

**Equality and Human Rights Impact Assessment (EqHRIA)**

# Summary of Results

## Policy/Practice Name:

Flexible Working (Officers)

## Owning Department:

People and Development

## Date EqHRIA Completed:

09/12/2022

## Purpose of Policy/Practice:

## The aim of this procedure is to provide guidance to applicants and line managers when making and receiving requests to work flexibly. Its aim is to effectively use resources to meet demand and balance individual wellbeing, work-life balance and organisational effectiveness and efficiency.

## Summary of Analysis / Decisions:

### What the assessment found, and actions already taken.

* The data continues to show that we approve many applications each year. The separation of processes for police officers should in theory reduce the number of applications incorrectly rejected by applying criteria that should not apply to them.
* The procedure continues to support the objective of being an employer of choice, something that has become more relevant post pandemic. For the first time the organisation will now be able to compare the total number of flexible workers from one year to another and identify the types of flexible working which is most popular.
* Previous findings on demographic changes and juggling complex family lives within an aging population continue to be relevant. However, people’s experience of flexible working over the pandemic has highlighted the benefits of different ways of working to more people.
* Reports from the Disability and Carers Association (DACA) suggested that requests to work flexibly were being dismissed prior to formal application. The introduction of the new application Module removes this risk and ensures all applications are recorded and therefore dealt with in a more transparent manner.
* There is some evidence within leaver statistics to indicate that women leave employment due to the lack of flexibility after having a baby.

## Summary of Mitigation Actions:

### What the assessment found, and actions already taken.

* Following implementation of the application module random dip sampling of user experience was undertaken. Feedback suggested that the use of background colour in forms and fields aren’t great for anyone with visual acuity issues, and the use of background colours makes it difficult for people to use assistive technology like screen overlays/tints.
* The time picker was highlighted as frustrating to use due to the need for a lot of mouse movements and requires fine visual and motor skills. It was thought that any conditions affecting motor abilities may be a real barrier.
* Colours were looked at during the preparation for migrating to single instance SCOPE, and some colours and combinations of colours were changed to assist people with visual impairment. These issues have been highlighted to the Developers who have advised that once upgraded to newer technology, accessibility will be easier to deal with.
* Amendments have been suggested to the Leaver procedure which will see the introduction of Retention meetings which are intended to allow anyone thinking of leaving the opportunity to talk confidentially about barriers or problems they are having at home or work. If given the chance the intention is that the organisation may be able to prevent voluntary turnover by taking action to remove these issues. Flexible Working is a key tool in this process.