

Equality Impact Assessment Summary

Name of policy, function or service
Skills Gap Analysis
Purpose and aim(s) of the policy, function or service
The main aim is to ensure that Forest Research will be able to meet the needs of its future customers by having all of the skills required to do so.
Who will benefit mainly from this policy, function or service?
Forest Research's customers will benefit from this, as they will be receiving a service from people that have the skills that they need. This in turn will benefit Forest Research as an organisation as their customers will be happier. Individual staff members could benefit from this as training could take place as a way of filling the gaps identified.
Information and Data (evidence) used
The questionnaire will be piloted to 7 employees of Forest research. These 7 people will be taken from across different pay bands and divisions in the organisation. These will allow feedback to be gathered on the questionnaire. Any suggestions that these 7 people have will be taken into account before the questionnaire is issued to all staff.
Summary of Impact
The policy is not considered to have impact with regards to the 6 groups of diversity. The analysis should affect all diversity groups equally as it is to be carried out across the organisation.
Monitoring/Evaluation
We will be monitoring the amount of responses that we receive. The impact of training that is introduced will not be able to be monitored until Spring/Summer 2009.
Further Information
N/A