



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	Licence to Lead
Reference:	101-19
ACPO Business Area Lead:	ACC
Written By:	Policy Officer
Service Area/Department Responsible:	Service Development
Lead:	DCC
Review Date	Oct 12

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?

Staff employed by Gwent Police can apply their professional judgement and discretion in acting outside existing policies, procedures or practices, provided their action they take is necessary, reasonable, proportionate, legal and justifiable in line with the procedure set out below.

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

The procedure explains the key elements to help staff to use their professional judgement and use their common sense and discretion in policing the communities of Gwent.

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?</p> <p>(e.g. recruitment initiative offering part-time working)</p>	<p>The initiative is aimed at improving decision making and allowing officers to make more use of common sense and experience. Therefore decision making should reflect equality of opportunity.</p>	<p>3</p>
<p>Eliminate discrimination?</p> <p>(e.g. Stop and Search being Intelligence led)</p>	<p>The initiative is aimed at improving decision making and allowing officers to make more use of common sense and experience. Therefore decision making should seek to eliminate discrimination..</p>	<p>3</p>
<p>Eliminate harassment?</p> <p>(e.g. Hate crime initiative having robust reporting mechanisms)</p>	<p>The initiative is aimed at improving decision making and allowing officers to make more use of common sense and experience.</p>	<p>1</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 may have more confidence if they see the service willing to put the community first when making decisions rather than blind adherence to policy or procedure that may not deliver the appropriate outcome.</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>This procedure is to promote good decision making generally.</p>	<p>1</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>This procedure is to promote good decision making generally.</p>	<p>1</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>This procedure is to promote good decision making generally.</p>	<p>1</p>

<p>Protect and promote human rights?</p> <p>What articles of the Human Rights Act 1998 may be engaged?</p>	<p>The procedure reminds police personnel of their obligations under the Human Rights Act. Potentially any of the articles could be breached in relation decision making.</p>	<p>3</p>
<p>Rights of the child</p>	<p>This procedure is to promote good decision making generally.</p>	<p>1</p>
<p>Welsh language Act</p>	<p>This procedure is to promote good decision making generally.</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	
4.2	Gender (including transgender)	1	1	
4.3	Disability	1	1	
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 initiative should not have a negative impact if employed in accordance with the procedure.

Is a Full EIA required?

No

SECTION	SCORE
Relevance to Equality Duties	18
Level of Impact to different groups	7
Extent of Impact	7
Total Score	32

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	<input type="text"/>
Date Full EIA scheduled if required	<input type="text"/>

Date passed to corporate services for publication if required	
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