

## Huntingdonshire District Council Equality Impact Assessment



<b>Service area</b>	HR
<b>Date of assessment</b>	April 2010
<b>Name of strategy/policy/function/service to be assessed</b>	Adverse Weather Policy
<b>Is this a new or existing strategy/policy/function/service?</b>	New
<b>Name of manager responsible for strategy/policy/function/service</b>	
<b>Names of people conducting the assessment</b>	
<b>Step 1 – Description of strategy/policy/function/service</b>	
Describe the aims; objectives and purpose of the strategy/policy/function/service (include how it fits in to wider aims or strategic objectives).	The purpose of the policy is to set out the procedure for attending work in adverse weather conditions. The Council has a reasonable expectation that all employees will make every effort to carry on work as usual either by attending their normal place of work or working flexibly.
Are there any (existing) equality objectives of the strategy/policy or function/service	This is a new policy.  The support provided in adverse weather conditions will need to be tailored to each individual's circumstances as the Council recognises that its workforce is attracted from a large geographical area, and some areas may be more badly affected by extreme weather than others.
Who is intended to benefit from the strategy/policy/function/service and in what way?	This policy potentially affects all employees of the Council.

## Huntingdonshire District Council Equality Impact Assessment



<p>What are the intended outcomes of this strategy/policy/function/service?</p>	<p>The intended outcome of the policy is to ensure both managers and employees are aware of the process to be followed if adverse weather conditions prevent employees from attending work.</p> <p>The policy will assist managers in managing their staffing resources during the time of adverse weather to ensure continuity of service provisions, whilst ensuring the health and safety of employees.</p>
<p><b>Step 2 – Data</b></p>	
<p>What baseline <b>quantitative data (statistics)</b> do you have about the strategy/policy/function/service relating to equalities groups (e.g. monitoring data on proportions of service users compared to proportions in the population), relevant to this policy?</p>	<p>N/a</p>
<p>What <b>qualitative data (opinions etc)</b> do you have on different groups (e.g. comments from previous consumer satisfaction surveys/consultation, feedback exercises, or evidence from other authorities undertaking similar work), relevant to this strategy/policy/function/service?</p>	<p>N/a</p>
<p>Are there concerns that the strategy/policy/function/service could have a differential impact on <b>different racial groups</b>?</p> <p>What evidence do you have for your answer?</p>	<p>No, this policy has the potential to affect every employee of the Council.</p>
<p>Are there concerns that the strategy/policy/function/service could have a differential impact on <b>gender, including transgender people</b>?</p> <p>What evidence do you have for your answer?</p>	<p>No, this policy has the potential to affect every employee of the Council.</p>

## Huntingdonshire District Council Equality Impact Assessment



<p>Are there concerns that the strategy/policy/function/service could have a differential impact on <b>disabled people</b>? What evidence do you have for your answer?</p>	<p>No, this policy has the potential to affect every employee of the Council. It is recognised that an employee with a disability may have additional problems associated with adverse weather, where an employee suffers from a medical condition that significantly increases vulnerability to injury as a direct result of the adverse weather conditions potential support for travel will be discussed. Managers, in consultation with employees will consider prioritising the early release of employees who have caring responsibilities.</p>
<p>Are there concerns that the strategy/policy/function/service could have a differential impact on <b>lesbian, gay, or bisexual people</b> compared with heterosexual people? What evidence do you have for your answer?</p>	<p>No, this policy has the potential to affect every employee of the Council.</p>
<p>Are there concerns that the strategy/policy/function/service could have a differential impact on <b>younger or older people</b>? What evidence do you have for your answer?</p>	<p>No, this policy has the potential to affect every employee of the Council.</p>
<p>Are there concerns that the strategy/policy/function/service could have a differential impact on grounds of <b>religion or belief</b>? What evidence do you have for your answer?</p>	<p>No, this policy has the potential to affect every employee of the Council.</p>

<b>Action plan and timetable</b>		
<b>Objective</b>	<b>Action</b>	<b>Target/Timetable for completion of actions / responsibility</b>
<p><b>Monitor impact of Adverse Weather conditions</b></p>	<p>Consider how to monitor how the Policy is used e.g. when adverse weather occurs, who is taking annual leave / flexi leave / unpaid leave / homeworking?</p>	<p>Stats to be recorded as and when adverse weather situations arise. HR to mail round to Activity</p>

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		Managers and record data.
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