

Report from the Chief Executive to the Chair and Members of the Human Resources and Diversity Panel

8th October 2009

Presenting Officer: Norman Wright

Status: For approval

Cleveland Police Authority Single Equality Scheme 2008-11

1 Purpose

- 1.1 This is the scheduled 6-monthly update on the operation of CPA Single Equality Scheme, which was first accepted by the Police Authority Executive on 14th June 2007.

2 Recommendations

- 2.2 Members approve the updated Action Plan (Appendix A), in particular new item 12 to update Members on the requirements and implications of the Equality bill 2009.
- 2.3 Members note the latest information pertaining to action plan item 10 on access to Force services and buildings (Appendix B).
- 2.4 Members Note the recent re-assessments of the equality impact assessments carried out by CPA staff (Appendix C).
- 2.5 Members note the regulatory requirement for all public sector organisations to review their disability and gender schemes after 3 years.

3 Reasons

- 3.1 There is a legal requirement for public authorities to produce equality schemes covering race, disability and gender and to show how they intend to fulfil their general and specific duties under these schemes relevant to the provisions of the Race Relations Amendment Act, the Disability Discrimination Act, the Equalities Act and related regulations. There is a further requirement to report annually on the exercise of these equality

schemes and to publish details of this assessment and of all equality impact assessments carried out during the year.

- 3.2 Cleveland Police Authority published an overarching Single Equality Scheme in 2007 that covers all six strands of diversity. Therefore the Scheme additionally covers statutory responsibilities under the Employment Equality (Religion or Belief) Regulations, the Employment Equality (Sexual Orientation) Regulations and the Employment Equality (Age) Regulations.
- 3.3 The Single Equality Scheme includes an Action Plan and a pro forma for staff to use when completing the statutory equality impact assessments of policies, procedures and projects.
- 3.4 Members agreed, as part of the Outline Annual Schedule of Reports (Police Authority Executive September 2007), that there should be a 6-monthly report on the operation of the Single Equality Scheme, both by the Authority and the Force.
- 3.5 The statutory equality schemes are generally updated every 3 years, which includes consultation with interested stakeholders. CPA and the Force consulted jointly on their Single Equality Schemes in 2007 and it is proposed to do the same when the Schemes are reviewed over the next year.

Implications

4 Finance

- 4.1 There are few financial implications with the operation of this Scheme as the necessary actions and ongoing assessments and reviews can be undertaken using existing resources and within existing budgets. However, the requirement to undertake an equal pay review (action point 5) could result in ongoing cost if there is a need to equalise pay.

5 Diversity

- 5.1 This Scheme will assist CPA to focus on diversity issues in every aspect of its service, promoting equality in governance, employment and service provision. Equality Impact Assessments are carried out whenever significant new or amended policies and strategies are formulated.

6 Sustainability

- 6.1 The Scheme Action Plan details the workload associated with the Single Equality Scheme. There is a requirement for 6-monthly reporting and for 3-yearly reassessments, both of which will be planned and covered by the current resources of CPA.

7 Risk

- 7.1 The consultation and Equality Impact Assessments carried out as part of this Scheme, and required for future policies and procedures, constitute a diversity and equal opportunities risk assessment for CPA. Proposals for new legislation and guidelines, such as the Equality Bill 2009, are scrutinised as part of the risk assessment process. The Equality and Human Rights Commission (CEHR) will have enforcement powers on the statutory Equality Schemes.

8 Conclusions

- 8.1 The CPA Single Equality Scheme is progressing as expected, with the action plan items being attended to and equality impact assessments being carried out, as required.

Joe McCarthy
Chief Executive

Joe.mccarthy@cleveland.pnn.police.uk

Appendix A. Single Equality Scheme Action Plan (updated July 2009 by Norman Wright)

The main negative impacts or barriers to equality have been identified through existing research, equality impact assessments and consultation. This action plan is in response to this analysis. The overarching aim is to eliminate discrimination against, and significant negative impact to, people on the grounds of gender, race, disability, age, sexual orientation, religion and belief.

