

Key	Not started	In Progress	Completed	Area of Concern
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Equality Impact Assessment Staff Life Cycle Schedule													
	Policies	Staff equality impact assessment steps	Oct-09	Nov-09	Dec-09	Jan-10	Feb-10	Mar-10	Apr-10	May-10	Jun-10	Jul-10	
Pre-Entry Recruitment and Selection Equality Impact Assessment Completed													
Employment	Leadership & Management Provision	Agree process for equality impact assessment of Leadership & Management											
		Involve and consult in scoping of Senior Leadership and Team Leader											
		Ensure design and delivery method reflects feedback and diversity & equality good practice											
		Write Report											
		Agree Action Plan											
		Submit Report to Equality Committee											
		Evaluation of 1st delivery (April)											
	Career Development	Priority given to Pay -equality impact assessment - shift to 2010/2011											
Employment	Staff Survey	Include diversity and equality related											
		Ensure design and delivery method reflects feedback and diversity & equality good											
		Involve and consult Faculties and Departments											
		Analyse responses by equality groups											
		Write Report											
		Agree Action Plan											
		Submit Report to Equality Committee											
Employment	HR Procedures	Agree equality impact assessment plan											
		Collect monitoring data on mediators and investigators											
		Involve and consult											



Employment	Equal Pay	Agree equality action plan for equal pay											
		Collect data on equal pay e.g. Pay grades - length of service for screening											
		Analyse Screening data											
		Collect data and carry out a three year trend											
		Involve and consult Faculties and Departments											
		Write Report											
		Agree Action Plan											
		Submit Report to Equality Committee											

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