

### Huntingdonshire District Council Equality Impact Assessment

<b>Service area</b>	HR
<b>Date of assessment</b>	May 2023
<b>Name of strategy/policy/function/service to be assessed</b>	Disability at Work Policy
<b>Is this a new or existing strategy/policy/function/service?</b>	Amended
<b>Name of manager responsible for strategy/policy/function/service</b>	Nicki Bane
<b>Names of people conducting the assessment</b>	Kiran Hans
<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).	<p>This policy aims to:</p> <ul style="list-style-type: none"> <li>• Provide managers and employees with guidance on a range of support and reasonable adjustments that HDC can provide disabled employees to ensure they are supported at work.</li> <li>• Enable, so far as is reasonably possible, equity in access to the full range of recruitment, training and career development opportunities for all job applicants and staff.</li> <li>• Ensure that there is no unfair discrimination or harassment on the grounds of disability and that access to employment and promotion in HDC is based on skills, qualifications and suitability for work.</li> </ul>

### Huntingdonshire District Council Equality Impact Assessment

	<ul style="list-style-type: none"> <li>• Identify and adopt annual targets for improvements and report as required on proposals to Employment Panel.</li> </ul>
<p>Are there any (existing) equality objectives of the strategy/policy or function/service</p>	<p>To ensure fairness and equity for disabled people, HDC are guided by the following principles:</p> <ul style="list-style-type: none"> <li>• Anti discrimination to ensure disabled people are not subject to discriminatory practices.</li> <li>• Equality of opportunity for disabled people in every aspect of their dealings with HDC.</li> <li>• Ensuring managers and staff at HDC are aware of the reasonable adjustments that can be made to support staff with a disability.</li> <li>• Accountability so that the responsibility for securing equal treatment and removing barriers rests both with HDC as a whole and with individual decision-makers within it.</li> <li>• Involvement in decision-making so that disabled people are consulted with before decisions which affect them are made.</li> </ul>
<p>Who is intended to benefit from the strategy/policy/function/service and in what way?</p>	<p>Existing/potential employees and managers</p>
<p>What are the intended outcomes of this strategy/policy/function/service?</p>	<p>To ensuring disabled people are treated equitably and with respect, see aims and objectives above.</p>

## Huntingdonshire District Council Equality Impact Assessment

<b>Step 2 – Data</b>																
<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>	<table border="1"> <thead> <tr> <th>2009/10</th> <th>Disabled</th> <th>Not disabled</th> <th>Not known</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Number</td> <td>26</td> <td>508</td> <td>280</td> <td>814</td> </tr> <tr> <td>%</td> <td>2.3%</td> <td>62.4%</td> <td>34.4%</td> <td>100%</td> </tr> </tbody> </table>	2009/10	Disabled	Not disabled	Not known	Total	Number	26	508	280	814	%	2.3%	62.4%	34.4%	100%
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<table border="1"> <thead> <tr> <th>Disability Status 2023</th> <th>% of work force</th> </tr> </thead> <tbody> <tr> <td>No</td> <td>64.62%</td> </tr> <tr> <td>Yes</td> <td>10.50%</td> </tr> <tr> <td>Not Known</td> <td>1.29%</td> </tr> <tr> <td>Not Declared</td> <td>23.59%</td> </tr> </tbody> </table> <p>10.5% of employees have declared a disability at HDC. Work continues on improving the equality data held about employees and should result in fewer staff whose disability status is not known.</p>	Disability Status 2023	% of work force	No	64.62%	Yes	10.50%	Not Known	1.29%	Not Declared	23.59%						
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### Huntingdonshire District Council Equality Impact Assessment

<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>The Council is required to adopt a policy for disability at work to ensure compliance with the Equality Act 2010. The policy complies with best practice, current legislation and provides managers and employees with guidance on a range of reasonable adjustments to ensure that disabled employees are supported at work. This policy will help to ensure that there is no unfair discrimination or harassment on the grounds of disability. Furthermore it enables the council to identify ways to monitor diversity and adopt targets for improvements.</p>
<p><b>Step 3 – Policy impact</b></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>None, this policy is aimed at existing or potential employees with a disability</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>None, this policy is aimed at existing or potential employees with a disability</p>

**Huntingdonshire District Council Equality Impact Assessment**

<p>What evidence do you have for your answer?</p>	
<p>Are there concerns that the strategy/policy/function/service could have a differential impact on people with a <b>disability</b></p> <p>What evidence do you have for your answer?</p>	<p>This policy will have a positive differential impact on existing and potential employees</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?</p> <p>What evidence do you have for your answer?</p>	<p>None, this policy is aimed at existing or potential employees with a disability</p>
<p>Are there concerns that the strategy/policy/function/service could have a differential impact on <b>younger or older people</b>?</p>	<p>None, this policy is aimed at existing or potential employees with a disability although indirectly it may have a positive impact on</p>

### Huntingdonshire District Council Equality Impact Assessment

<p>What evidence do you have for your answer?</p>	<p>older employees due the link between age and disability.</p>
<p>Are there concerns that the strategy/policy/function/service could have a differential impact on grounds of <b>religion or belief</b>?</p> <p>What evidence do you have for your answer?</p>	<p>None, this policy is aimed at existing or potential employees with a disability</p>

Action plan and timetable		
Objective	Action	Target/Timetable for completion of actions / responsibility
<p><b>A modern and diverse workforce</b></p>	<p>Continue to collect and analyse previous year's employment (equality monitoring) data to produce monitoring and analysis of workforce profiles by equality categories. Set equality objectives where required.</p>	<p>Annual – next due June 2023 and action plan September 2023</p>
	<p>Introduce Adjustments passport once policy is agreed</p>	<p>July/August 2023</p>

**Huntingdonshire District Council Equality Impact Assessment**

Improve disability disclosure amongst employees.	Continuous
Work with the Richmond Fellowship to ensure that support for employees is available	Continue