

## Cleveland Police Authority: Equality Impact Assessment

<b>1. Assessor:</b> Norman Wright	<b>2. Date:</b> May 2007
<b>3. Name of Policy, Procedure or Project:</b> Appointment of Police Authority Members.	
<b>4. Purpose or Aims of policy, Procedure or Project:</b>  Recruitment, training and deployment of Members.	
<b>5. Who are the Beneficiaries and in What Way?</b>  The Members and the Police Authority.	
<b>6. Has there been Consultation and with Whom?</b>  The appointment procedures have been authorised by the Members of the Police Authority.	
<b>7. Could there be a Negative Impact on Disabled People and how (evidence)?</b>  There could be if disabled people are discouraged from applying or are not appointed. Also 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.	
<b>8. Could there be a Negative Impact on an Age Group and how (evidence)?</b>  There could be if younger people are discouraged from applying or are not appointed. The Single Equality Scheme protocols attend to these issues and therefore there should be no negative impacts.	
<b>9. Could there be a Negative Impact on Racial Groups and how (evidence)?</b>  There could be if BMEs are discouraged from applying, or are not appointed. The Single Equality Scheme protocols attend to these issues and therefore there should be no negative impacts.	
<b>10. Could there be a Negative Impact according to Religion or Belief and how (evidence)?</b>  There could be if people from minority cultures/religious faiths are discouraged from applying, or are not appointed. Also 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.	
<b>11. Could there be a Negative Impact according to Gender and how (evidence)?</b>  There could be if people women are discouraged from applying, or are not appointed. The Single Equality Scheme protocols attend to these issues and therefore there should be no negative impacts.	

<p><b>12. Could there be a Negative Impact on Care for Dependants and how (evidence)?</b></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><b>13. Could there be a Negative Impact according to Sexual Orientation (including Transgender issues) and how (evidence)?</b></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><b>14. If there are Negative Impacts identified in sections 7 to 13 above, are they Legal (please explain)?</b></p> <p>The membership is not representative of the community in terms of gender (3 women out of 17 members) or age (no Member under 40). Although this is affected by the elected member appointment process, whereby the pool is limited, there is still a significant detriment to the Authority from such an under-representation.</p>	
<p><b>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:</b></p> <ul style="list-style-type: none"> <li>• lower or negate the negative impact</li> <li>• Ensure that the negative impact is legal</li> <li>• Have a positive impact to promote equality)</li> </ul> <p>The Appointment Committee for elected members should be made aware of the aims of the Police Authority Single Equality Scheme to have the membership reflect the communities that it serves. The appointment process for independent Members should likewise take account of the aims of the Police Authority Single Equality Scheme.</p>	
<p><b>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?</b></p> <p>This procedure will be reviewed in March 2010.</p>	
<p><b>17. Impact Assessment approved by:</b> <i>Joe McCarthy</i></p>	<p><b>Date:</b> <i>May 2007</i></p>