

Equality impact assessments

Training

- Literacy testing of applicants dealing with ministerial correspondence, 2006
- Learning and development Delivery of face to face sessions, 2009

Employment

- Animal Health - Wales Re-organisation, 2010
- Animal Health - Target Operational Model, 2010
- Animal Health - Grievance Policy, 2008
- Animal Health - Health, Well-being and Attendance Policy, 2008
- Animal Health - Emergency Allowance - 2009
- Animal Health - Discipline Policy, 2008
- Animal Health - Standards of Conduct Policy, 2008
- Animal Health - Improving Performance Policy, 2008
- Central Science Laboratories competencies & skills framework, 2007
- CSL - Staff Handbook, 2008
- CSL - Hospitality Policy, 2008
- CSL - Development, Competencies & Training Project, 2008
- CSL - Allowance eligibility, 2008
- CSL - nursery day care services, 2009
- Defra competence framework, 2006
- Food and Environment Research Agency (FERA) - Bicycle Scheme, 2009
- FERA – Changes to Nursery Application and Allocation Criteria, 2011
- Grievance Policy, Procedures and Guidance, 2008
- HR - Policy and Guidance - Driving and Travelling Safely, 2009
- HR - Career Break Policy, Procedures and Guidance - 2009
- HR - Disciplinary Policy, Procedures and Guidance, 2009
- HR - Dignity at Work Policy Statement and Bullying, Harassment and Discrimination Complaints Procedure - 2009
- HR Voluntary Early Retirement/Voluntary Early Severance Scheme 2 2008
- HR Redeployment Register 2008
- HR Individual Development Appraisal Policy 2008
- HR Improving Performance 2008
- HR- Code of Conduct 2010

- HR- Individual Development Appraisal (IDA) - 2010
- HR - Joiners and Leavers process – 2010
- HR – Defra Voluntary Exit Scheme, 2011
- Management Attendance Policy - 2010
- Renew Staff Development Management 2008
- RPA - A review of the Capability policy, procedure and guidance, 2009
- RPA - A review of the Disciplinary Policy and Procedure, 2009
- RPA - A review of the Grievance Policy, Procedure and Guidance, 2009
- RPA - A review of the Policy, Procedure and Guidance covering Probation, 2009
- RPA - A review of the Sickness Absence policy, procedure and guidance, 2009
- RPA - Career development, talent management, and leadership development plan, 2009
- RPA - Performance Management System (PMS), 2009
- RPA – Redeployment Policy, 2009
- RPA - In-Service Fast Stream Potential Candidate Sift - 2010
- RPA - Internal Audit Restructuring - 2010
- RPA - Anti-Violence & Abuse Policy - 2010
- RPA - Career Break – Home Working - 2010
- RPA - Competency Framework - 2010
- RPA - Conduct & Propriety - 2010
- RPA - Annual & Special leave - 2010
- RPA - CIOD Transformation - 2010
- Workforce Planning, 2009
- Defra – Additional Paternity Leave and Pay Regulations, 2011
- RPA – Assessment and Selection process for introduction of Complex Case Working, 2011
- RPA – Dress Code Policy, 2011
- RPA – Special Recognition Scheme, 2011
- RPA – Introduction of Electronic Payslips, 2011
- RPA – Performance Bonus Policy, 2011

Organisation structure

- Food and Environment Research Agency (FERA) - Visitor and Conference Reception, 2009
- Food and Environment Research Agency (FERA) - Accommodation - Defra Cambridge Office, 2009
- Food and Environment Research Agency (FERA) - Health and Safety, 2009
- Food and Environment Research Agency (FERA) - Work Package - Finance Systems, 2009
- Food and Environment Research Agency (FERA) - Data Storage, 2009 FERA - HR Systems, 2009
- Food and Environment Research Agency (FERA) - Quality Policy Standard, 2009
- RPA - TUPE of staff from RPA Operations Newcastle to Adare, 2009
- Government Decontamination Service - Restructuring project, 2009
- CSL - Accommodation Project, 2009
- CSL - Farm Spray records, 2009

