

Reasonable Adjustments Guidance

Well-being Impact Assessment Report

This report summarises the likely impact of the proposal on the social, economic, environmental and cultural well-being of Denbighshire, Wales and the world.

Assessment Number:	609
Brief description:	A guidance document for both employees and managers on making reasonable adjustments.
Date Completed:	23/01/2019 15:43:28 Version: 1
Completed by:	Andrea Malam
Responsible Service:	Legal, HR & Democratic Services
Localities affected by the proposal:	Not Applicable,
Who will be affected by the proposal?	All employees
Was this impact assessment completed as a group?	Yes

IMPACT ASSESSMENT SUMMARY AND CONCLUSION

Before we look in detail at the contribution and impact of the proposal, it is important to consider how the proposal is applying the sustainable development principle. This means that we must act "in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs."

Score for the sustainability of the approach

★ ★ ★ ★ (3 out of 4 stars) Actual score : 23 / 30.

Implications of the score

Trade Unions representatives will be consulting on the guidance on behalf of employees and a legal representative has also will have input.

Summary of impact

Well-being Goals

A prosperous Denbighshire

A resilient Denbighshire

A healthier Denbighshire

A more equal Denbighshire

A Denbighshire of cohesive communities

A Denbighshire of vibrant culture and thriving Welsh language

A globally responsible Denbighshire

Positive

Neutral

Positive

Positive

Positive

Positive

Positive

Neutral



Main conclusions

Training managers and making the guidance available to all is essential in order to enable potential new employees to commence work and to allow existing staff to remain in the workplace. Ensuring that any request which has been refused has been explored in a thorough manner and the advice and involvement from legal and HR have been considered.

Evidence to support the Well-being Impact Assessment

- We have consulted published research or guides that inform us about the likely impact of the proposal
- We have involved an expert / consulted a group who represent those who may affected by the proposal
- We have engaged with people who will be affected by the proposal

THE LIKELY IMPACT ON DENBIGHSHIRE, WALES AND THE WORLD

A prosperous Denbighshire

Overall Impact	Positive
Justification for impact	By making reasonable adjustments in the workplace it will enable a disabled person to enter the workplace or remain in the workplace in the same role or a reasonable alternative.
Further actions required	The greater need for childcare is beyond our control but demand will create supply.

Positive impacts identified:

A low carbon society	Allowing employees to work from home or at alternative locations may help to reduce carbon.
Quality communications, infrastructure and transport	N/A
Economic development	N/A
Quality skills for the long term	Making reasonable adjustments will allow disabled employees to remain in the workplace which will help retain those skills for the long term.
Quality jobs for the long term	Disabled people will have more exposure to a wider variety jobs available with reasonable adjustments in place.
Childcare	A greater demand for childcare may be required for working parents.

Negative impacts identified:

A low carbon society	none
Quality communications, infrastructure and transport	N/A
Economic development	N/A
Quality skills for the long term	None
Quality jobs for the long term	none
Childcare	Childcare facilities may not be close by, suitable or too expensive.

A resilient Denbighshire

Overall Impact	Neutral
Justification for impact	Not applicable

Further actions required	Not applicable
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Positive impacts identified:

Biodiversity and the natural environment	N/A
Biodiversity in the built environment	N/A
Reducing waste, reusing and recycling	N/A
Reduced energy/fuel consumption	N/A
People's awareness of the environment and biodiversity	N/A
Flood risk management	N/A

Negative impacts identified:

Biodiversity and the natural environment	N/A
Biodiversity in the built environment	N/A
Reducing waste, reusing and recycling	N/A
Reduced energy/fuel consumption	N/A
People's awareness of the environment and biodiversity	N/A
Flood risk management	N/A

A healthier Denbighshire

Overall Impact	Positive
Justification for impact	Overall, by having guidance on reasonable adjustments it will remove the barriers for disabled employees which are preventing them from entering or remaining in the workplace. More knowledge, help and support for both managers and employees will impact positively on an employees mental health and wellbeing.
Further actions required	Adjustments made in the workplace have to be reasonable and there might be instances whereby an adjustment is not possible. However all avenues will be explored to try avoid this outcome.

