

Clatterbridge Centre
for Oncology NHS
Foundation Trust

Name of Policy
Capability Policy
What is the aim of the policy?
To ensure that employees achieve and maintain a high standard of performance in their work.
NOTE - Quote directly from policy documentation.
What outcomes do we want to achieve for this policy or function, & for whom?
To ensure that employees perform at levels required by the Trust, and to try to establish the reason for poor performance
NOTE - Wherever possible in responding to these questions, be specific, & name organisations, individuals &/or equality categories: Race, Gender, Age, Disability, Religious &/or Sexual Identity.
Who are the key stakeholders in the policy?
The Trust, service users and other members of staff
Who is intended to benefit from this policy, & in what way?
The employee, service users, the Trust By ensuring that the employee's performance meets the standard set by the Trust
NOTE - Wherever possible in responding to these questions, be specific & name organisations, individuals &/or equality categories
What impact will the proposal have on any services currently provided or on our staff and/or stakeholders

**Clatterbridge Centre
for Oncology NHS
Foundation Trust**

None

How do the outcomes help or hinder other organisational objectives, policies or values?

Related to
Attendance Management policy
Substance Abuse Policy

If there are associated objectives of the policy, what are they?

Relationship of lack of training or supervision may be identified

Who implements the policy & who is responsible for it?

HR

How relevant is the policy to each Equality category? Based on your answers above, is the policy of High, Medium, or Low relevance:

(tick one box for each Equality category)

Category	High	Medium	Low
Age			x
			x

**Clatterbridge Centre
for Oncology NHS
Foundation Trust**

Disability			
Ethnicity (Race)			x
Gender (Sex)			x
Religion or Belief			x
Sexual Orientation			x

Are there any concerns the policy could have a differential impact on the grounds of racial or ethnic origin?

No

Are there any concerns the policy could have a differential impact on the grounds of religion or belief?

No

Are there any concerns the policy could have a differential impact on the grounds of disability?

No

Are there any concerns the policy could have a differential impact on the grounds of age?

**Clatterbridge Centre
for Oncology NHS
Foundation Trust**

No

Are there any concerns the policy could have a differential impact on the grounds of sexual orientation?

No

Are there any concerns the policy could have a differential impact on the grounds of gender?

No

Is there enough evidence to proceed directly to a Full Impact Assessment?

Y N