

## Assessing Equality – The Equality Act 2010

### Customer Impact Assessment

Name and brief description of policy being analysed

#### Induction and Probationary

This policy sets out Fenland District Councils commitment to the induction and probation of all new employees of Fenland District Council, and outlines the Council's commitment to provide each new employee with a valuable learning experience and the right support throughout their first 6 months in a new post

#### 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"/>	The Policy is aimed at welcoming new staff and giving them an overview of their induction and probation period.	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"/>	It is focused on the journey of the employee and not the employee itself as this will be unique for each new employee.	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"/>	It provides basic information for the employee so they are able to keep track of progress with their manager.	N	
Pregnancy & maternity	<input type="checkbox"/>	<input checked="" 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"/>	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

<b>Approved by</b> (manager signature):	<b>Date published:</b>
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<b>Details of any Committee approved by (if applicable):</b>	<b>Date endorsed by Members if applicable:</b>
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