

EQUALITY ANALYSIS FOR POLICY/PROCEDURE

This document should be used to conduct Equality Analysis (EA) in relation to **new** and **existing** Policy and Procedure Documents.

Policy/Procedure Reference and Title:	P24 – Corporate Finance
Summary of contents - This Policy/Procedure directs staff by:	
The new policy gives an overview of all the aspects covered by Corporate Finance and provides information on the roles and responsibilities of the various business areas	

Whilst all EA is reviewed at least biennially, this document is a live record and should be continually updated and reviewed. (Please include details of stakeholder consultation **below**). For further detailed advice on EA please contact the Diversity Unit, HR Strategy & Change.

SECTION 1

Does this document relate to the treatment of people?	Yes (complete all sections) No *
Please describe why:	
The policy only explains the outline of each section within Corporate Finance and how they deal with their general everyday business	
*Move to Section 1B.	

SECTION 1B

Does the process referred to in this document relate to the treatment of people?	Yes (complete all sections) No *
*Move Straight to Signature	

SECTION 2

Is there any adverse impact on any group based on a protected characteristic?	Y/N
If yes, please describe how this impact is explained or justified?	
What action have you taken to mitigate or remove any adverse impact?	

SECTION 3

Is there any positive impact on any group based on a protected characteristic?	Y/N
If yes, please record reasoning:	

SECTION 4

This section details the start date of the EA and consultations that have been carried out in the development or review of this policy or procedure.

Name of Person completing the Equality Analysis:	P Evans	Version 1 Start Date	23/02/2018
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CONSULTATION

List below who you have consulted with on this policy or procedure (incl. committees, groups, etc):

Role & Title	Date Consulted	Version
Head of Corporate Finance	November 2017	

Signature of person checking Equality Analysis*: *This should be the Policy Owner	Nigel Hiller	Date:	23/02/2018
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