



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	Notifiable Association for Police Personnel Procedures
Reference:	[101-17 b issue 1]
ACPO Business Area Lead:	DCC
Written By:	Detective Inspector Anti – Corruption Unit
Service Area/Department Responsible:	Professional Standards Department
Lead:	Head of Professional Standards Department
Review Date	May 2011

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?

The aim of this procedure is to address the threat to the organisation and its staff by inappropriate associations.

To provide an effective method by which individuals can report concerns about associations that could result in vulnerability or corruption without adversely affecting operational policing practice and police personnel morale.

To be fair and proportionate in the management of the process and any decisions made with the objective of securing public confidence and the confidence of police personnel.

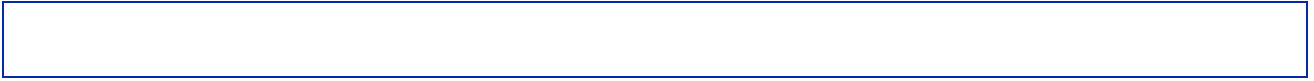
To risk manage the issues raised and meet the support and welfare needs of all those involved in tandem with the responsibilities of Gwent Police.

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

The Taylor Review of Police Discipline arrangements was published in 2005 and has prompted the development of new systems for dealing with police performance and discipline. This has resulted in the introduction of the Police Regulations 2008 which is accompanied by the National Standards of Professional Behaviour for Police Staff.

The need for an effective method by which individuals can report concerns about associations that could result in vulnerability or corruption without adversely affecting operational policing practice and police personnel morale.

NOT PROTECTIVELY MARKED



NOT PROTECTIVELY MARKED

3.0 How will the initiatives be relevance 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>This policy will ensure that police personnel are not engaged in unjust activities which could result in the police service to be seen as bias and impartial. Further to this it also requires police personnel not to be engaged in activities which are detrimental to equality and diversity principles for example affiliation to the BNP or Combat 18, thus this has a positive impact on the communities the organisation services</p>	2
<p>Eliminate discrimination? (e.g. Stop and Search being Intelligence led)</p>	<p>This policy outlines reasons why police personnel cannot be affiliated to particular groups, movements and individuals who may be contradictory to the values of the police service that of being fair, impartial and respectful to diverse communities. Therefore the restrictions put upon police personnel, by legislation and national guidelines, are justified for this reason.</p>	2

NOT PROTECTIVELY MARKED

<p>Eliminate harassment?</p> <p>(e.g. Hate crime initiative having robust reporting mechanisms)</p>	<p>The policy states that there is an appeals process to the Deputy Chief Constable for individuals who feel that they have been inaccurately investigated by the Professional Standards Department.</p> <p>In line with the Race Relations Amendment Act, this policy will monitor the ethnicity, at a minimum of officers and staff who are subject to investigation in order to identify any potential harassment or discrimination.</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>Police personnel are not allow to affiliate with groups or individuals which have a detrimental effect on community relations e.g. the BNP, Combat 18,</p>	<p>3</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>Not relevant to this policy.</p>	<p>1</p>

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Encourage participation of disabled people? (e.g. developing a specific initiative within PACT to ensure that disabled people participate)	Not applicable to this policy	1
Consider more favourable treatment of disabled people? (e.g. favourable treatment of disabled people in the recruitment/promotion process)	Not applicable to this policy	1
Protect and promote human rights? What articles of the Human Rights Act 1998 may be engaged?	Restrictions on police personnel private life are considered appropriate due to requirement of the police service to promote equality and also ensure that police service remains impartial and equitable.	3
Rights of the child	Not applicable to this policy	1
Welsh language Act	Not applicable to this policy	1

NOT PROTECTIVELY MARKED

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	L	L	<p>This policy has no specific focus on this equality strand as it outlines standard regulations for all police personnel. There is not evidence that how it is delivered will cause any impact on any particular group, monitoring information will be regularly reviewed to further monitor this. Although this policy is internally focused, our communities will benefit from this policy as it will ensure that Gwent Police Personnel are not affiliated with any groups which undermine equality and diversity principles. It will also ensure that the communities can have trust and confidence within the police service as it demonstrates how the organisation will ensure its integrity.</p>
4.2	Gender (including transgender)	L	L	
4.3	Disability	L	L	
4.4	Sexual Orientation	L	L	
4.5	Age	L	L	
4.6	Religious belief	L	L	
4.7	Welsh Language/2 nd Language	L	L	

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 and recorded. Although such 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)

The restrictions on police personnel private lives are justified, in order to ensure that the police service remains impartial and integral. Gwent Police is committed to ensure that our police personnel are not affiliated with any groups which undermine the principals of equality.

In order to ensure that the delivery of the policy does not target a particular group of police personnel, it is important to ensure that the Professional Standards Department review the demographic data of police personnel they are investigating and ensure that their actions are proportionate, to ensure that activities are not considered to be 'discriminatory' and 'harassing.' Towards one particular group.

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	7
Extent of Impact	7
Total Score	31

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	