Positive impacts identified:

A social and physical environment that encourage and support health and well-being	Starting or remaining in employment can have a positive impact on health and wellbeing.
Access to good quality, healthy food	N/A
People's emotional and mental well-being	Starting or remaining in employment can have a positive impact on health and wellbeing. The ability to work with colleagues and the public, the flexibility to work from home will positively impact an employees emotional and mental wellbeing.
Access to healthcare	A reasonable adjustment might be the ability to work from home or adjusted hours which might assist with a greater opportunity to access healthcare.
Participation in leisure opportunities	A reasonable adjustment might be the ability to work from home or adjusted hours which might assist with a greater opportunity to access leisure facilities which may help with their disability.

Negative impacts identified:

A social and physical environment that encourage and support health and well-being	Having to wait for reasonable adjustments or having an adjustment refused may have a negative impact on health and wellbeing.
Access to good quality, healthy food	N/A
People's emotional and mental well-being	Starting or remaining in employment can have a positive impact on health and wellbeing.
Access to healthcare	none
Participation in leisure opportunities	none

A more equal Denbighshire

Overall Impact	Positive
Justification for impact	The guidance will be a resource to help people who fall under a protected characteristic or meet the criteria above and enable them to discuss what options are available to them in order to remain in the workplace or start in a new post.
Further actions required	If an employee does not disclose a disability it may be treated as capability for example. Employees are encouraged but not forced to inform line managers, HR or Occupational health about a disability in order to help that employee and provide the support required.

Positive impacts identified:

Improving the well-being of people with protected characteristics. The nine protected characteristics are: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation	The guidance will have a positive impact on all protected characteristics.
People who suffer discrimination or disadvantage	The guidance will have a positive impact on carers as reasonable adjustments will be considered in line with their caring responsibilities.
Areas with poor economic, health or educational outcomes	The guidance offers support and advice to employees who may be impacted by this criteria.
People in poverty	The guidance offers support and advice to employees who may be impacted by this criteria. Employee will not have to pay for reasonable adjustments themselves.

Negative impacts identified:

Improving the well-being of people with protected characteristics. The nine protected characteristics are: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation	If an employee does not inform DCC that they are disabled then we are unable to make any adjustments and as a result any issues might be reviewed under a different policy e.g. capability, attendance management.
People who suffer discrimination or disadvantage	none
Areas with poor economic, health or educational outcomes	none
People in poverty	none

Overall Impact	Positive
Justification for impact	The ability to work from home as a reasonable adjustment may allow a person to access facilities, goods and services during opening hours and will have greater access to their community.
Further actions required	Not applicable.

Positive impacts identified:

Safe communities and individuals	N/A
Community participation and resilience	N/A
The attractiveness of the area	N/A
Connected communities	Disabled employees could have the option to work from home keeping them closer to their communities and maintaining their access to local good and services.
Rural resilience	N/A

Negative impacts identified:

Safe communities and individuals	N/A
Community participation and resilience	N/A
The attractiveness of the area	N/A
Connected communities	none
Rural resilience	N/A

A Denbighshire of vibrant culture and thriving Welsh language

Overall Impact	Positive
Justification for impact	The document will be available to all staff bilingually.
Further actions required	not applicable.

Positive impacts identified:

People using Welsh	N/A
Promoting the Welsh language	The guidance will be available bilingually and Welsh lessons are offered to all employees regardless of any protected characteristic.
Culture and heritage	N/A

Negative impacts identified:

People using Welsh	N/A
Promoting the Welsh language	none
Culture and heritage	N/A

A globally responsible Denbighshire

Overall Impact	Neutral
Justification for impact	Employees may feel their human rights are impacted if this guidance is not applied correctly and therefore in order to reduce that impact, any decision to not make an adjustment will have to be discussed with HR and Occupational Health.
Further actions required	Training managers on how to use the guidance and using HR business partners to ensure that all steps are taken to implement adjustments when and where necessary.

Positive impacts identified:

Local, national, international supply chains	N/A
Human rights	Working condition and human rights are fundamental and will be considered at every stage of this process.
Broader service provision in the local area or the region	n/a

Negative impacts identified:

Local, national, international supply chains	N.A
Human rights	Employees may feel the guidance if not applied correctly might breach their human rights.
Broader service provision in the local area or the region	n/a