

Trans and Gender Equality Policy

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:	673
Brief description:	Trans and Gender Equality Policy
Date Completed:	03/07/2019 22:23:57 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?	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 : 24 / 30.

Implications of the score

As this policy is for employees only, some of the options listed are not applicable, hence the star rating. Regular feedback and reviews are carried out on all of our policies in line with best practice and benchmarking.

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

Neutral

Positive

Positive

Neutral



Main conclusions

Overall the policy will have both a positive and both neutral impact. The policy will demonstrate that Denbighshire County Council is committed to being a fair and inclusive employer and will not discriminate against an applicant or employee or who identifies as trans and that trans employees are entitled to be treated with respect and permitted to perform their roles free from harassment and unfair discrimination. Denbighshire County Council views harassment or discrimination against any employee on any grounds as a serious disciplinary offence.

There maybe some impacts that are also not known at this point as the policy is yet to be implemented and this will be monitored via the policy review process, where a further WIA will have to be carried out.

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	All impacts listed above are positive. The policy will support employees transitioning and offer the support required. The policy will also help provide information and guidance on supporting colleagues who may be transitioning or for those that identify as a different gender to the one assigned to them at birth.
Further actions required	There are no negative impacts listed above.

Positive impacts identified:

A low carbon society	not applicable
Quality communications, infrastructure and transport	not applicable
Economic development	not applicable
Quality skills for the long term	Employees will gain knowledge, awareness and training on the policy. The policy is available on the internet so other organisations and local businesses could access and implement within their organisations. Public may find this information and useful for their own person use.
Quality jobs for the long term	Employment opportunities will stay the same but will help and support employees who may be transitioning to stay in the workplace and work around any treatment. The use of flexible working/family friendly/time off work policies will support all employees throughout any periods of treatment.
Childcare	not applicable

Negative impacts identified:

A low carbon society	not applicable
Quality communications, infrastructure and transport	not applicable
Economic development	not applicable
Quality skills for the long term	not applicable
Quality jobs for the long term	not applicable
Childcare	not applicable

A resilient Denbighshire

Overall Impact	Neutral
Justification for impact	All of the above are not applicable
Further actions required	All of the above are not applicable

Positive impacts identified:

Biodiversity and the natural environment	not applicable
Biodiversity in the built environment	not applicable
Reducing waste, reusing and recycling	not applicable
Reduced energy/fuel consumption	not applicable
People's awareness of the environment and biodiversity	not applicable
Flood risk management	not applicable

Negative impacts identified:

Biodiversity and the natural environment	not applicable
Biodiversity in the built environment	not applicable
Reducing waste, reusing and recycling	not applicable
Reduced energy/fuel consumption	not applicable
People's awareness of the environment and biodiversity	not applicable
Flood risk management	not applicable

A healthier Denbighshire

Overall Impact	Positive
Justification for impact	The policy will help and support all employees, giving employees the information, support and guidance and access to occupational health at any stage.
Further actions required	No negative impacts have been identified above.

Positive impacts identified:

A social and physical environment that encourage and support health and well-being	This policy will support the mental health and wellbeing of all employees, especially those that are transitioning.
Access to good quality, healthy food	not applicable
People's emotional and mental well-being	not applicable
Access to healthcare	Employees are able to access occupational health support at any stage throughout their employment.
Participation in leisure opportunities	not applicable

Negative impacts identified:

A social and physical environment that encourage and support health and well-being	None
Access to good quality, healthy food	not applicable
People's emotional and mental well-being	not applicable
Access to healthcare	none
Participation in leisure opportunities	not applicable

A more equal Denbighshire

Overall Impact	Neutral
Justification for impact	There is a neutral impact overall because although the policy is to be put into place to help and support staff with protected characteristics, the application of the policy may result in a negative impact if not applied in a fair and correct manner. There is potentially a development need for those involved in implementing the policy, and appropriate information will be provided to staff.
Further actions required	Employees and managers will be supported and trained where necessary to ensure that the policy is applied consistently and fairly to all staff. Failure to adhere to the policy may result in discrimination and may ultimately result in disciplinary action. HR will monitor and review this policy in accordance with the policy review timescales and feedback.

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 policy aims to support the principles of equality and diversity and ensure that employees are not discriminated against. This policy applies to employees, regardless of background or personal circumstances. This policy highlights that DCC recognises the needs of trans employees and is working to ensure that every employee is treated equally. This policy aims to break barriers and raise awareness to remove prejudice.
People who suffer discrimination or disadvantage	The policy will provide support and guidance for employees who may fall into this category.
Areas with poor economic, health or educational outcomes	Not applicable
People in poverty	Not applicable

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	Ultimately it is the application and implementation that provides the scope for discrimination.
People who suffer discrimination or disadvantage	Ultimately it is the application and implementation that provides the scope for discrimination.
Areas with poor economic, health or educational outcomes	Not applicable
People in poverty	Not applicable

A Denbighshire of cohesive communities

Overall Impact	Positive
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Justification for impact	Over the impact is positive as the support is there for employees and members of the public and external organisations may want to access the policy and adopt for their own use.
Further actions required	The policy will be reviewed on a regular basis and any feedback will be taken into account.

Positive impacts identified:

Safe communities and individuals	The policy offers sources of support and access to occupational health if required.
Community participation and resilience	The policy may be accessed by members of the public and other organisations as this will be available on the DCC website. May be used as best practice.
The attractiveness of the area	Not applicable
Connected communities	Not applicable
Rural resilience	Not applicable

Negative impacts identified:

Safe communities and individuals	None
Community participation and resilience	None
The attractiveness of the area	Not applicable
Connected communities	Not applicable
Rural resilience	Not applicable

A Denbighshire of vibrant culture and thriving Welsh language

Overall Impact	Positive
Justification for impact	Overall there is a positive impact on the Welsh language as the policy can be accessed bilingually.
Further actions required	All policies are available bilingually, therefore any negative impacts are minimal.

Positive impacts identified:

People using Welsh	The policy will be available bilingually to all employees
Promoting the Welsh language	The policy will be available bilingually to all employees
Culture and heritage	The policy will be available bilingually to all employees

Negative impacts identified:

People using Welsh	None
Promoting the Welsh language	None
Culture and heritage	None

A globally responsible Denbighshire

Overall Impact	Neutral
Justification for impact	Overall the impact is neutral because non compliance with the policy may impact on an employee, however this may be dealt with formally under the disciplinary policy.
Further actions required	Training and development for both managers and staff. Awareness of the policy and its contents will be essential to ensure compliance.

Positive impacts identified:

Local, national, international supply chains	Not applicable
Human rights	The policy aims to prevent any forms of bullying and harassment and discrimination in the workplace against employees with one or more protected characteristics. All employees have the right to work in a safe environment free from discrimination. Any non-compliance to the policy may result in disciplinary action.
Broader service provision in the local area or the region	Not applicable

Negative impacts identified:

Local, national, international supply chains	Not applicable
Human rights	Incorrect/unfair application and implementation of the policy may breach human rights.
Broader service provision in the local area or the region	Not applicable