Outcome	Action	Responsible	Timeframe
1. Equality Impact Assessment of policies and procedures as per section 2.3 of the Single Equality Scheme.	<p>1. Annual report to the police authority of all impact assessments carried out.</p> <p>2. Publish summaries on the web site.</p>	Strategy and Performance Manager	By June 2007, then annually. Review 2010.
2. Member, officer and Custody Visitor awareness of gender, race, religion, disability, sexual orientation and age discrimination issues.	<p>Assess diversity and equality training requirements and arrange any necessary training for Members, officers and Independent Custody Visitors. Use annual PDR/appraisal process to identify specialist needs.</p> <p>Note that annual training in diversity for CPA was provided on 31/7/9 for members and officers and on 7/8/9 for ICVs.</p> <p>Note that the new police standards AA1 And AA2 require prior e-learning and then workplace assessment, which is deemed not feasible for members, so the core diversity training will suffice.</p>	Secretariat Manager (annually)	Assess in 2007 as part of PDR process, then provided annually, as required.
3. Ensure compliance with the general and specific duties of the 3 Statutory Equality Schemes (and take account of the other diversity	<p>Produce Single Equality Scheme protocols to cover the following police authority procedures:-</p> <ul style="list-style-type: none"> • Employment of officers • Appointment of Members • Appointment of ICVs 	Strategy and Performance Manager	To be reviewed 2010 as part of the 3-yearly Single Equality

Outcome	Action	Responsible	Timeframe
Regulations) when producing policies and procedures, engaging in recruitment, appointment and consultation, communications and procurement activities.	<ul style="list-style-type: none"> • Public Consultation and Communications • Production of policies & procedures • Procurement <p>Completed as part of the Single Equality Scheme and circulated with instructions to Police Authority staff on 18/06/2007.</p>		Scheme review process.
4. Promote a partnership approach to diversity and equality issues in shared consultation exercises.	Continued dialogue with partners and the Force to promote wider consultation with hard to reach groups and to avoid duplication of effort.	Consultation Officer.	Ongoing.
5. Undertake an Equal Pay Review to establish fair treatment.	Together with the Force, carry out a comprehensive equal pay audit and review. Note initial assessment of police staff presented at members' Briefing February 2008. Note that this action point is also included within the Force Diversity and Equality Action Plan April 2009 – April 2012.	Chief Executive & Ch.Constable	By end 2010.
6. Create greater diversity within establishments of police authority officers, Members and Indep. Custody Visitors.	Follow the appointment and employment protocol – Appendix B of the Single Equality Scheme – with particular reference to Member appointments. Note that the APA Local Accountability and Strategy Group is working with LGA to produce guidance on the selection of members to sit on police authorities.	Chief Executive and Chair	Ongoing – next opportunity for councillor Members 2010
7. Scrutiny of Force objectives to provide diversity within the establishments of Police Officers and staff.	Authority to receive regular reports on recruitment, staff profile and turnover of police force by categories of ethnic minority, gender, age group and disability. Also updates on targets for BME and female representation. Note reports provided via the Diversity Strategy Group and to the	Chief Executive and Chief Constable	To be reported to CPA at least annually

Outcome	Action	Responsible	Timeframe
	Human Resources and Diversity Panel. Information also circulated to Members. Note that the Force Diversity and Equality Action Plan April 2009 – April 2012 includes an action point to establish “stretching and ambitious equality employment targets” in 2009.		
8. Ensure scrutiny of Force HR processes to ensure fair treatment.	Authority to receive regular reports on the application of grievance, discipline, poor attendance, poor performance, workplace adjustments (disability) and promotion procedures by categories of race, gender and disability. Note that Force is reviewing all HR policies and procedures during 2009/10. Note that CPA Strategy and Performance Manager commenced an overview review for Members in August 2009.	Chief Executive and Chief Constable	To be reported at least annually.
9. Ensure diversity within the consultation and communications processes.	Consultation reports from Force and Authority to contain details of strategy for involvement of “hard to reach groups”. Note this is included within the Police Authority Consultation Strategy and Annual Consultation Report.	Chief Constable and Strategy Manager (ongoing)	Annually - consultation reports to Operational Policing Panel.
10. Scrutinise equality of access to Force and Authority services and buildings.	Report to the police authority on issues raised by the public, employees and H&S inspections relating to access to services and premises. Break down by categories of diversity, as available.	Chief Constable and Chief Executive	Annually (See update appendix B below).
11. Scrutinise diversity and equality training.	Report to the police authority on diversity and equality training provision for Police Officers and police staff. Annual Force training report includes some commentary on diversity and equality training. This could be expanded to fully	Chief Constable	Annually

Outcome	Action	Responsible	Timeframe
	cover this requirement. This to be further clarified in the revised (2009/10) Outline Schedule of reports.		
12. Equality bill 2009	Report to the Police Authority on the requirements and implications of the Equality bill 2009. Note initial Members' Briefing note provided June 2009.	Strategy and Performance Manager	2009 when final details are available.

