

EQUALITY IMPACT ASSESSMENT – STAGE 1

EIA Ref	PR/12/29	
Lead Officer	Name	Kelly Keane
	Position	Policy Officer, Corporate & Organisational Policy Team
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SECTION 1 –Context & Background

1.1 What is the title of the policy / practice?

Preceptorship Policy

1.2 What is the current status of the policy / practice?

Existing

Changed

New ✓

1.3 What are the principal aims and intended outcomes of the policy / practice?

The aim of this preceptorship programme is to ensure that newly qualified and registered Nurses become more effective, confident and fully autonomous individuals able to deliver high quality services to the residents of Halton.

1.4 Who has primary responsibility for delivering the policy / practice?

The Clinical Lead Nurse is responsible for the newly qualified/registered nurses

1.5 Who are the main stakeholders?

All newly qualified/registered Nurses in Adult Learning Disability and ultimately their service users.

1.6 Who is the policy / practice intended to affect?

Residents

Staff ✓

Specific Group(s)

(add details below)

Newly qualified/registered Nurses residing in the Adult Learning & Disability Services

1.7 Are there any other related policies / practices?

- Supervision Policy
- Employee Development Review (EDR) & Personal Action Plan (PAP)

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SECTION 2 – Consideration of Impact

2.1 Relevance: – the Public Sector Equality Duty

Does this policy / practice / service have due regard to the need to: -

- (a) Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- (b) Advance equality of opportunity between two persons who share a relevant protected characteristic
- (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Yes (✓) No ()

State reasons below

(Relevance to service users/staff)

This policy applies equally to all newly qualified/registered Nurses and all protected characteristics and promotes consistent access to the preceptorship programme.

2.2 Has data and information has been used in determining the impact of the policy / procedure under review?

(for example research, surveys, complaints, consultation, , monitoring data)

Equality Group(s)	None
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Baseline data and information

None

2.3 On the basis of evidence, has the actual / potential impact of the policy/ practice been judged to be positive (+), neutral (=) or negative (-) for each of the equality groups and in what way? Is the level of impact judged to be high (H), medium ((M), or low (L)?

Protected Characteristic	Impact type +, =, -	Level H, M, L, -	Nature of impact
Age	=	/	
Disability	=	/	
Gender	=	/	
Race / ethnicity	=	/	
Religion / belief	=	/	
Sexual Orientation	=	/	
Transgender	=	/	
Marital status/ Civil Partnerships	=	/	
Pregnancy/Maternity	=	/	
In Halton two further vulnerable groups have been identified: -			
Carers	=	/	

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Socio – economic disadvantage	=	/	
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2.4 Does the policy / practice have any potential impact on safeguarding vulnerable people?

There are no apparent safeguarding implications.

2.5 How will the impact of the policy / practice be monitored?

Through the EDR and supervision process.

2.6 Who will be responsible for monitoring?

Monitoring the effectiveness of the Policy will be the responsibility of the Senior Management Team Communities Directorate and ALD managers where appropriate.

2.7 If any negative impacts, or potential negative impacts, have been identified what mitigating actions will be put in place, thereby eliminating the need for a further Stage 2 assessment Where none have been identified insert 'no further action required' in the first column

Action & purpose / outcome	Priority	Timeframe	Lead Officer
No further action required	(H, M, L)		

2.8 Summary of stakeholders involved in this review

Name / Job Title	Organisation / representative of
Kelly Keane	HBC – Policy & Resources – Policy Officer - Corporate & Organisational Policy Team
Marie Lynch	HBC – Communities - Divisional Manager - Assessment

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2.9 Completion Statement

As the identified Lead Officer of this review I confirm that:-
No negative impact has been identified for one or more equality groups and that a
Stage 2 Assessment is not required ☒

Signed: *K Keane*

Date: 24.08.12

Completed EIAs should be sent to Les Unsworth, Corporate and Organisational Policy, to be given a unique reference number and for inclusion on the central register.