

Cleveland Police Authority: Equality Impact Assessment

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)? 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)?	

<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>