Appendix B: DDA Survey and Work Schedule 2009

Location	Item	Cost
Ladgate Lane	Staff car park ramp and paving access	£6k
	C Block uneven surfaces	£6k
	Visual alarms throughout	£5k
	Widen exit doors - various	£5k
	Widen internal doors throughout	£89k
	Door and other signage throughout	£9k
	Other items throughout	£6k
	Sub total	£126k
Hartlepool	Visual alarms	£4k
	Tactile warnings	£2k
	Infrared induction system	£1k
	Other items	£1k
	Sub total	£8k
Billingham	Exit doors and ramps	£3k
	Infrared induction system	£1k
	Other items	£1k
	Sub total	£5k
Coulby Newham	Infrared induction system	£1k
	Car park repairs	£1k
	Other items	£1k
	Sub total	£3k
North Ormesby	Repair car park	£2k
Saltburn	Disabled toilet	£5k
	Disabled shower	£5k
	Widen doors	£3k
	Other items	£2k
	Sub total	£15k
Thornaby	Widen exit door	£2k
	Infrared induction loop	£1k
	Other items	£2k
	Sub total	£5k
All works	Grand Total	£164k

Appendix C. Latest Equality Impact Assessments/Re-assessments.

Equality Impact Assessment: Outline Annual Schedule of Reports

1. Assessor: Norman Wright	2. Date: 24 th September 2007 (re-assessed May 2009)
3. Name of Policy, Procedure or Project: Outline Annual Schedule of Reports	
4. Purpose or Aims of policy, Procedure or Project: To outline an annual schedule of reports from the Force and Authority officers for the Police Authority Executive and its Panels and Committees to consider.	
5. Who are the Beneficiaries and in What Way? <ol style="list-style-type: none"> 1. The Police Authority, its members and officers – ensures that all statutory obligations are planned for and met and that the risk management process is enhanced. 2. Force executive – provided with an outline plan of requirements in advance. Ability to input to the process before the schedule is finalised. 3. Stakeholders in general – a more efficient and effective police authority. 	
6. Has there been Consultation and with Whom? A draft document was drawn up and sent to the Chairs and Vice Chairs of the Panels and Committees one month in advance of the pre-agenda meeting. The same applied to the Force Executive. Feedback was collated and then further consultation occurred with the Force Executive before the final version was discussed at the pre-agenda meeting, and then agreed by the Police Authority Executive on 24 th September 2007.	
7. Could there be a Negative Impact on Disabled People and how (evidence)? No	
8. Could there be a Negative Impact on an Age Group and how (evidence)? No	
9. Could there be a Negative Impact on Racial Groups and how (evidence)? No	
10. Could there be a Negative Impact according to Religion or Belief and how (evidence)? No	
11. Could there be a Negative Impact according to Gender and how (evidence)? No	
12. Could there be a Negative Impact on Care for Dependants and how (evidence)? No	
13. Could there be a Negative Impact according to Sexual Orientation (including Transgender issues) and how (evidence)? No	
14. If there are Negative Impacts identified in sections 7 to 13 above, are they Legal (please explain)? .None identified. Note that the outline schedule covers the necessary reports on the exercise of the Force	

and Police Authority equality schemes.	
<p>15. If there are Negative Impacts identified in sections 7 to 13 above that are not legal or are a significant detriment , what actions should be taken to amend the Policy, Procedure or Project to minimise or remove these? (Please assess all negative impacts separately and state whether the changes proposed will:</p> <ul style="list-style-type: none"> • lower or negate the negative impact • Ensure that the negative impact is legal • Have a positive impact to promote equality) <p>No corrective or preventive actions have been identified.</p>	
<p>16. When and how will the Policy, Procedure or Project be Reviewed to ensure compliance with legal requirements and the CPA Diversity and Equal Opportunities Policies?</p> <p>Reviewed annually (usually June) when the Outline Schedule of Reports is put to the Police Authority Executive for approval.</p>	
<p>17. Impact Assessment approved by: <i>Joe McCarthy</i></p>	<p>Date: <i>24/09/2007</i></p>

