



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	Career Breaks
Reference:	102/6 issue 5
ACPO Business Area Lead:	DCC
Written By:	Policy Officer
Service Area/Department Responsible:	People Services
Lead:	Firearms
Review Date	Oct 13

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 inform police personnel of the eligibility requirements and the application and approval process to ensure that it is used appropriately.

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

Gwent Police recognises that there may be occasions whereby police personnel wish to apply for a career break to enable them to undertake activities which requires a break from employment.

This scheme applies to any police personnel who have completed two years continuous service and have successfully completed their probationary period.

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>This procedure seeks to promote equality of opportunity particularly where individuals may need to take a career break to care for a child or partner etc, or for health related reasons.</p>	<p>3</p>
<p>Eliminate discrimination? (e.g. Stop and Search being Intelligence led)</p>	<p>This could ensure that certain categories of individuals are supported such parents, carers.</p>	<p>3</p>
<p>Eliminate harassment? (e.g. Hate crime initiative having robust reporting mechanisms)</p>	<p>Not relevant</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>It may be suggested that in the main this is an internal facing procedure although having a career breaks policy shows the community that we endeavour to be good employees.</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>This can be seen as the organisation promoting a positive attitude towards allowing staff to support those who may have disabled.</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>This procedure allows for more flexibility in allowing employees to participate with and support those with particular health needs who may be disabled.</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>In allowing individuals to take career breaks who are disabled or provide support to disabled individuals this may be seen as more favourable treatment.</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 level of intrusion must be proportionate to the incident being dealt with. Action must also be necessary, reasonable and proportionate to the objective to be obtained. There must be a clear legal basis for action with consideration for any collateral intrusion. Articles 3 Article 6 Article 8 Article 14</p>	<p>2</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	3	3	This procedure has some impact on the community and it has relevance to our public duties.
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 procedure must be used in a proportionate way otherwise it is likely to have an impact on community relations.

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	15
Level of Impact to different groups	9
Extent of Impact	9
Total Score	33

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	