

Wellbeing and Support Policy  
16<sup>th</sup> June 2016

Equality Impact Assessment

# Wellbeing and Support Policy

**Contact:** Alana Nicandros, Occupational Health

**Updated:** 16.06.2016

## 1. What type of proposal / decision is being assessed?

A new procedure

## 2. What is the purpose of this proposal / decision, and what change (to staff or the community) will occur as a result of its implementation?

Denbighshire County Council is committed to maintaining a safe and healthy working environment. As part of this commitment the Authority acknowledges the contribution of its staff. Where staff are experiencing work-related, personal or health problems, it may affect their work performance as well as their quality of life and general sense of wellbeing.

DCC offers the following types of support:

1. Counselling Services
2. Specialist Therapy Support for Musculoskeletal conditions.

## 3. Does this proposal / decision require an equality impact assessment? If no, please explain why.

*Please note: if the proposal will have an impact on people (staff or the community) then an equality impact assessment **must** be undertaken*

Yes

## 4. Please provide a summary of the steps taken, and the information used, to carry out this assessment, including any engagement undertaken

*(Please refer to section 1 in the toolkit for guidance)*

An assessment of protected characteristics and the effects of this policy on those protected characteristics has been undertaken.

Consultation has taken place with the usual CJM and recognised trade unions.

**5. Will this proposal / decision have a positive impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?**

*(Please refer to section 1 in the toolkit for a description of the protected characteristics)*

This policy has a neutral effect on all of the protected characteristics.

In accordance with the Equality Framework, Denbighshire County Council will not discriminate in the application of these procedures in respect of age, disability, gender, race, nationality, ethnic or national origin, religion or belief, sexual orientation, trade union membership or lack thereof. Reasonable adjustments will be put in place, as appropriate, to support disabled employees.

Part of the process would be looking at individual needs and assessing them at the time.

No employee receives less favourable treatment than another during any stage of a counselling or physiotherapy treatment required. Where permissible and appropriate all employees are given the opportunity to access the support.

**6. Will this proposal / decision have a disproportionate negative impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?**

This policy has a neutral effect on all of the protected characteristics.

**7. Has the proposal / decision been amended to eliminate or reduce any potential disproportionate negative impact? If no, please explain why.**

No	
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**8. Have you identified any further actions to address and / or monitor any potential negative impact(s)?**

No	
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Action(s)	Owner	By when?


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## 9. Declaration

Every reasonable effort has been made to eliminate or reduce any potential disproportionate impact on people sharing protected characteristics. The actual impact of the proposal / decision will be reviewed at the appropriate stage.

<b>Review Date:</b>	16.06.2017
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<b>Name of Lead Officer for Equality Impact Assessment</b>	<b>Date</b>
Alana Nicandros	16.06.2016