

Assessing Equality – The Equality Act 2010

Customer Impact Assessment

Name and brief description of policy being analysed

Capability Policy

The Capability Policy sets out the steps Fenland District Council will take to manage shortfalls in an employee’s capability to do their job, including unacceptable levels of absence.

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"/>	Disability could result in incapability to do job, potential resulting in dismissal.	N	Reasonable adjustment will be explored and made where possible. In line with the policy all other options will be considered prior to dismissal e.g. redeployment, reasonable adjustments, relocation.
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	
Marriage & civil partnership	<input 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	

<p>Outcome(s) of customer analysis</p> <p>a) Will the policy/ procedure impact on the whole population of Fenland and/ or identified groups within the population; negative <input type="checkbox"/> neutral <input checked="" type="checkbox"/> positive <input type="checkbox"/></p> <p>No major change needed <input checked="" type="checkbox"/> Adjust the policy <input type="checkbox"/> Adverse impact but continue <input type="checkbox"/> Stop and remove / reconsider policy <input type="checkbox"/></p>	
<p>Arrangements for future monitoring: Review with service managers as and when required for advice to ensure no negative impacts.</p>	
<p>Details of any data/ Research used (both FDC & Partners):</p> 	
<p>Completed by:</p> <p>Name: Marie Harley</p> <p>Position: HR Business Partner</p>	
<p>Approved by (manager signature):</p> 	<p>Date published: This should be the date the analysis was published on the website</p> <p>March 2019</p>
<p>Details of any Committee approved by (if applicable):</p> <p>N/A</p>	<p>Date endorsed by Members if applicable:</p>