Equality Impact Assessment: Code of Corporate Governance

<p>1. Assessor: Norman Wright</p>	<p>2. Date: May 2007 (re-assessed May 2009 by Norman Wright)</p>
<p>3. Name of Policy, Procedure or Project:</p> <p>Code of Corporate Governance.</p>	
<p>4. Purpose or Aims of policy, Procedure or Project:</p> <p>To provide the framework for corporate governance which informs the business of the Authority and which is a public document for reassurance and audit.</p>	
<p>5. Who are the Beneficiaries and in What Way?</p> <p>The Police Authority, its members and officers and the public.</p>	
<p>6. Has there been Consultation and with Whom?</p> <p>The Framework was authorised by the Members of the Police Authority in 2005 and a new, streamlined and updated version was approved in 2007.</p>	
<p>7. Could there be a Negative Impact on Disabled People and how (evidence)?</p> <p>Yes if this document is written without due regard to the Police Authority aims as described in the Single Equality Scheme. The Scheme includes a protocol for formulating policies and procedures, which was followed by the author of the revised Framework.</p>	
<p>8. Could there be a Negative Impact on an Age Group and how (evidence)?</p> <p>Yes if this document is written without due regard to the Police Authority aims as described in the Single</p>	

<p>Equality Scheme. The Scheme includes a protocol for formulating policies and procedures, which was followed by the author of the revised Framework.</p>
<p>9. Could there be a Negative Impact on Racial Groups and how (evidence)?</p> <p>Yes if this document is written without due regard to the Police Authority aims as described in the Single Equality Scheme. The Scheme includes a protocol for formulating policies and procedures, which was followed by the author of the revised Framework.</p>
<p>10. Could there be a Negative Impact according to Religion or Belief and how (evidence)?</p> <p>Yes if this document is written without due regard to the Police Authority aims as described in the Single Equality Scheme. The Scheme includes a protocol for formulating policies and procedures, which was followed by the author of the revised Framework.</p>
<p>11. Could there be a Negative Impact according to Gender and how (evidence)?</p> <p>Yes if this document is written without due regard to the Police Authority aims as described in the Single Equality Scheme. The Scheme includes a protocol for formulating policies and procedures, which was followed by the author of the revised Framework.</p>
<p>12. Could there be a Negative Impact on Care for Dependants and how (evidence)?</p> <p>Yes if this document is written without due regard to the Police Authority aims as described in the Single Equality Scheme. The Scheme includes a protocol for formulating policies and procedures, which was followed by the author of the revised Framework.</p>
<p>13. Could there be a Negative Impact according to Sexual Orientation (including Transgender issues) and how (evidence)?</p> <p>Yes if this document is written without due regard to the Police Authority aims as described in the Single Equality Scheme. The Scheme includes a protocol for formulating policies and procedures, which was followed by the author of the revised Framework.</p>
<p>14. If there are Negative Impacts identified in sections 7 to 13 above, are they Legal (please explain)?</p> <p>No significant negative impacts assessed.</p>
<p>15. If there are Negative Impacts identified in sections 7 to 13 above that are not legal or are a significant detriment, what actions should be taken to amend the Policy, Procedure or Project to minimise or remove these? (Please assess all negative impacts separately and state whether the changes proposed will:</p> <ul style="list-style-type: none"> • lower or negate the negative impact • Ensure that the negative impact is legal • Have a positive impact to promote equality) <p>No corrective or preventive actions have been identified.</p>
<p>16. When and how will the Policy, Procedure or Project be Reviewed to ensure compliance with legal requirements and the CPA Diversity and Equal Opportunities Policies?</p> <p>This Framework will be reviewed annually, next time in March 2010.</p>

17. Impact Assessment approved by: <i>Joe McCarthy</i>	Date: <i>May 2007</i>
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Equality Impact Assessment: Consultation and Communication Strategies

