

Assessing Equality – The Equality Act 2010

Customer Impact Assessment

Name and brief description of policy being analysed

Sickness Absence Policy

This policy sets out Fenland District Councils approach to Sickness Absence and for the purposes of this procedure the word ‘absence’ is intended to mean absence from work due to incapacity resulting from an illness or injury.

The main aim of this policy is to encourage reliable and regular attendance at work among all employees.

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"/>	Some disabilities may increase number of absences from work.	N	Decisions made in collaboration with HR, OH and individuals medical professions where appropriate.	
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"/>	✓		For cases of sickness absence relating to pregnancy, see maternity policy/guidelines.		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	

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