy</p> <p>The PCT agrees to the need for partnership working with recognised staff organisations in order to meet its strategic healthcare targets and deliver high quality patient care.</p>
<p>1. Who is the policy, proposal or service aimed at?</p>	<p>The policy is aimed at all employees of Oxfordshire PCT.</p>
<p>2. Does it affect one group less or more favourably than another (see groups below)?</p>	<p><i>This revised policy has given greater clarity to staff representatives of specifics regarding time off .</i></p>
<p>Male or Females</p>	<p>Neutral impact</p>
<p>People of different ages</p>	<p>Neutral impact</p>
<p>People of different ethnic groups</p>	<p>Neutral impact</p>
<p>People of different religious beliefs</p>	<p>Neutral impact</p>
<p>People who do not speak English as a first language</p>	<p>Neutral impact</p>
<p>People who have a physical disability</p>	<p>Neutral impact</p>

People who have a mental disability	Neutral impact
People with learning disabilities	Neutral impact
Women who are pregnant or on maternity absence	Neutral impact
Single parent families	Neutral impact
People with different sexual orientations	Neutral impact
People with different work patterns (part-time, full-time, job-share, short-term contractors, employed, unemployed)	Neutral impact:
People in deprived areas and people from different socio/economic groups	Neutral impact
Asylum seekers and refugees	Neutral impact:
Prisoners and people confined to closed institutions, community offenders	Neutral impact:
Carers	Neutral impact
Rural and/or isolated communities	Neutral impact
<p>3. Have you identified any potential discrimination or adverse impact that cannot be legally justified?</p> <p>If unsure, consult with the PCT Equality and Diversity Lead.</p>	No potential discrimination or adverse impact identified.