

# EQUALITY IMPACT ASSESSMENT

## SCREENING DOCUMENT

**Name of Proposal**

Managing Behaviours that Challenge Policy

**Lead Department/Service**

Organisational Development

What is the aim of the proposal?

Policy aims to give clarity regarding actions that should be taken by staff who may experience behaviour that challenges  
Stipulate as to who this training is for

Is this a new or a review of an existing policy, procedure, function or report?

New policy

### Screening Process

1. Has the proposal already been assessed for its impact on age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? **If yes, go to 1 a. If no, go to 1 b.**

**1 a.** Unless there have been significant changes, no further action is required. **Please add your name, position and date below at 3.**

**1 b.** Does the proposal involve or have consequences for the people the council serves or employs? **If yes, go to 2. If no, go to 1 c.**

**1 c.** Please state why not

Yes

**The proposal is not relevant and no further action is required. Sign and date below at 3.**

**2.** Is the proposal relevant to one or more of the protected characteristics? **If yes, go to 2 a. If no, go to 2 b.**  
**Yes**

**2 a. Proceed to Step 1 of the Full Equality Impact Assessment on page 2.**

**2 b.** Please state why not

**The proposal not relevant and no further action is required. Add your name, position and date below at 3.**

**3. Name:**

\_\_\_\_\_

**Position:**

\_\_\_\_\_

**Date:**

\_\_\_\_\_

## FULL EQUALITY IMPACT ASSESSMENT

### Step 1

Are there any statutory legal requirements affecting this proposal? If so please describe.

Offences(aggravated by prejudice)(Scotland) Act 2009  
Health and Safety at Work Act 1974  
Management of health and safety at work regulations 1999

### Step 2

What data/research is available to assess the likely impact of the proposal

Safety Health and wellbeing keep a record of incidents and aggression and violence and these records can be accessed to assess the likely impact of the proposal. The policy and guidance are informed by national guidance in relation to managing behaviours that challenge. Consultation in relation to the policy and guidance has been undertake through the Policy Sounding Board and also with Trade Unions.

### Step 3

Is there any reason to believe the proposal could affect people differently due to their protected characteristic ie age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? Please **place a cross** in each box that applies, and give details alongside.

Age  The introduction of this policy increases protection of the protected characteristic as workers will have a clear framework to follow.

Disability  The introduction of this policy increases protection of the protected characteristic as workers will have a clear framework to follow.

Gender  The introduction of this policy increases protection of the protected characteristic as workers will have a clear framework to follow.

Gender Re-assignment  The introduction of this policy increases protection of the protected characteristic as workers will have a clear framework to follow.

Pregnancy/maternity  \_\_\_Unable to undertake physical intervention training and management shall undertake a new and expectant mother's risk assessment. Where an individual requires physical intervention the physical intervention guidance requires assessment of the risks associated with intervening compared with the risks of not doing so in as so far as such an assessment is possible.

Marriage and civil Partnership  \_\_\_\_\_

Race The introduction of this policy increases protection of the protected characteristic as workers will have a clear framework to follow.

Religion and belief  The introduction of this policy increases protection of the protected characteristic as workers will have a clear framework to follow.

Sexual orientation  The introduction of this policy increases protection of the protected characteristic as workers will have a clear framework to follow.

### Step 4

Is there evidence to suggest that any part of the proposal could unlawfully discriminate against people? If so, how?

No

### Step 5

Can the proposal be seen to favour one section of the community

Yes  No

or deny opportunities to another?

Yes  No

If yes, please give details.

**Step 6**

Does the proposal advance or restrict equality?

Yes  No

If yes, give details

Increases protection of protected characteristics  
Consulted with Policy sounding board and policy and guidance amended accordingly in response to feedback.

**Step 7**

Are there any other actions which could have been taken to enhance equality of opportunity?

If so please state

NO

**Step 8**

Based on the work you have done, rate the level of relevance being allocated to this proposal.

High  Medium  Low  Unknown

**Step 9**

If during **Steps 3 - 6** there has been an adverse impact identified, consider whether this can be justified.

Yes  No

If yes please give details.

If no, consider alternative ways of delivering the proposal to minimise negative impact or eliminate unlawful discrimination. Give details of the changes to be made to the proposal.

N/A

**Step 10**

Do you need to carry out a further impact assessment?

Yes  No

If yes, what actions do you need to take?

N/A

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**Step 11**

Make arrangements to monitor and review the impact assessment.

This impact assessment will be monitored in line with the monitoring and reviewing arrangements of the policy and guidance.

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**Step 12**

Publish impact assessment.

Where will the Equality Impact Assessment be published?

Along with committee report

Please state your name, position and date, and forward this pro forma either to your designated Equality Impact Assessment Co-ordinator, or if it refers to a committee report, it should be forwarded with the report to committee services.

**Name: Pierre Bernard**

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**Position: Organisational Development Facilitator  
(acting)**

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**Date: 01/11/19**

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**For additional information and advice please contact:**  
the Equalities Officer - Tel: 01307 476058 or E-mail: [Equalities@angus.gov.uk](mailto:Equalities@angus.gov.uk)