1. Assessor: Norman Wright	2. Date: May 2007 (re-assessed August 2009 by Norman Wright)
3. Name of Policy, Procedure or Project: Consultation Strategy and Communications Strategy.	
4. Purpose or Aims of policy, Procedure or Project: To consult and communicate with the public and stakeholders in order to influence the provision of policing services and communicate priorities and performance.	
5. Who are the Beneficiaries and in What Way? The public, stakeholders and the Police Authority.	
6. Has there been Consultation and with Whom? The Consultation Strategy and the Communications Strategy are authorised by the Members of the Police Authority. Consultation with partners 2009 revealed the requirement to have personnel who consult with young people CRB checked. This was completed for the 3 members of staff in the Strategy and Performance team in August 2009.	
7. Could there be a Negative Impact on Disabled People and how (evidence)? Yes if this varied group are unreasonably excluded from consultation or communications activities. The Single Equality Scheme protocol attends to this and therefore there should be no negative impact.	
8. Could there be a Negative Impact on an Age Group and how (evidence)? Yes if the young are unreasonably excluded from consultation or communications activities. The Single Equality Scheme protocol attends to this and therefore there should be no negative impact.	
9. Could there be a Negative Impact on Racial Groups and how (evidence)? Yes if this varied group are unreasonably excluded from consultation or communications activities. The Single Equality Scheme protocol attends to this and therefore there should be no negative impact.	
10. Could there be a Negative Impact according to Religion or Belief and how (evidence)? Yes if this varied group are unreasonably excluded from consultation or communications activities. The Single Equality Scheme protocol attends to this and therefore there should be no negative impact.	
11. Could there be a Negative Impact according to Gender and how (evidence)? This is unlikely given the equal access to consultation and communications afforded to men and women.	

12. Could there be a Negative Impact on Care for Dependants and how (evidence)?	
This should not be an issue with regard to access to consultation and communications.	
13. Could there be a Negative Impact according to Sexual Orientation (including Transgender issues) and how (evidence)?	
This should not be an issue with regard to access to consultation and communications.	
14. If there are Negative Impacts identified in sections 7 to 13 above, are they Legal (please explain)?	
No significant negative impacts assessed.	
15. If there are Negative Impacts identified in sections 7 to 13 above that are not legal or are a significant detriment , what actions should be taken to amend the Policy, Procedure or Project to minimise or remove these? (Please assess all negative impacts separately and state whether the changes proposed will:	
<ul style="list-style-type: none"> • lower or negate the negative impact • Ensure that the negative impact is legal • Have a positive impact to promote equality) 	
No corrective or preventive actions have been identified.	
16. When and how will the Policy, Procedure or Project be Reviewed to ensure compliance with legal requirements and the CPA Diversity and Equal Opportunities Policies?	
These strategies will be reviewed in March 2010.	
17. Impact Assessment approved by: <i>Joe McCarthy</i>	Date: <i>May 2007</i>

Equality Impact Assessment: Neighbourhood Survey

1. Assessor: Sarah Wilson	2. Date: 16/01/2009 and August 2009 (by Norman Wright).
3. Name of Policy, Procedure or Project: Joint Force and Authority Neighbourhood Survey	
4. Purpose or Aims of policy, Procedure or Project: Annual survey to provide data which is statistically significant at BCU and neighbourhood sector level covering all of the APACS perception indicators, neighbourhood policing outcomes and policing and anti-social behaviour priorities (mirrors the British Crime Survey).	
5. Who are the Beneficiaries and in What Way? The Police Authority and the Force as the survey will provide baseline figures from which performance can be monitored. The results will be shared with our CDRP partners.	
6. Has there been Consultation and with Whom? The initial baseline postal survey was tested on Neighbourhood Watch and Independent Advisory Groups. The ongoing telephone survey will be similarly tested before going live.	
7. Could there be a Negative Impact on Disabled People and how (evidence)?	

