

## STAGE 1: Standard Screening

| EIA questions   | EIA Narrative   | Sources of Evidence |
|---|---|---------------------|
| <b>1. What is purpose and objectives of the policy, proposal or service?</b>                | The Gateways Policy is designed to provide a framework for pct staff and managers for the operation of pay progression through gateways in line with Agenda for Change Terms and Conditions |                     |
| <b>2. Who is the policy, proposal or service aimed at?</b>                                  | All PCT staff on Agenda for Change Terms and Conditions   |                     |
| <b>3. Does it affect one group less or more favourably than another (see groups below)?</b> | No  |                     |
| Male or Females   | The policy has been designed to take account of women on maternity leave.   |                     |
| People of different ages  | Neutral impact  |                     |
| People of different ethnic groups   | Neutral impact  |                     |
| People of different religious beliefs   | Neutral impact  |                     |

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|---|--|---------------------|
|   |  |                     |
| People who do not speak English as a first language   | Neutral impact   |                     |
| People who have a physical disability   | Neutral impact   |                     |
| 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) | The policy has taken account of people who may be on a career break or may have different work patterns for example term-time working. |                     |

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|---|----------------|---------------------|
| People in deprived areas and people from different socio/economic groups  | n/a            |                     |
| Asylum seekers and refugees   | n/a            |                     |
| Prisoners and people confined to closed institutions, community offenders   | n/a            |                     |
| Carers  | Neutral impact |                     |
| Rural and/or isolated communities   | n/a            |                     |
| <p><b>4. Have you identified any potential discrimination or adverse impact that cannot be legally justified?</b></p> <p>If unsure, consult with the PCT Equality and Diversity Lead.</p> | No             |                     |