

Assessing Equality – The Equality Act 2010

Customer Impact Assessment

Name and brief description of policy being analysed

Maternity Policy

This policy sets out the rights of employees to statutory maternity leave and pay, and details the arrangements for antenatal care and pregnancy-related illness. The policy applies to all employees regardless of the type of contract on which they are employed (for example: permanent; fixed term; casual; full or part-time). This scheme does not apply to those employed on a contract for service (for example: agency workers or self employed contractors).

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"/>	Policy provides better guidance and information for mothers. Policy is specifically for pregnant women.	N	
Sex	✓	<input type="checkbox"/>	<input type="checkbox"/>		N	
Gender reassignment	<input type="checkbox"/>	✓	<input type="checkbox"/>		N	
Disability	<input type="checkbox"/>	✓	<input type="checkbox"/>		N	
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		
Human Rights	<input type="checkbox"/>	✓	<input type="checkbox"/>		N	

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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						
<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>						
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						