

Assessing Equality – The Equality Act 2010

Customer Impact Assessment

Name and brief description of policy being analysed

Access to Occupational Health

This code of practice sets out Fenland District Council's process about accessing and utilising the Occupational Health Service that is provided to the Council.

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"/>	This policy may adversely impact those with a disability. This would depend on the type of disability and how it would affect them accessing OH.	N	To ensure this policy does not have an adverse impact on people with a disability. Discretion will be used on location of appointments/access etc.
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 type="checkbox"/>	<input checked="" type="checkbox"/>		Y	
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"/>		N	
Pregnancy & maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		N	
Marriage & civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		N	
Human Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	All staff have the right to access OH when	N	

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				it is needed through their manager or HR. Where they can seek confidential advice and support.		
Socio Economic	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Travelling to FH for other bases, alternative arrangements would be made e.g., home visit/telephone or MS Teams review	Y	Home visits, alternative locations, telephone/ MS Teams consultations or travel provision.
Multiple/ Cross Cutting	<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 <input type="checkbox"/> neutral <input checked="" type="checkbox"/> positive <input type="checkbox"/>						
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"/>						
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						
Approved by (manager signature):				Date published:		
Details of any Committee approved by (if applicable):				Date endorsed by Members if applicable:		