

## Assessing Equality – The Equality Act 2010

### Customer Impact Assessment

Name and brief description of policy being analysed

#### Restructure and Redeployment Policy

The purpose of this policy is:-

- a) to confirm arrangements for the possible assimilation or redeployment of staff affected by a directorate, service unit or sectional restructure;
- b) to provide a framework for consultation between managers and staff prior to any significant restructure or re-organisation of work;
- c) to ensure that the arrangements are carried out in a fair and consistent manner.

#### 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"/>	<p>Risk of unfair treatment of older employees, reason HR are involved with all 'at risk' situations.</p> <p>As above but for pregnant women or women on maternity leave.</p>	N	<p><b>With a consistent, open and transparent application of policy there would be no concerns.</b></p>
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 type="checkbox"/>	<input checked="" 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"/>		N	
Pregnancy & maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		N	
Marriage & civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		N	

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<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	

<p><b>Outcome(s) of customer analysis</b></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><b>Arrangements for future monitoring:</b> Review with service managers as and when required for advice to ensure no negative impacts.</p>	
<p><b>Details of any data/ Research used (both FDC &amp; Partners):</b></p>  	
<p><b>Completed by:</b></p> <p><b>Name: Marie Harley</b></p> <p><b>Position: HR Business Partner</b></p>	
<p><b>Approved by (manager signature):</b></p>  	<p><b>Date published:</b> This should be the date the analysis was published on the website</p> <p><b>March 2019</b></p>
<p><b>Details of any Committee approved by (if applicable):</b></p> <p>N/A</p>	<p><b>Date endorsed by Members if applicable:</b></p>