<p>Respondents are asked to specify whether they consider themselves to have a disability so it will be possible to ascertain whether proportionate numbers of disabled people have completed the survey. If they have not then additional qualitative consultation sessions with disabled groups can be arranged at BCU level.</p>
<p>8. Could there be a Negative Impact on an Age Group and how (evidence)? Respondents are asked to specify their age so it will be possible to ascertain whether there are any significant gaps in the age groups of people who have completed the survey. If this is the case then additional qualitative consultation sessions with these age groups can be arranged at neighbourhood sector level. Only people aged 18 and over are eligible to complete the survey. CPA already carry out additional consultation exercises with under 18s through initiatives such as Crucial Crew, so the views of children and young people about key elements such as the confidence measure and policing priorities are already taken into account in the annual consultation exercise.</p>
<p>9. Could there be a Negative Impact on Racial Groups and how (evidence)? Respondents are asked to specify their ethnicity so it will be possible to ascertain whether proportionate numbers of BME people have completed the survey. If this is the case then additional qualitative consultation sessions with BME groups can be arranged at BCU level.</p>
<p>10. Could there be a Negative Impact according to Religion or Belief and how (evidence)? Respondents are asked to specify their religion or belief so it will be possible to ascertain whether any of Cleveland’s significant religious groups are under-represented. If this is the case then additional qualitative consultation sessions with religious groups can be arranged at BCU level.</p>
<p>11. Could there be a Negative Impact according to Gender and how (evidence)? Respondents are asked to specify their gender so it will be possible to ascertain if significantly fewer males than females have completed the survey, or vice versa. It is not expected that this will lead to statistically unrepresentative results as the imbalance would have to be significant for this to be the case.</p>
<p>12. Could there be a Negative Impact on Care for Dependents and how (evidence)? Survey respondents are not asked whether they are carers so it will not be possible to ascertain if carers have been proportionally represented in the survey. As such additional qualitative sessions with carers can be arranged with help from partners.</p>
<p>13. Could there be a Negative Impact according to Sexual Orientation (including Transgender issues) and how (evidence)? Survey respondents are not asked to state their sexual orientation so it will not be possible to ascertain if LGBT groups have been proportionally represented in the survey. CPA already carries out additional consultation with LGBT groups so their views on key elements are already taken into account.</p>
<p>14. If there are Negative Impacts identified in sections 7 to 13 above, are they Legal (please explain)? As explained, where any groups are under-represented in the survey results, if additional consultation activity had not already taken place with these groups then it can be undertaken.</p>
<p>15. If there are Negative Impacts identified in sections 7 to 13 above that are not legal or are a significant detriment , what actions should be taken to amend the Policy, Procedure or Project to minimise or remove these? (Please assess all negative impacts separately and state whether the changes proposed will:</p> <ul style="list-style-type: none"> • lower or negate the negative impact • Ensure that the negative impact is legal • Have a positive impact to promote equality) <p>The joint Force and Authority Consultation Strategy will be updated to reflect the work mentioned above in 14.</p>
<p>16. When and how will the Policy, Procedure or Project be Reviewed to ensure compliance with legal requirements and the CPA Diversity and Equal Opportunities Policies?</p> <p>This neighbourhood survey results will be reported to Members of CPA at least annually, with key sections quarterly, and consideration will be given as to its effectiveness, including its compliance with Home Office and NPIA requirements for the confidence and perception measures included..</p>

17. Impact Assessment approved by: <i>Norman Wright</i>	Date: <i>16/01/09 and August 2009.</i>
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Equality Impact Assessment: Procurement

1. Assessor: Norman Wright	2. Date: May 2007 and August 2009.
3. Name of Policy, Procedure or Project: Procurement.	
4. Purpose or Aims of policy, Procedure or Project: To purchase goods and services in accordance with standing orders, schemes of delegation and in accordance with audit requirements. Note that new Contract Standing Orders came into effect in July 2009, including the requirement to consider diverse local suppliers, where feasible.	
5. Who are the Beneficiaries and in What Way? The Police Authority and the public.	
6. Has there been Consultation and with Whom? The procurement procedures are laid down in the Framework for Corporate Governance and procedures promulgated by the Force. The former has been authorised by members of the Police Authority and the latter has been scrutinised by Internal and External Audit.	
7. Could there be a Negative Impact on Disabled People and how (evidence)? Yes if due regard is not taken of the workplace and service requirements of disabled people when purchasing goods and services. The Single Equality Scheme includes a protocol for procurement.	
8. Could there be a Negative Impact on an Age Group and how (evidence)? There is unlikely to be an issue regarding age for procurement.	
9. Could there be a Negative Impact on Racial Groups and how (evidence)? There is unlikely to be an issue regarding race for procurement.	
10. Could there be a Negative Impact according to Religion or Belief and how (evidence)? There is unlikely to be an issue regarding religion or belief for procurement. Cultural diversity is always considered when catering is procured.	
11. Could there be a Negative Impact according to Gender and how (evidence)? There is unlikely to be an issue regarding gender for procurement.	
12. Could there be a Negative Impact on Care for Dependants and how (evidence)?	

