AssessmentNo	51		Owner	lmair	
Resource	Transformation		**Service/Establishment**	People and Technology	
	First Name	Surname	**Job title**		
Head Officer	Lorraine	Mair	OD &Change Lead		
	(include job titles/organisation)				
Members	Leanne Rea - OD &Change Facilitator Alison McBride - OD &Change Manager				
	(Please note: the word 'policy' is used as shorthand for stategy policy function or financial decision)				
Policy Title	New Managers Induction				
	The aim, objective,purpose and intended out come of policy				
	To provide baseline development for new managers ensuring they have received appropriate guidance and information.				
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.				
	HR, Corporate Comms, Customer Services, Procurement, Risk H&S Committee Services, Policy &Performance, TUs,				

Does the proposals involve the procurement of any goods or services?	**No**
If yes please confirm that you have contacted our procurement services to discuss your requirements.	**No**

SCREENING

You must indicate if there is any relevance to the four areas

Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	**Yes**
Relevance to Human Rights (HR)	**No**
Relevance to Health Impacts (H)	**No**
Relevance to Social Economic Impacts (SE)	**No**

Who will be affected by this policy?

All New Managers ; New employees, not new to management; New employees, new to management; Existing employees, new to management

Who will be/has been involved in the consultation process?

HR, Procurement, Risk H&S Corporate Comms, Customer Service, Policy and Performance, TUs, Committee Services

Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.

	Needs	Evidence	Impact	
Age				
Cross Cutting	Opportunity to promote E&Dand EIA training for Managers and updating of equalities information on HR21 for themselves and	Inclusion in materials	Further exposure to equalities information and helps to meet equalities duties to promote the opportunities available	

	others		
Disability	Ensure accessibility to all materials and venues	Ask all delegates in advance of their additional support needs and requirements	Ensures equality of access to all Managers
Social & Economic Impact			
Gender			
Gender Reassign			
Health			
Human Rights			
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race			
Religion and Belief			
Sexual Orientation			

Actions

Policy has a negative impact on an equality group,but is still to be implemented, please provide justification for this.

Will the impact of the policy be monitored and reported on an ongoing bases?

Yes - this is inbuilt and will be on-going and reported through usual OD&Cchannels i.e PRMG

Q7 What is you recommendation for this policy?

Intoduce

Please provide a meaningful summary of how you have reached the recommendation

This programme will provide positive and timely support for all new Managers and will also be available to all existing managers where required