

*'The attendance policy supports the General Equality Duty which requires the Force to have due regard to the need to:*

- Eliminate discrimination, harassment, victimization and any other conduct that is prohibited by or under the 2010 Act*
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it*
- Foster good relations between persons who share a relevant protected characteristic and persons who don't share it*

*The relevant protected characteristics to be considered are: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.*

*The policy aims to make sure that all individuals are treated fairly in terms of their attendance and with due regard to their individual needs. The emphasis on providing support, including return to work discussions following all absences provides an opportunity for all individuals to discuss their needs. Measures are in place to advance equality of opportunity for staff with a disability by providing for reasonable adjustments.*

*Measures are also in place to eliminate potential discrimination against staff undergoing gender reassignment and pregnant members of staff by discounting related absences whilst still providing support.*

*The Force has a duty to make reasonable adjustments to assist individuals to attend work and maintain their attendance.*

*Reasonable adjustments can include:*

- Adjusting premises*
- Re-allocating duties*
- Re-deployment to an existing vacancy*
- Altering working hours*
- Providing additional training*
- Acquiring or making changes to equipment*
- Modifying procedures for testing or assessments*
- Phased return to work following a lengthy absence*

*Allowing leave for treatment/rehabilitation/assessment (Disability Policy)'*