

Equality Impact Assessment Tool: Policy, Strategy and Plans
(Please follow the EQIA guidance in completing this form)

1. Name of Strategy, Policy or Plan

Mediation Framework

This is a : **Current Policy**

2. Brief Description - Purpose of the policy, Changes and outcomes, services or activities affected

NHS Greater Glasgow and Clyde (NHS GG&C) is committed to promoting fairness in the workplace and to encouraging good working relationships between co-workers. Mediation has a key role to play in settling workplace disputes by involving a neutral third party. The Mediator brings the conflicting parties together with the aim of reaching a mutually agreed way forward. Mediation will not be used to address allegations of bullying, harassment and victimisation. These issues should be dealt with using the Dignity At Work Policy or the Disciplinary Policy & Procedure for serious incidents.

3. Lead Reviewer

Imran Shariff

4. Please list all participants in carrying out this EQIA:

Leslie J McQueen (Senior Learning and Education Advisor); Watt, Paul (Senior Learning & Education Advisor)

5. Impact Assessment

A. Does the policy explicitly promote equality of opportunity and anti-discrimination and refer to legislative and policy drivers in relation to Equality

Yes, the policy states the underlying principles of equality and diversity when carrying out mediations between both parties.

B. What is known about the issues for people with protected characteristics in relation to the services or activities affected by the policy?

		Source
All	No current information available on how the mediation service is accessed by different staff groups.	
Sex	No current information available on how the mediation service is accessed by different staff groups.	
Gender Reassignment	No current information available on how the mediation service is accessed by different staff groups.	
Race		

	No current information available on how the mediation service is accessed by different staff groups.		
Disability	No current information available on how the mediation service is accessed by different staff groups.		
Sexual Orientation	No current information available on how the mediation service is accessed by different staff groups.		
Religion and Belief	No current information available on how the mediation service is accessed by different staff groups.		
Age	No current information available on how the mediation service is accessed by different staff groups.		
Pregnancy and Maternity	No current information available on how the mediation service is accessed by different staff groups.		
Marriage and Civil Partnership	No current information available on how the mediation service is accessed by different staff groups.		
Social and Economic Status	No current information available on how the mediation service is accessed by different staff groups.		
Other marginalised groups (homeless, addictions, asylum seekers/refugees, travellers, ex-offenders)	No current information available on how the mediation service is accessed by different staff groups.		
C. Do you expect the policy to have any positive impact on people with protected characteristics?			
	Highly Likely	Probable	Possible
General	Yes. Some staff groups who may be "under represented" in the workforce and may find it easier to raise concerns through the Mediation Framework and may find the Mediation framework a positive opportunity to discuss issues and disagreements in the workplace.		
Sex	Yes. Some staff groups who may be "under represented" in the workforce and may find it easier to raise concerns through the Mediation Framework and may find the Mediation framework a positive opportunity to discuss issues and disagreements in the workplace.		
Gender Reassignment	Yes. Some staff groups who may be "under represented" in the workforce and may find it easier to raise concerns through the Mediation Framework and may find the Mediation framework a positive opportunity to discuss issues and disagreements in the workplace.		
Race	Yes. Some staff groups who may be "under represented" in the workforce and may find it easier to raise concerns through the Mediation Framework and may find the Mediation framework a positive opportunity to discuss issues and disagreements in the workplace.		

Disability	Yes. Some staff groups who may be "under represented" in the workforce and may find it easier to raise concerns through the Mediation Framework and may find the Mediation fraemwork a positive oppportunity to discuss issues and diasgreements in the workplace.		
Sexual Orientation	Yes. Some staff groups who may be "under represented" in the workforce and may find it easier to raise concerns through the Mediation Framework and may find the Mediation fraemwork a positive oppportunity to discuss issues and diasgreements in the workplace.		
Religion and Belief	Yes. Some staff groups who may be "under represented" in the workforce and may find it easier to raise concerns through the Mediation Framework and may find the Mediation fraemwork a positive oppportunity to discuss issues and diasgreements in the workplace.		
Age	Yes. Some staff groups who may be "under represented" in the workforce and may find it easier to raise concerns through the Mediation Framework and may find the Mediation fraemwork a positive oppportunity to discuss issues and diasgreements in the workplace.		
Marriage and Civil Partnership	Yes. Some staff groups who may be "under represented" in the workforce and may find it easier to raise concerns through the Mediation Framework and may find the Mediation fraemwork a positive oppportunity to discuss issues and diasgreements in the workplace.		
Pregnancy and Maternity	Yes. Some staff groups who may be "under represented" in the workforce and may find it easier to raise concerns through the Mediation Framework and may find the Mediation fraemwork a positive oppportunity to discuss issues and diasgreements in the workplace.		
Social and Economic Status	Yes. Some staff groups who may be "under represented" in the workforce and may find it easier to raise concerns through the Mediation Framework and may find the Mediation fraemwork a positive oppportunity to discuss issues and diasgreements in the workplace.		
Other marginalised groups (homeless, addictions, asylum seekers/refugees, travellers, ex-offenders)	Yes. Some staff groups who may be "under represented" in the workforce and may find it easier to raise concerns through the Mediation Framework and may find the Mediation fraemwork a positive oppportunity to discuss issues and diasgreements in the workplace.		
D. Do you expect the policy to have any negative impact on people with protected characteristics?			
	Highly Likely	Probable	Possible
General	No		
Sex	No		
Gender Reassignment	No		
Race	No		

Disability	No		
Sexual Orientation	No		
Religion and Belief	No		
Age	No		
Marriage and Civil Partnership	No		
Pregnancy and Maternity	No		
Social and Economic Status	No		
Other marginalised groups (homeless, addictions, asylum seekers/refugees, travellers, ex-offenders)	No		