

## Cleveland Police Authority: Equality Impact Assessment

<b>1. Assessor:</b> Norman Wright	<b>2. Date:</b> January 2010
<b>3. Name of Policy, Procedure or Project:</b>  Business Plan 2010/2011 – 2012/2013	
<b>4. Purpose or Aims of policy, Procedure or Project:</b>  To provide the overall strategic direction for the Police Authority, including a vision for community cohesion and key strategic objectives.	
<b>5. Who are the Beneficiaries and in What Way?</b>  The Police Authority, its members and officers and the public. The Authority should have a clearer focus on improving the effectiveness and efficiency of policing in Cleveland.	
<b>6. Has there been Consultation and with Whom?</b>  The draft Business Plan has been agreed by members for the purposes of consultation with stakeholders. The Plan was discussed by over 100 stakeholders at the “stakeholder event” in December 2009. Feedback was positive.	
<b>7. Could there be a Negative Impact on Disabled People and how (evidence)?</b>  The statement of purpose includes a commitment to ensure that policing is provided fairly and without discrimination. A key strategic objective is to that the Force is representative of the community it serves and is inclusive of all aspects of diversity. Areas for attention have been identified and these will be regularly monitored. The Single Equality Scheme complements this aspect of the Business Plan.	
<b>8. Could there be a Negative Impact on an Age Group and how (evidence)?</b>  The statement of purpose includes a commitment to ensure that policing is provided fairly and without discrimination. A key strategic objective is to that the Force is representative of the community it serves and is inclusive of all aspects of diversity. Areas for attention have been identified and these will be regularly monitored. The Single Equality Scheme complements this aspect of the Business Plan.	
<b>9. Could there be a Negative Impact on Racial Groups and how (evidence)?</b>  The statement of purpose includes a commitment to ensure that policing is provided fairly and without discrimination. A key strategic objective is to that the Force is representative of the community it serves and is inclusive of all aspects of diversity. Areas for attention have been identified and these will be regularly monitored. The Single Equality Scheme complements this aspect of the Business Plan.  However, the aim to make the Force representative of the community it serves may be held back by lack of recruitment in the medium to long term owing to funding constraints.	
<b>10. Could there be a Negative Impact according to Religion or Belief and how</b>	

**(evidence)?**

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.

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

The statement of purpose includes a commitment to ensure that policing is provided fairly and without discrimination. A key strategic objective is to that the Force is representative of the community it serves and is inclusive of all aspects of diversity. Areas for attention have been identified and these will be regularly monitored. The Single Equality Scheme complements this aspect of the Business Plan.

However, the aim to make the Force representative of the community it serves may be held back by lack of recruitment in the medium to long term owing to funding constraints.

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

The statement of purpose includes a commitment to ensure that policing is provided fairly and without discrimination. A key strategic objective is to that the Force is representative of the community it serves and is inclusive of all aspects of diversity. Areas for attention have been identified and these will be regularly monitored. The Single Equality Scheme complements this aspect of the Business Plan.

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

The statement of purpose includes a commitment to ensure that policing is provided fairly and without discrimination. A key strategic objective is to that the Force is representative of the community it serves and is inclusive of all aspects of diversity. Areas for attention have been identified and these will be regularly monitored. The Single Equality Scheme complements this aspect of the Business Plan.

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

Possible significant negative impact assessed is an inability to meet workforce BME and gender targets owing to reduced recruitment as a result of funding cutbacks. This is a legally sound position so long as the targets are maintained in the long run.

**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)

The workforce BME and gender targets should be maintained but the timescales for

achievement put back.

**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 Business Plan will be reviewed in March 2011.

**17. Impact Assessment approved by:**  
*Joe McCarthy*

**Date:**  
*January 2010*