

## Assessing Equality – The Equality Act 2010

### Customer Impact Assessment

#### Name and brief description of policy being analysed

#### Disciplinary Policy

The purpose of this procedure is to set out how the Council will deal with instances of misconduct, including gross misconduct. Ensure that managers are clear about what approach they should adopt in cases of misconduct and gross misconduct. Ensure that employees understand what standards of conduct are expected of them, to encourage employees to meet these standards and to ensure that they understand what action may be taken if they do not meet them.

#### Information used for customer analysis

The policy itself, best practice, ACAS guidelines, XpertHR, appropriate legislation, consultation with MTSP, CMT, colleagues and HR team. Where appropriate Staff Committee.

	Could particularly benefit	Neutral	May adversely impact	Explanations	Is action possible or required?	Details of actions or explanations if actions are not possible  Please note details of any actions to be placed in your Service Plan
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy deals with misconduct and how should happen after misconduct has occurred.  The policy looks at the misconduct and the employees standards and actions which do not relate to the protected characteristics.	N	
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		N	
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		N	
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		N	
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		N	
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		N	
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		N	
Pregnancy & maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		N	
Marriage & civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		N	

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<b>Human Rights</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No known impact	N	
<b>Socio Economic</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No known impact	N	
<b>Multiple/ Cross Cutting</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No known impact	N	

**Outcome(s) of customer analysis**

a) Will the policy/ procedure impact on the whole population of Fenland and/ or identified groups within the population; negative  neutral  positive

No major change needed       Adjust the policy       Adverse impact but continue       Stop and remove / reconsider policy

**Arrangements for future monitoring:**

Review with service managers as and when required for advice to ensure no negative impacts.

**Details of any data/ Research used (both FDC & Partners):**

**Completed by:**

**Name:** Ross Potter

**Position:** HR, Payroll & Learning Admin Apprentice

**Approved by** (manager signature):

**Date published:**

**Details of any Committee approved by (if applicable):**

**Date endorsed by Members if applicable:**