There is unlikely to be an issue regarding care arrangements in procurement by the Authority.	
13. Could there be a Negative Impact according to Sexual Orientation (including Transgender issues) and how (evidence)?	
There is unlikely to be an issue regarding sexual orientation or transgender issues in for procurement by the Authority.	
14. If there are Negative Impacts identified in sections 7 to 13 above, are they Legal (please explain)?	
No significant negative impacts assessed. The Single Equality Scheme contains a procurement protocol that follows the Force procurement policy, which references duties under the Disability Discrimination Act and the Race Relations Act.	
15. If there are Negative Impacts identified in sections 7 to 13 above that are not legal or are a significant detriment , what actions should be taken to amend the Policy, Procedure or Project to minimise or remove these? (Please assess all negative impacts separately and state whether the changes proposed will:	
<ul style="list-style-type: none"> • lower or negate the negative impact • Ensure that the negative impact is legal • Have a positive impact to promote equality) 	
No corrective or preventive actions have been identified.	
16. When and how will the Policy, Procedure or Project be Reviewed to ensure compliance with legal requirements and the CPA Diversity and Equal Opportunities Policies?	
This procurement procedure will be reviewed in 2010.	
17. Impact Assessment approved by: <i>Joe McCarthy</i>	Date: <i>May 2007</i>

Equality Impact Assessment: Independent Custody Visitors

1. Assessor: Norman Wright	2. Date: May 2007 and August 2009.
3. Name of Policy, Procedure or Project: Appointment of Independent Custody Visitors.	
4. Purpose or Aims of policy, Procedure or Project: Recruitment, training and deployment of ICVs. Note that latest ICV diversity and equality training took place in August 2009.	
5. Who are the Beneficiaries and in What Way? The ICVs and the Authority.	
6. Has there been Consultation and with Whom? The Independent Custody Visitor Association national guidelines are followed. These have been endorsed by the Members of the Police Authority.	

7. Could there be a Negative Impact on Disabled People and how (evidence)?

There could be if disabled people are discouraged from applying or if reasonable workplace adjustments are not made for them after appointment. The Single Equality Scheme protocols attend to these issues and therefore there should be no negative impacts.

8. Could there be a Negative Impact on an Age Group and how (evidence)?

There could be if younger or older people are discouraged from applying. The Single Equality Scheme protocols attend to these issues and therefore there should be no negative impacts.

9. Could there be a Negative Impact on Racial Groups and how (evidence)?

There could be if BMEs are discouraged from applying. The Single Equality Scheme protocols attend to these issues and therefore there should be no negative impacts.

10. Could there be a Negative Impact according to Religion or Belief and how (evidence)?

There could be if people from minority cultures/religious faiths are discouraged from applying or if reasonable adjustments to duties are not made for them after appointment. The Single Equality Scheme protocols attend to these issues and therefore there should be no negative impacts.

11. Could there be a Negative Impact according to Gender and how (evidence)?

There could be if women are discouraged from applying because of the male-dominated service group. However, the pairing arrangements and the present of Custody Sergeants should mitigate this. There are potential childcare issues – see section 12 below.

12. Could there be a Negative Impact on Care for Dependents and how (evidence)?

There could be if people with care responsibilities are discouraged from applying or if reasonable adjustments to duties are not made after appointment. However, the fact that ICVs can choose their own time to visit is a positive factor. The Single Equality Scheme protocols attend to these issues and therefore there should be no negative impacts.

13. Could there be a Negative Impact according to Sexual Orientation (including Transgender issues) and how (evidence)?

There is potential for discrimination from ignorance. The Single Equality Scheme protocols attend to these issues, for instance with training commitments, and therefore there should be no negative impacts.

14. If there are Negative Impacts identified in sections 7 to 13 above, are they Legal (please explain)?

There are no significant impacts identified.

15. If there are Negative Impacts identified in sections 7 to 13 above that are not legal or are a significant detriment, what actions should be taken to amend the Policy, Procedure or Project to minimise or remove these?

