

PROBATION SERVICE HAMPSHIRE PROBATION TRUST

EQUALITY IMPACT ASSESSMENT

Section One: Preliminary Screening for relevance and possible adverse impact

1. Function Name, Policy or Procedure:

Board Appeals Procedure

2. Aims and Approach of Function/Policy/Procedure

This document outlines the procedures for hearings by the HPT Board as appeals against decisions made in relation to HPT,s policies, most significantly the disciplinary policy.

Is it possible that the policy/procedure may be discriminating unlawfully?	No
Could some groups be excluded from the benefits of this policy/procedure or could it have a negative impact on them?	No
Is it possible that the policy/procedure may cause negative relations between groups?	No

This policy and/or set of procedures have been written with a view to avoiding any adverse impact on an individual by reason of their ethnic origin, disability, gender, sexual orientation, age, religion or belief. The policy has been screened for any illegal discrimination and to ensure that no group is excluded from any benefits or experiences any disadvantage. It is not believed that this policy will have any such adverse impact. It has been screened by HPT's Diversity Adviser and additional reference been included to ensure support through the process for staff from minority backgrounds and that reasonable adjustments are put in place, where appropriate to support disabled staff. Future reviews of policy and procedures will revisit this evaluation, drawing on data to monitor outcomes.