

**Equality and Human Rights Impact Assessment (EqHRIA)
Summary of Results**

Policy / Practice	Disruption
Owning Department	People and Development
Date EqHRIA Completed	04/06/2019
Purpose of Policy / Practice	The purpose of the procedure is to provide guidance to staff and managers on the process to follow when an individual's ability to get to work is affected by some form of disruption.

A. Summary of Analysis / Decisions - What the assessment found and actions already taken.

Full consultation and engagement was undertaken in June 2019 with all statutory and diversity staff associations, and thereafter consideration was given to any feedback provided. Having reviewed the feedback it is anticipated that the guidance and options available provide flexibility for staff and managers to deal with lateness or absence caused by disruption.

B. Summary of Mitigation Actions - What else we plan to do and how we are going to check that it has been done.

In the guidance staff and managers are asked to discuss disability, health related issues or personal circumstances when considering what options are available during periods of disruption. This should ensure any protected characteristics or personal circumstances are considered as part of the decision making process.

The application of manager discretion will be monitored through discussions at Policy Working Group and JNCC meetings to ensure any difficulties in application of the principles are addressed.

Management Log – Policy Support Dept. Use Only

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