(Please assess all negative impacts separately and state whether the changes proposed will:

- lower or negate the negative impact
- Ensure that the negative impact is legal
- Have a positive impact to promote equality)

No corrective or preventive measures have been identified as being required..	
16. When and how will the Policy, Procedure or Project be Reviewed to ensure compliance with legal requirements and the CPA Diversity and Equal Opportunities Policies?	
This procedure will be reviewed in March 2010.	
17. Impact Assessment approved by: <i>Joe McCarthy</i>	Date: <i>May 2007</i>

Equality Impact Assessment: Police Authority Staff

1. Assessor: Norman Wright	2. Date: May 2007 and August 2009.
3. Name of Policy, Procedure or Project: Employment of Police Authority staff.	
4. Purpose or Aims of policy, Procedure or Project: Recruitment, training and deployment of staff. Note that the latest diversity and equality training took place in August 2009.	
5. Who are the Beneficiaries and in What Way? The officers and the Authority.	
6. Has there been Consultation and with Whom? The employment procedures have been consulted upon with staff and their representatives.	
7. Could there be a Negative Impact on Disabled People and how (evidence)? There could be if disabled people are discouraged from applying or if reasonable workplace adjustments are not made for them after appointment. The Single Equality Scheme protocols attend to these issues and therefore there should be no negative impacts.	
8. Could there be a Negative Impact on an Age Group and how (evidence)? There could be if older people are discouraged from applying. The Single Equality Scheme protocols attend to these issues and therefore there should be no negative impacts. It may be a negative impact that older people tend to receive enhanced benefits such as annual leave and redundancy pay. At present this discrimination is legal and the Authority has no plans to alter its conditions of service.	
9. Could there be a Negative Impact on Racial Groups and how (evidence)? There could be if BMEs are discouraged from applying. The Single Equality Scheme protocols attend to these issues and therefore there should be no negative impacts.	
10. Could there be a Negative Impact according to Religion or Belief and how (evidence)?	

<p>There could be if people from minority cultures/religious faiths are discouraged from applying or if reasonable adjustments to duties are not made for them after appointment. The Single Equality Scheme protocols attend to these issues and therefore there should be no negative impacts.</p>	
<p>11. Could there be a Negative Impact according to Gender and how (evidence)?</p> <p>There is a potential for discrimination with equal pay and promotion issues, both for the Authority and the Force. There are potential childcare issues – see section 12 below.</p>	
<p>12. Could there be a Negative Impact on Care for Dependants and how (evidence)?</p> <p>There could be if people with care responsibilities are discouraged from applying or if reasonable adjustments to duties are not made after appointment. The Single Equality Scheme protocols attend to these issues and therefore there should be no negative impacts.</p>	
<p>13. Could there be a Negative Impact according to Sexual Orientation (including Transgender issues) and how (evidence)?</p> <p>There is potential for discrimination from ignorance. The Single Equality Scheme protocols attend to these issues, for instance with training commitments, and therefore there should be no negative impacts.</p>	
<p>14. If there are Negative Impacts identified in sections 7 to 13 above, are they Legal (please explain)?</p> <p>The negative impacts in employment which affect younger employees are presently legal.</p> <p>The potential equal pay issues are not legal.</p>	
<p>15. If there are Negative Impacts identified in sections 7 to 13 above that are not legal or are a significant detriment , what actions should be taken to amend the Policy, Procedure or Project to minimise or remove these? (Please assess all negative impacts separately and state whether the changes proposed will:</p> <ul style="list-style-type: none"> • lower or negate the negative impact • Ensure that the negative impact is legal • Have a positive impact to promote equality) <p>An equal pay audit should be undertaken to cover both the Authority and the Force. Following this, if evidence suggests that there are equal pay issues, these should be resolved in a timely manner and in consultation with the relevant staff representatives. Please also refer to the Police Authority Risk Register for progress with this issue.</p>	
<p>16. When and how will the Policy, Procedure or Project be Reviewed to ensure compliance with legal requirements and the CPA Diversity and Equal Opportunities Policies?</p> <p>This procedure will be reviewed in 2010.</p>	
<p>17. Impact Assessment approved by: <i>Joe McCarthy</i></p>	<p>Date: <i>May 2007</i></p>