

## Equality Impact Assessment (EIA)

<b>Policy/activity or service area to be assessed:</b>	Work Life Balance Policy	<b>Person completing assessment:</b>	Corrine Ward
<b>Reason for this assessment:</b> (new policy / review etc)	Policy Review	<b>Date of assessment:</b>	14.11.2014

An EIA involves analysing the effect, or potential effect, of the way we do our business upon groups that share protected characteristics as defined in the Equality Act 2010. This requires us to look at the equality data which we capture or have access to and to consider the outcome of our community engagement. We need to assess whether our policies and practices show ‘due regard’ for the three aims (see below) of the Public Sector Equality Duty (PSED). The analysis should highlight effects that *increase* equality, *decrease* equality or have *no impact* upon equality across the protected characteristics. Its purpose is not just to paint a picture, but to *identify practical steps* to improve our performance by:

- (a) Eliminating any unlawful discrimination,**
- (b) Advancing equality of opportunity and**
- (c) Fostering good relations between different groups.**

1. Briefly describe the purpose, aims and objectives of the policy/activity: <sup>1</sup>	The purpose Work Life Balance policy is to enable employees wishing to adjust their working arrangements to achieve an improved work/life balance in a way which ensures Staffordshire Fire and Rescue Service (SFRS) provides efficient and effective services throughout Staffordshire by making the best use of resources available to it. Due to a change in legislation in June 2014 extending the range of qualifying employees, we have updated our policy to reflect this; essentially the application criteria has not changed as we allowed all employees to be able to apply for flexible working, however the policy needed to be updated so that it was legislatively correct.
2. Who is the policy/activity aimed at: (communities, staff, partners etc)	The policy is available to all employees of SFRS who have 26 weeks service or more.

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2. Socio economic is not a Protected Characteristic under the Equality Act 2010. We will however demonstrate due regard to it because as a risk factor poverty has a significant contributor to inequality indicators. Also when present alongside a PCs or multiple PCs the risk increases exponentially

3. Who is responsible for the policy/activity:  
(Directorate/Department/individual)

HR

## Equality Statement

Clearly explain and provide supporting evidence to show how the policy/activity satisfies the three aims of the Public Sector Equality Duty (PSED) and **DOES NOT** cause or have the potential to cause a **NEGATIVE** (detrimental) effect:

Due regard will be given as detailed below:

All employees with the requisite length of Service will be entitled to apply to work flexibly. Whilst this may have a small detriment to employees with less than 26 weeks service, it is consistent with Government rules in relation to other statutory employment related benefits.

The purpose of the change in legislation was to provide all employees, regardless of any protected characteristic, the opportunity to request to work flexibly; previously this was in place for parents, however it was very prescriptive in relation to who was eligible to apply. Not only will this benefit parents, however it will also benefit those with caring responsibilities. It may also benefit employees who are looking to undertake further training/development outside of work (when it was introduced, the Government promoted the idea of how this might benefit younger workers in lower hour/zero hour contracts) – in our context, this may apply to Retained employees, or simply anyone looking to achieve a more attractive work life balance.

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Where the policy/activity **DOES** or has the **POTENTIAL TO** have a **NEGATIVE** (detrimental) effect indicate which of the Protected Characteristics **MUST** be considered:

Describe the <b>NEGATIVE</b> (detrimental) effect and provide supporting evidence for your rationale *	
<b>Age</b>	Although employees have the statutory right to apply for flexible working, the employer does not have the obligation to accept if there is sufficient business reason, this could therefore impact on any protected characteristic. Managers should bear in mind their rationale for accepting or rejecting applications to ensure that their reason for doing so is justifiable and is not discriminatory.
<b>Disability</b>	
<b>Gender reassignment</b>	
<b>Marriage or civil partnership</b>	
<b>Pregnancy or maternity</b>	
<b>Religion or belief</b>	
<b>Race</b>	
<b>Sex</b>	
<b>Sexual orientation</b>	
<b>Socio-economic disadvantage 2</b>	

\* **NOTE:** Where any **NEGATIVE** (detrimental) effects are likely to occur:

- (a) For the policy/activity to continue corrective actions/amendments **MUST** be taken to prevent/minimise unlawful discrimination
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(b) An action plan **MUST** be completed (next section)

(c) Where a negative (detrimental) effect can not be avoided, continuation of the policy/activity (with or without amendment) **MUST** be justified

## Action plan

This action plan **MUST** accompany the policy/activity and be used continually to assess any negative (detrimental) effects resulting from the delivery of or amendments to the policy/activity based on customer feedback and evaluation.

Negative/detrimental effect	Action needed to prevent/minimise it	By who	By when	Complete (tick)

**All Completed EIA's should be submitted to E&D team for approval.**

**Signed:** \_\_\_\_\_ **(E&D)**

**Name:** \_\_\_\_\_

**Date:** \_\_\_\_\_

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