

## WEBSITE SUMMARY FORM

*Please ensure that you complete this form for publishing on our website*

DETAILS OF COMPLETED EQUALITY IMPACT ASSESSMENT	KEY FINDINGS	FUTURE ACTIONS	TIMESCALES
<b>Directorate</b>	<p>PDR is central to HR best practice and has significant benefits for the individual, the manager and the organisation</p> <p>It is a mandatory requirement for all staff to have an annual PDR and to agree a personal development plan with their line manager.</p> <p>Small focus group of BME staff asked to identify if their experience of PDR had any unintended or indirect negative impact, No negative impact was identified</p> <p>This was done as part of a broader set of questions to identify if there are any systemic barriers to the personal development and career development of BME staff</p>	<p>Implementation of the policy will be monitored through staff survey results and action will be taken to promote improvement in quantity and quality of PDR</p>	<p>Ongoing</p>
Workforce, OD & Governance			
<b>Name of Function or Policy</b>			
Personal Development Review (PDR) Policy & Procedure			
<b>Brief description of aims of the Policy/Function</b>			
The Board and directors of NHS Rotherham have determined that annual PDR's should be the cornerstone of people management within the organisation. This policy sets out the purpose of PDR and individual roles and responsibilities with the aim of ensuring that everyone in the organisation receives a PDR at least once a year.'			
<b>Status of Function or Policy (i.e. new, changing, existing)</b>			
<b>Reviewed January 2010</b>			
<b>Name of Lead Officer Completing the Assessment</b>			
Sue Statter			
<b>Date of Assessment</b>			

21/05/2010			
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