

Cleveland Police Authority: Equality Impact Assessment

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.	

<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. 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.</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>There are no significant impacts identified.</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 measures have been identified as being required..</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 March 2010.</p>	
<p>17. Impact Assessment approved by: <i>Joe McCarthy</i></p>	<p>Date: <i>May 2007</i></p>