



**INITIAL SCREENING TOOL**

**Title of policy/service/function/procedure/programme/ or strategy being assessed:** Security Management Policy

(Please remember that even informal policies & procedures need to be equality analysed.)

Is it new  or revised

(If revised, please attach a copy of the original Equality Analysis.)

**Senior Manager Responsible** \_\_\_\_\_ **John Selby**\_\_\_\_\_

**Department** \_\_\_\_\_ **Health, Safety & Risk** \_\_\_\_\_

**Section** \_\_\_\_\_

**EQUALITY ANALYSIS SCREENING TEAM** (Please enter below the names of the project team members who carried out this initial screening with you and their role in the screening (e.g. team colleague or critical friend).

Name	Department	Role
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Andrew Kelly	Health, Safety & Risk	Health & Safety team colleague
Martin Nicholas	Health, Safety & Risk	Local Security Management Specialist
Andy Street	Health, Safety & Risk	Health & Safety Advisor team colleague
Katherine Angus	St John's Complex Staff Side Union Rep	<b>Critical friend</b>

**Date of screening** \_\_\_\_\_ 20<sup>th</sup> Sept 2011 \_\_\_\_\_

**Please summarise below the aims and objectives of this policy/service/function etc. including any intended outcomes.**

The delivery of an environment which is properly secure for those who work for or use the Trust by tackling violence against staff, protect NHS property and assets, ensure security of drugs and ensure the security of vulnerable and sensitive areas and information within the LAS.

**Please state below who is intended to benefit from this policy/service/function etc. and in what way.**

The Trust will adopt measures to protect employees together with those working on its behalf and property against incidents of breaches of security from criminality, terrorism and espionage.

**Please state in the table below whether the policy/service/function etc. could have any potential impact on anyone from a "protected characteristic" group, whether service users, staff or other stakeholders**

<b>"Protected</b>	<b>Is there likely to be a</b>	<b>If the impact is adverse, can this be justified on the grounds of</b>
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<b>Characteristic Group”</b>	<b>positive or neutral impact in regard to:</b>	<b>promoting equality of opportunity for a “protected characteristic” group or for another reason?</b>
<b>Age</b>	Neutral	
<b>Disability</b>	Neutral	
<b>Gender Reassignment</b>	Neutral	
<b>Marriage and Civil Partnership (duty only applies to elimination of discrimination)</b>	Neutral	
<b>Pregnancy and Maternity</b>	Neutral	
<b>Race</b>	Neutral	
<b>Religion or Belief</b>	Neutral	
<b>Sex</b>	Neutral	
<b>Sexual Orientation</b>	Neutral	

**Can the policy/service/function etc. be used to advance equality and foster good relations, including for example, participation in public life? If so, how?**

No

**Please provide and summarise below any relevant evidence for your declaration above, including any engagement activities – this could include for example the results of specific consultations, complaints or compliments, customer satisfaction or other surveys, service monitoring and take-up, comments from stakeholders and demographic data.**

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N/A

**Are there any gaps in the evidence you have which make it difficult for you to determine whether there would be an adverse impact?**

**No**  **Yes**

**If yes, please state below how you intend to acquire this evidence and your timescales for doing so.**

N/A

**You must complete a full Equality Analysis if you have identified a positive or negative potential impact for any “protected characteristic” group, which is not legal or justifiable or if you have identified any gaps in evidence which make it difficult for you to determine whether there would be adverse impact. Please insert below any issues you have identified/recommendations for the full Equality Analysis.**

N/A

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If you have only identified a neutral or positive impact on any “protected characteristic” group then no further action is required, other than having your Director sign off this form, a copy stored on the shared drive and sent to Communications for publication on the Trust’s website.

Name of Director: Caron Hitchen

Signature:



Date: 24 November 2011

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