



Equality Impact Assessment

Name of Policy:	Shareholder Membership Policy
Service Area:	Governance – Quality & Performance
EIA Completed by:	Fiona Graham
Date Completed:	18 th August 2010

Summary of Findings:

The policy itself is inclusive but GGH understand that when we have completed the profiling work of the shareholders, we will know what the shareholder diversity mix is. Until then, just ensuring that GGH communicates the positions available in a variety of inclusive methods should ensure that we attract people from the various diverse groups. We will ensure this includes proactive work in various different parts of our wards such as in the fun days, attending community groups, posting online and many more ideas.

The main E&D issues from this policy would be shareholders that are not representative of the community. We will collect E&D profiling information from each shareholder which will ensure we can spot any gaps in the groups who are involved. This way we can focus recruitment in a targeted way to attract hard to reach groups to be involved.

What is the Outcome?

- Promote the ability to be a shareholder in a variety of inclusive & accessible ways in various parts of the community.
- Profile all shareholders.
- Ensure targeted recruitment of hard to reach groups to make the shareholders representative of the community
- Communicate through different mediums.