- Relocation of Defra staff from London Whitehall Place following creation of DECC, 2009
- Renew: Transition Support (Account Management), 2008
- Renew: Policy cycle and Programme/Project Management (PPM) process, 2008
- Renew: Finance and HR Oracle Systems Upgrade Project, 2008
- Renew: Renew IT Programme, 2008
- RPA - Closure of the Kirton office
- RPA -Joiners and Leavers process 2010
- RPA - Re-location of staff to the Inspectorate Office at Lancaster House, Newcastle 2008
- RPA – Re-location of staff to the Inspectorate Office at Westbury on Trym, 2008
- RPA - Re-location of staff to the Chorley Office, 2008
- RPA - Shared Services Feasibility Study - 2009
- RPA - Transfer of Single Payment Scheme (SPS) - 2010
- RPA - Customer Registration Team - New Ways of Working Initiative
- RPA - Rationalisation of reading Estate - 2010
- RPA - Inspectorate Transformation: Field and Trader and Livestock & Meat sections - 2010
- RPA - Inspectorate Transformation: Local Information Management Team (LIMT) - 2010
- RPA - Inspectorate Transformation: Executive and Development Unit (IEDU) & Central Information Management Team (CIMT) - 2010
- RPA - HR Transformation Study
- RPA - HR Transformation Study part 2
- Natural England: Corporate Services Review, 2008
- Restructuring of the Chief Information Officer Directorate, 2007
- Smart Working - provision of a flexible work environment, 2007
- Transfer of Common Land casework to delivery body, 2007
- Transfer of Natural England legacy body staff to shared services, 2006
- Plant Variety and Seed division restructuring exercise, 2006
- Efficiencies and property disposals - impact on Guildford nursery, 2006
- Efficiencies and property disposals - impact on Guildford site closure, 2006
- SBEWS – Sustainable Built Environment for Workplace Support – the FM re-provisioning for Defra and the Executive Agencies Estates, 2009
- Defra Finance – Internal Audit and Assurance Team Merger, 2010
- Defra Legal – Transfer of Defra legal staff to the Treasury Solicitors, 2011
- Defra – Abolition of the Inland Waterways Advisory Council, 2011
- Defra – Core-Department Change Programme Initial Screening, 2011
- Defra – Special Services Centre Restructure, 2011
- RPA – Quality Assurance Team Project, 2012
- RPA – External Website Project, 2012

Policy

- FERA - Seed Derogations - Policy, 2009
- FERA - Public Consultation on Proposed Legislative Changes in Plant Breeders' Rights, National Listing and Seed Certification, 2009
- FERA - Representing the UK at external Meetings, 2009
- Impact Assessment of EuP Implementing Measures of Domestic Lighting, 2009
- RPA - Special Recognition Scheme
- RPA - Northallerton Site Car-parking Policy - 2010
- FFG - TB Badger Control Policy – 2010
- Defra ERG/FFG – Rural Development Plan for England (policy revisions post CSR 2010), 2010
- Defra FFG – Responsibility and Cost Sharing Programme, 2010
- Defra ERG – The Big Tree Plant, 2010
- Defra ERG – Reform of English fisheries management arrangements, 2010
- Defra – Hazardous Waste National Policy, 2011
- Defra – Review of Waste Policies, 2011
- Defra – Atmosphere and Local Environment Programme revision of Technical Guidance notes, 2011
- Defra FFG - Farming Regulation, CPH Review, 2011
- Defra ERG – Rural Economy Growth Review, 2011
- Defra Marine and Natural Environment – Technical Management Measures for scallop dredging in English Waters, 2011
- Animal Health – Supply of Veterinary Services, 2011

Working environment

- Renew: Policy cycle and Programme/Project Management (PPM) process, 2008
- Renew: Flexible Staff Resourcing
- CSL- Business continuity, 2008
- CSL - Finance Policy, 2008
- DECC - Carbon Reduction Commitment Relocation, 2009
- VLA – Weybourne building – redevelopment project, 2009
- SBEWS – Sustainable Built Environment for Workplace Support – the FM re-provisioning for Defra and the Executive Agencies Estates, 2009
- RPA-Electronic Channel Phase 2 SPS online, 2010
- Animal Health and the Veterinary Laboratories Agency (AHVLA) – Estates Rationalisation Project, 2011
- RPA – Closure of Northampton Inspectorate office, 2011
- RPA – Closure of Inspectorate and Defra Investigation Service Office Leeds, 2011
- RPA – Closure of Shrewsbury Inspectorate, 2011
- RPA – Desk Top Transformation, 2011
- RPA – Mobile Device Policy, 2011
- RPA – Closure of Dover Inspectorate Office, 2011
- RPA – Relocation to Apex Court Bristol, 2011

- RPA – Relocation from Penrith to Carlisle, 2011

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