

Equality Impact Assessment Guidance – Human Rights

Uniform and Dress Code Policy

The Human Rights Act, which came into force in October 2000, incorporates into domestic law the European Convention on Human Rights to which the UK has been committed since 1951. Section 6 of the Human Rights Act makes it unlawful for a public authority to act in a way that is incompatible with a Convention Right. The underlying intention of the Act is to create a Human Rights culture in public services.

If you think that the serve/policy/function may have Human Rights implications, you may wish to consider the following questions:

Question	Yes	No
Will it affect a person's right to life?		x
Will someone be deprived of their liberty or have their security threatened?		x
Could this result in a person being treated in a degrading or inhuman manner?		x
Is there a possibility that a person will be prevented from exercising their beliefs?		x
Will anyone's private and family life be interfered with?		x

If the answer is “yes” to any of these questions, can the policy be amended to avoid impacting upon Human Rights?

If not, seek legal advice before proceeding from the Director of Corporate Affairs