

This template summarises the key decisions/actions taken in the EHRIA, and has been separated from the full EHRIA document for publication on the SPS external website in compliance with statutory requirements.

Background	
Title of the Policy	Major Disruption to Travel Policy
EHRIA Lead (role)	Donna Miller
Date EHRIA completed	20/11/2019
Review date and frequency	3 years - Nov 2022
Is this a new or revised policy/practice?	New <input type="checkbox"/> Revised <input checked="" type="checkbox"/>

Scoping
<p>What are the aims of this policy/practice? To provide guidance with regard to how SPS supports employees during major disruption to travel.</p>
<p>WHO did you consult with? When revising this policy the SPS consulted the constituent trade unions, internal stakeholders and took cognisance of other public sector bodies' guidance in relation to adverse weather conditions.</p>
<p>WHAT did you learn? The original review identified that 5% of SPS employees reported a disability, with 20% of those having a disability that had an impact upon their mobility. The policy looks to ensure SPS supports appropriately those who have a disability with the aim that they are not disadvantaged if not able to attend work due to the adverse weather conditions. Individuals with caring responsibilities might be impacted adversely by adverse weather and this policy seeks to address the impact. The review of the policy and evidence from the adverse weather incident in 2018 has allowed the organisation to identify additional information and potential health & safety risks as outlined in the Qualitative and Quantitative research section.</p>
<p>HOW will this shape your policy/practice? The agreement between the Scottish Trades Union Congress and the Scottish Government (Fair work agreement, fair weather agreement) allowed the SPS to improve the policy, by providing guiding principles to support employers and workers to plan for and manage the impact of severe weather.</p>

What quantitative and/or qualitative evidence as well as case law relating to equality and human rights have you considered when deciding to develop new or revise current policy/practice?

<https://www.hr.admin.cam.ac.uk/policies-procedures/adverse-weather-policy>

<https://www.acas.org.uk/index.aspx?articleid=3493>

https://www.nhsgoldenjubilee.co.uk/files/3614/8482/1191/Adverse_Weather_policy.pdf

<https://news.gov.scot/news/severe-weather-employer-guidelines>

<https://www.fda.org.uk/home/Newsandmedia/News/scottish-sector-fair-work-agreement.aspx>

<http://www.hse.gov.uk/pubns/books/l24.htm>

<https://www.nhsggc.org.uk/working-with-us/hr-connect/policies-and-staff-governance/policies/adverse-weather-policy-procedure/>

The Policy is viewed as being a practical and sensible approach, in terms of protecting the health & safety of the organisations employees and those with protective characteristics (Age, Disability & Maternity). Those who have caring responsibilities were also considered within this policy, particularly those with childcare requirements as even though they may be able to get to work, the Schools may close for Health & Safety reasons.

Geographical issues should be considered, as Establishment in rural areas will have more difficulty with staff attendance, in addition staff leaving the establishment to go home will encounter increased difficulties. If staff are required to stay at the establishment or weather prevents the employee from leaving the establishment the SPS will be required to consider the welfare of those staff in terms of accommodation, food, and ablutions.

Impact

Will the impact and outcomes of the new/revise policy/practice:

Contribute to eliminating discrimination, harassment and victimisation?
E.g.

- Raise awareness of our SPS vision and values for equality and diversity
- Challenge appropriately any behaviours or procedures which

POSITIVE: It will contribute to eliminating discrimination, harassment, victimisation <input type="checkbox"/>
NO EFFECT: It will have no effect on discrimination, harassment and victimisation <input checked="" type="checkbox"/>
NEGATIVE:

Impact Will the impact and outcomes of the new/revised policy/practice:	
do not value diversity and advance equality of opportunity	It will make discrimination, harassment and victimisation worse <input type="checkbox"/>
Advance equality of opportunity between those who share a protected characteristic and those who do not? E.g. <ul style="list-style-type: none"> Remove or minimise disadvantage Meet the needs of equality groups that are different from the needs of others participation in public life 	POSITIVE: It will advance equality of opportunity <input checked="" type="checkbox"/>
	NO EFFECT: It will have no effect on equality of opportunity <input type="checkbox"/>
	NEGATIVE: It will reduce equality of opportunity <input type="checkbox"/>
Foster good relations between those who share a protected characteristic and those who do not? E.g. <ul style="list-style-type: none"> Tackle prejudice Promote understanding 	POSITIVE: It will foster good relations <input checked="" type="checkbox"/>
	NO EFFECT: It will have no effect on good relations <input type="checkbox"/>
	NEGATIVE: It will cause good relations to deteriorate <input type="checkbox"/>
Ensure Human Rights Compliance?	It will uphold human rights articles. <input type="checkbox"/>
	It will breach human rights articles. <input type="checkbox"/>

Please summarise the results of the Equality & Human Rights Impact Assessment, including the likely impact of the proposed policy/practice advancing equality and human rights.

Positive Impacts
<p>The research undertaken has indicated that unexpected travel disruption can have a greater impact upon employees who have a disability. Disruption affecting usual method of travelling to work is potentially more restricting to disabled employees, as other options for travelling, for instance using public transport instead of a private motor vehicle, may not be an option. Guidance will state that managers should specifically consider the needs of staff with disabilities when applying this policy.</p> <p>Similarly, managers will need to take account of any personal circumstances, which may include pregnancy and or carer responsibility, particularly those employees who have children as even if they are able to attend work they may not be able to if the Schools have been closed due to a major disruption e.g. severe snow.</p>

Negative Impacts

Protected characteristics affected:

There have been no negative impacts identified as the policy is open to all SPS employees and the impact on employees will be managed on a case by case basis.

Impact	Mitigation

Recommended course of action

Outcome 1: Proceed – no potential for unlawful discrimination or adverse impact or breach of human rights articles has been identified.	<input checked="" type="checkbox"/>
Outcome 2: Proceed with adjustments to remove barriers identified for discrimination, advancement of equality of opportunity and fostering good relations or breach of human rights articles.	<input type="checkbox"/>
Outcome 3: Continue despite having identified some potential for adverse impact or missed opportunity to advance equality and human rights (justification to be clearly set out).	<input type="checkbox"/>
Outcome 4: Stop and rethink as actual or potential unlawful discrimination or breach of human rights articles has been identified.	<input type="checkbox"/>

Summary of Outcome decision and Recommendations

Proceed with policy publication.

Next steps

The organisation will continue to monitor the policy ensuring legislative assurance. The health, safety & wellbeing of all employees is a priority for the SPS when applying this policy.

If you require this document in an alternative format, please contact SPSEqualityandDiversityTeam@sps.pnn.gov.uk