

Clatterbridge Centre
for Oncology NHS
Foundation Trust

Name of Policy
Equal Opportunities Policy

What is the aim of the policy?
To ensure that no member of the public, job applicant or member of staff receives less favourable treatment on non-justifiable grounds.
NOTE - Quote directly from policy documentation.

What outcomes do we want to achieve for this policy or function, & for whom?
To provide guidance on matters of law and practice relating to equal opportunities in employment in order to ensure that the Trust, its managers and staff do not act unlawfully
NOTE - Wherever possible in responding to these questions, be specific, & name organisations, individuals &/or equality categories: Race, Gender, Age, Disability, Religious &/or Sexual Identity.

Who are the key stakeholders in the policy?
The employee The Trust HR

Who is intended to benefit from this policy, & in what way?
All Trust staff, members of the public, job applicants do not receive less favourable treatment on non-justifiable grounds.

NOTE - Wherever possible in responding to these questions, be specific & name organisations, individuals &/or equality categories

What impact will the proposal have on any services currently provided or on our staff and/or stakeholders

None

How do the outcomes help or hinder other organisational objectives, policies or values?

The outcomes help the following areas

- Bullying at work
- Harassment
- Carer support
- Internal recruitment

If there are associated objectives of the policy, what are they?

To define the specific action which the trust will take in order to promote equality of opportunity and thereby maximise the career potential of all staff, and their contribution to the service.

Who implements the policy & who is responsible for it?

HR

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How relevant is the policy to each Equality category? Based on your answers above, is the policy of High, Medium, or Low relevance:

(tick one box for each Equality category)

Category	High	Medium	Low
Age			x
Disability			x
Ethnicity (Race)			x
Gender (Sex)			x
Religion or Belief			x
Sexual Orientation			x

Are there any concerns the policy could have a differential impact on the grounds of racial or ethnic origin?

No

Are there any concerns the policy could have a differential impact on the grounds of religion or belief?

No

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Are there any concerns the policy could have a differential impact on the grounds of disability?

No

Are there any concerns the policy could have a differential impact on the grounds of age?

No

Are there any concerns the policy could have a differential impact on the grounds of sexual orientation?

No

Are there any concerns the policy could have a differential impact on the grounds of gender?

No

Is there enough evidence to proceed directly to a Full Impact Assessment?

Y N