



**IPSWICH**  
BOROUGH COUNCIL

# **Equality Impact Assessment**

## *Out of Hours Service Provision*

Ref: EQIA2020062257

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**Title of report:** Out of Hours Service Provision

**Reference:** EQIA2020062257

**What is the report trying to achieve?:**

The report proposes changes for M&C trade operatives to include working out of hours.

**What evidence/data is being used to support this equality analysis?:**

Analysis of service data (e.g I-card)

**Supporting documents (if available):**

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**Is there potential for positive or negative impact on any of the protected characteristics?**

- **Age:** *Negative*
- **Disability:** *Negative*
- **Marriage & Civil Partnership:** *No Impact*
- **Race:** *No Impact*
- **Pregnancy & Maternity:** *Negative*

- **Religion or Belief:** *Negative*
- **Gender Reassignment:** *No Impact*
- **Sex:** *No Impact*
- **Sexual Orientation:** *No Impact*

**If 'No Impact' explain why**

Marriage & Civil Partnership; the proposed change does not adversely affect staff who are married or in a civil partnership, potentially it will improve the work life balance by reducing number of on call periods.

Race; the proposed change does not adversely affect staff of differing ethnicity.

Gender Reassignment; the proposed change does not adversely affect staff who have undergone or are in the process of gender reassignment

Sex; the proposed change does not adversely affect staff due to their sex.

Sexual Orientation; the proposed change does not adversely affect staff due to their sexual Orientation.

**If you have identified any negative impacts (above) how can they be minimised or removed?**

Age; The proposed change would include all key trade operatives and treat them equally, if an individual feel that they are unable to provide an on-call service due to personal circumstances, they can make a request to opt out and that request would be reviewed by the Operations manager with a representative from HR.

Disability; The proposed change would include all key trade operatives and treat them equally, if an individual feel that they are unable to provide an on-call service due to their disabilities, they can make a request to opt out and that request would be reviewed by the Operations manager with a representative from HR.

Pregnancy & Maternity; The proposed change would include all key trade operatives and treat them equally, if an individual feel that they are unable to provide an on-call service due to their condition, they can make a request to temporarily opt out and that request would be reviewed by the Operations manager with a representative from HR.

Religion or Belief; The proposed change would include all key trade operatives and treat them equally, if an individual feel that they are unable to provide an on-call service due to their religion or beliefs, they can make a request to opt out and that request would be reviewed by the Operations manager with a representative from HR.

**The report helps us to 'eliminate unlawful discrimination, harassment & victimisation' in the following way(s):**

The reports author has consulted with other members of staff and considers that the impacts on each of the protected characteristics have been reviewed and considered.

Provision is included within the proposed changes to mitigate any negative impact.

**The report helps us to 'advance equality of opportunity...' in the following way(s):** By ensuring due regard is taken to any potential impact on protected groups during the early stages of producing recommendations reasonable adjustments can be inbuilt to avoid discrimination.

**The policy helps us to 'foster good relations...' in the following way(s):** Ensuring equality impact assessment is a leading part of any Key decision making process ensures that IBC is an inclusive organisation and embeds equality and diversity into its fabric.