

## Assessing Equality – The Equality Act 2010

### Customer Impact Assessment

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

**Adverse Weather COP**

This policy sets out Fenland District Council's approach to dealing with instances of adverse weather and associated travel difficulties, acknowledging the difficulties this creates.

The Council recognises that that employees may face difficulties attending their place of work and returning home during periods of severe adverse weather or when there are significant disruptions to public transport.

While the Council is committed to protecting the health and safety of all its employees, it must ensure that disruption caused to its services remains minimal.

**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 type="checkbox"/>	May vary dependent on disability.	N	<b>Discretion will be used by manager on a case by case need.</b>
Sex	<input type="checkbox"/>	✓	<input type="checkbox"/>		N	
Gender reassignment	<input type="checkbox"/>	✓	<input type="checkbox"/>		N	
Disability	<input type="checkbox"/>	<input type="checkbox"/>	✓		Y	
Age	<input type="checkbox"/>	✓	<input type="checkbox"/>		N	
Sexual orientation	<input type="checkbox"/>	✓	<input type="checkbox"/>		N	
Religion or belief	<input type="checkbox"/>	✓	<input type="checkbox"/>		N	
Pregnancy & maternity	<input type="checkbox"/>	✓	<input type="checkbox"/>		N	

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<b>Marriage &amp; civil partnership</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		N	
<b>Human Rights</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		N	
<b>Socio Economic</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		N	
<b>Multiple/ Cross Cutting</b>	<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:** Marie Harley

**Position:** HR Business Partner

**Approved by** (manager signature):

**Date published:** This should be the date the analysis was published on the website

**March 2019**

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

**Date endorsed by Members if applicable:**

N/A