

Impact Assessment Summary Chart

Name of policy	Who does policy cover	Date policy created / reviewed	Date of Impact assessment	Promoting equality	Positive or negative impact	Date policy revised	Does a new impact assessment need to be done
Adoption Leave and Pay Policy	All Staff		01 July 2008	High	High	Aug-08	No, only minor revisions
Alcohol and Drugs	General and Casual Staff		01 July 2008	Low	Low	Aug-09	No, only minor revisions
Alcohol and Drugs	Houseparents		01 July 2008	Low	Low	Aug-09	No, only minor revisions
Anti Bullying	Staff and Students	In 2006 version of student protection policies	02 July 2009	High	High		
Capability Procedure - Ill health	All Staff	Jul-05	10 September 2008	Medium	Medium	N/A	
Capability Procedure - Performance	All Staff	Jul-05	10 September 2008	Low	Low	N/A	
Compassionate Leave Policy	All Staff		09 December 2008	High	High	Aug-09	No, only minor revisions
Complaints Procedure	Staff and Students	In 2006 version of student protection policies	03 July 2009	High	High		
Confidentiality Policy	Staff and Students	In 2006 version of student protection policies	09 July 2009	High	Medium		
Creating an Attendance Culture - Sickness Policy and procedure	All Staff		14 July 2008	Medium	Medium	Aug-09	No, only minor revisions
Criminal Records Bureau Policy and Procedure	All Staff	Sep-09	Pending				
Data Protection Policy	All Staff		05 December 2008	Low	Low	Aug-09	No, only minor revisions
Dignity at Work Policy	All Staff		07 August 2008	High	High	Aug-09	No, only minor revisions
Disciplinary and Dismissal Procedure	All Staff		15 October 2008	Medium	Medium	Aug-09	No, only minor revisions
Discipline and Sanctions	Staff and Students	In 2006 version of student protection policies	16 July 2009	Medium	Medium		
Domestic Incident Leave	All Staff	Aug-09	Pending				
Email and Internet Policy	All Staff		10 December 2008	Low	Low	Aug-09	No, only minor revisions
Equality and Diversity Policy and Procedure	All Staff	Apr-08	01 July 2008	High	High	Apr-09	No, only minor revisions
Equality and Diversity Policy and Procedure	Staff and Students	In 2006 version of student protection policies	22 July 2009	High	High	Apr-09	
Equality Impact Assessment Toolkit	Staff and Students	Sep-09	Pending				
Expenses Policy	All Staff		19 November 2008	Medium	Medium	Aug-09	No, only minor revisions
Financial Policy	All Staff		08 December 2008	Low	Low		No longer needed
Flexible Working	All Staff		25 July 2008	High	High	May-09	No, only minor revisions
Grievance	All Staff		19 September 2008	High	High	May-09	No, only minor revisions
Guidance on the Immigration, Asylum and Nationality Act 2006	All Staff	Aug-09	Pending				
Health and Safety	All Staff		13 December 2008	Low	Low		
Health and Safety	Staff and Students	Jul-05	24 July 2009	Low	Low	N/A	

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Incident and Occurrence Reporting	Staff and Students	In 2006 version of student protection policies	17 July 2009	High	High		
Introduction	All Staff		04 July 2008	High	High	Jul-09	No, only minor revisions
Leave for Medical and Dental Appointments	All Staff	Aug-09	Pending				
Leave for public service	All Staff	Aug-09	Pending				
Lone Working	All Staff		23 July 2009	High	Medium		
Maternity Leave	General and Casual Staff		17 July 2008	High	High	Oct-08	No, only minor revisions
Maternity Leave	Houseparents		17 July 2008	High	High	Oct-08	No, only minor revisions
Medical and Therapy Policy	Staff and Students	In 2006 version of student protection policies	17 July 2009	High	Medium		
Outside communications policy	All Staff		08 December 2008	Low	Low	Aug-09	No, only minor revisions
Parental Leave	All Staff	Jul-07	24 July 2008	High	High	N/A	
Paternity Leave and Pay Policy	Houseparents	Oct-08	21 August 2009	High	High	N/A	
Paternity Leave and Pay Policy	General and Casual Staff	Oct-08	08 September 2008	High	High	N/A	
Pay and Grading Policy and Procedure	All Staff	Oct-09	14 August 2009	High	Medium		
Probationary Policy	All Staff		15 September 2008	Medium	Low	Aug-09	No, only minor revisions
Quality Assurance and Improvement Policy	Staff and Students	In 2006 version of student protection policies	17 July 2009	Medium	Medium		
Race Equality Policy	All Staff	Aug-06	08 July 2008	High	High	Aug-08	No, only minor revisions
Recruitment of Ex-offenders	All Staff	Sep-09	Pending				
Reference Policy	All Staff		11 December 2008	Medium	Medium	Aug-09	
Retirement Policy	All Staff	Sep-06	20 November 2008	High	Low	N/A	
Risk Assessment	Staff and Students	In 2006 version of student protection policies	16 July 2009	High	High		
Safeguarding	Staff and Students		22 July 2009	High	High		
Secure Storage, Handling, Use, Retention and Disposal of Disclosures and Disclosure Information Policy	All Staff	Sep-09	Pending				
Sexual Behaviour and Sexual Health Policy	Staff and Students	In 2006 version of student protection policies	09 July 2009	High	High		
Smoking Policy	All Staff		12 December 2008	Low	Low		
Supply of Homeopathic, Other Remedies, Referral to an In House Counselling and Other Therapeutic Services Policy and Procedure	All Staff		01 December 2008	Low	Low	Aug-09	No, only minor revisions
Training and Development Agreement	All Staff	Jul-09	14 August 2009	Medium	Medium		
Trust Rules	All Staff		16 July 2008	High	High	01-Aug-09	Yes, assessed 14/08/2009

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Vocational Leave	All Staff	Aug-09	Pending				
Whistleblowing	Staff and Students	In 2006 version of student protection policies	11 June 2009	High	Low		
Wrong Doing	All Staff		03 November 2008	High	Low	Aug-09	No, only minor revisions