



Heddlu Gwent Police

Equality Impact Assessment Screening Template

This document provides a framework for an Initial Equality Assessment for initiatives including policies, procedures and operations. This framework will allow us to systematically judge the relevance to Gwent Police's public equality duties and also the potential level of impact to our communities.

Responses to this screening template will be scored on three dimensions.

1. The extent to which the initiative is relevant to our public duties (1= neutral to 3= highly relevant)
2. The level of impact the initiative will have on our communities (Low =1, High=3)
3. The extent to which the initiative will have an impact on our communities. (Low =1, High=3)

If a score of over 44 is achieved the proposal is deemed to be relevant to our equality duties and have the potential to have a significant negative disproportionate effect on our communities. Therefore, we need to conduct a Full equality impact in order to examine the potential impact further.

Scoring

Score	Level of Impact	Level of EIA
22-44	Low-medium	Initial
44-66	Medium-high	Full

Initially we will prioritise conducting equality impact assessment for initiatives which score over 50+

1.0 Reference Information

Title	Business Interests
Reference:	101/15 b issue 2
ACPO Business Area Lead:	DCC
Written By:	People Services
Service Area/Department Responsible:	People Services
Lead:	People Services
Review Date	Dec 2012

2.0 Statement and Intentions

2.1 What are the aims of the initiative, how do they fit in with the wider aims of the organisation?

This procedure applies to Police Officers and Police Staff. Police Regulations govern the process in relation to Police Officers Appendix A.

The aim is to secure public confidence by ensuring that business interests are declared as well as voluntary work.

To ensure that Police regulations are complied with and Police Staff Disciplinary codes in relation to such matters.

2.2 What are the motivators/driving forces in the development of this initiative? (e.g. national context)

The driving force for this procedure is to ensure that the public have confidence in the service and that business interests do not interfere with the discharge of duties or roles of staff.

3.0 How will the initiatives be relevant to our duty to:

Duty	Evidence	Relevance 1=neutral, 3 = highly relevant
<p>Promote equality of opportunity? (e.g. recruitment initiative offering part-time working)</p>	<p>Individuals should be treated fairly in relations to applications and any restrictions imposed.</p>	<p>2</p>
<p>Eliminate discrimination? (e.g. Stop and Search being Intelligence led)</p>	<p>Clearly members of the public should not be discriminated against by an officer or employee as a result of the post holders business interests. Neither should persons restricted unnecessarily in the course of their office or employment.</p>	<p>2</p>
<p>Eliminate harassment? (e.g. Hate crime initiative having robust reporting mechanisms)</p>	<p>Individuals should not be unduly harassed by unnecessary restrictions and there should be consistency and proportionality throughout in decision making.</p>	<p>2</p>

<p>Promote good community relations?</p> <p>(e.g. engagement strategy which encourages younger people to work with old people in order to address ASB)</p>	<p>The public will have confidence in us if we are seen to be impartial and not be open to inappropriate practices.</p>	<p>2</p>
<p>Promote positive attitudes towards disabled people?</p> <p>(e.g. Corporate Communications campaign using a disabled members of staff on a poster campaign)</p>	<p>Nothing in this procedure should mitigate against voluntary work undertaken to promote such interests.</p>	<p>2</p>
<p>Encourage participation of disabled people?</p> <p>(e.g. developing a specific initiative within PACT to ensure that disabled people participate)</p>	<p>Disabled people should be encouraged to participate in voluntary work.</p>	<p>2</p>
<p>Consider more favourable treatment of disabled people?</p> <p>(e.g. favourable treatment of disabled people in the recruitment/promotion process)</p>	<p>Where appropriate consideration should be given to minimising any obstacles to voluntary work that may impact on disabled people.</p>	<p>2</p>

<p>Protect and promote human rights?</p> <p>What articles of the Human Rights Act 1998 may be engaged?</p>	<p>The procedure has made provision for actions to be proportionate and ensuring compliance with Human Rights. Article 3, Article 6, Article 8, Article 14.</p>	<p>1</p>
<p>Rights of the child</p>	<p>Not relevant</p>	<p>1</p>
<p>Welsh language Act</p>	<p>Not relevant</p>	<p>1</p>

4.0. Are there any aspects of the initiative, including how it is delivered, or accessed, that could contribute to inequality?

Are there concerns that the initiative could have differential impacts on people of different...?		Level Impact H-M-L	Extent Impact H-M-L	What evidence do you have for this?
4.1	Race	1	1	Whilst this has some impact on the community it is of low relevance to our public duties. There should be no restrictions which apply unequally to male or female employees. Informing the service of voluntary work should not act as an obstacle for disabled persons in relation to undertaking such involvement.
4.2	Gender (including transgender)	2	2	
4.3	Disability	2	2	
4.4	Sexual Orientation	1	1	
4.5	Age	1	1	
4.6	Religious belief	1	1	
4.7	Welsh Language/2 nd Language	1	1	

5 Does the initiative have a negative impact upon the lives of people, including members of particular communities and groups? If it does have a negative impact, what evidence can be provided that demonstrates this could be a justifiable course of action?

E.g. The use of stop and search powers under section 44 of the Terrorism Act – if it is proportionate, intelligence led and details of all stops are recorded. Although such an example may be justified under the equality legislation, the implementation of such activities will need to ensure that negative impact is minimised (a full equality impact assessment will allow us to examine how we can do this successfully)

This procedure should not have a negative impact on the community and is mainly in place to ensure public confidence.

Is a Full EIA required?

The answers given in this screening document have been scored on the level of relevance to Gwent Police's equality general duties, and the level and extent of impact initiative has.

The scores will determine if further consideration is need in the development of the initiative, in which affected communities will be consulted with in order to examine their concerns further and identify how Gwent Police can minimise any potential impact and also maximise Gwent policies opportunities to positively engage with our Equality Duties.

SECTION	SCORE
Relevance to Equality Duties	17
Level of Impact to different groups	9
Extent of Impact	9
Total Score	35

Please tick the statement you agree with	
The initiative has scored between 22-44 and therefore has been deemed to have a low-medium relevance and impact and a Full EIA is not required,	<input checked="" type="checkbox"/>
The initiative has scored between 44-66 and therefore has been deemed to have a medium-high relevance and impact and a Full EIA is required,	<input type="checkbox"/>
The initiative has scored over 50 and therefore will require prioritisation for a full EIA	<input type="checkbox"/>

Community Cohesion Team	
Date Initial EIA filed	
Date Full EIA scheduled if required	
Date passed to corporate services for publication if required	