

**STAGE 1: Standard Screening – Management of Violence and Agression Policy March 2011**

EIA questions	EIA Narrative	Sources of Evidence
<p><b>1. What is purpose and objectives of the policy, proposal or service?</b></p>	<p>The purpose of this policy is to detail the Trust's approach in tackling violence and aggression against NHS staff, this policy has been introduced in the context of the mandatory requirement to report all cases of physical assaults to the NHS SMS. It details the avenues that are available for staff, and the Trust alike, to seek legal redress.</p>	
<p><b>2. Who is the policy, proposal or service aimed at?</b></p>	<p>All NHS Oxfordshire staff</p>	
<p><b>3. Does it affect one group less or more favourably than another (see groups below)?</b></p>	<p>None</p>	
<p>Male or Females</p>		
<p>People of different ages</p>		
<p>People of different ethnic groups</p>		

EIA questions	EIA Narrative	Sources of Evidence
People of different religious beliefs		
People who do not speak English as a first language		
People who have a physical disability		
People who have a mental disability		
People with learning disabilities		
Women who are pregnant or on maternity absence		
Single parent families		
People with different sexual orientations		
People with different work patterns (part-time, full-time, job-		

EIA questions	EIA Narrative	Sources of Evidence
share, short-term contractors, employed, unemployed)		
People in deprived areas and people from different socio/economic groups		
Asylum seekers and refugees		
Prisoners and people confined to closed institutions, community offenders		
Carers		
Rural and/or isolated communities		
<b>4. Have you identified any potential discrimination or adverse impact that cannot be legally justified?</b> If unsure, consult with the PCT Equality and Diversity Lead.	None	