

Assessing Equality – The Equality Act 2010

Customer Impact Assessment

Name and brief description of policy being analysed

Eye Test

This policy sets out Fenland District Council’s approach to eye tests for employees that are habitual users of Display Screen Equipment (DSE) and those who are required to drive for work purposes.

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 sets out who is eligible for a free eye test through the Council. The criteria enable all staff to get a free eye test. Not singling out any groups or individuals. | 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"/> | | 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"/> | | 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 | |

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|--------------------------------|--------------------------|-------------------------------------|--------------------------|-----------------|---|--|
| Human Rights | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | No known impact | N | |
| Socio Economic | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | No known impact | N | |
| 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 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

Approved by (manager signature):

Date published:

Details of any Committee approved by (if applicable):

Date endorsed by Members if applicable: