

Assessing Equality – The Equality Act 2010

Customer Impact Assessment

Name and brief description of policy being analysed

Flexible Working

Fenland District Council recognises the need for employees to work flexibly, and is committed to optimising the opportunities to incorporate family friendly and flexible working practices where possible. The Council is committed to widening access to quality services through providing flexible modes of working and service delivery.

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 has the potential to benefit to celebrate religious festivals etc. | 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 checked="" type="checkbox"/> | <input 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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|--------------------------------|--------------------------|-------------------------------------|--------------------------|--|---|--|
| Human Rights | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | | N | |
| Socio Economic | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | | N | |
| Multiple/ Cross Cutting | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | | 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: