



# Equality Impact Assessment (EIA)

Name of policy, procedure or activity:

## TRANSFEREE PROCEDURE

<b>Document Version:</b>	<b>Relates to issue 1 of Force Procedure</b>
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What is an EIA?.....	2
1.0 Identification section .....	3
2.0 Purpose.....	4
2.1 Aims.....	4
2.2 Motivators .....	4
2.3 Equality duties .....	4
3.0 Assessment.....	5
3.1 Age .....	5
3.2 Disability .....	5
3.3 Gender reassignment .....	5
3.4 Marriage and civil partnership .....	6
3.5 Pregnancy and maternity .....	6
3.6 Race .....	6
3.7 Religion or belief .....	6
3.8 Sex .....	6
3.9 Sexual orientation .....	7
3.10 Welsh Language .....	7
4.0 Actions and outcomes .....	8
5.1 Action Plan.....	8
5.2 Outcomes .....	9
5.3 Review.....	9
6.0 Guidance.....	9

## **What is an EIA?**

An EIA is an evidence based assessment of how a policy or activity will positively support Gwent Police’s general equality duties, as well as identify any potential negative disproportionate impact on people or groups of people.

The EIA will also outline any steps to redress this.

For ease of reference, within this document the term ‘policy or activity’ will be used, but must be taken to mean any functions, activities or decisions that may affect external communities or internal personnel.

## **1.0 Identification section**

**Title:** REJOINER

**Reference:** 111-4 B ISSUE 1

**Chief Officer Lead:** DCC

**Service Area:** PEOPLE SERVICES

**Document Written by:** RESOURCE MANAGER

**Department Responsible:** PEOPLE SERVICES

**Document Lead:** RESOURCE MANAGER

**Review Date:** June13

## **2.0 Purpose**

Please answer all of the following questions, using guidance information in section 6 to help you with your responses.

### **2.1 Aims**

What are the aims of the policy or activity and how do they fit with the wider aims of the organisation?

**This procedure sets out a clear process to be followed for officers who transfer to Gwent Police from another Home Office Police Force.**

### **2.2 Motivators**

What are the motivators or driving forces in the development of this policy or activity?

**To provide a process to allow for police officers to transfer into the organisation under the eligibility criteria.**

### **2.3 Equality duties**

This section outlines if and how this policy or activity helps support Gwent Police's equality duties. Protected characteristics are listed in the Guidance document in sections 3.1 to 3.10.

**2.3.1** How does this policy or activity help to eliminate discrimination, harassment and victimisation?

**There is no evidence that supports or contradicts this criteria within the procedure.**

**2.3.2** How does this policy or activity help to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it?

**The procedure sets out clear stages that any officer wishing to re-join the force must complete.**

**Monitoring of successful Transferee applications in terms of each of the protected characteristics should be considered to ensure equality of opportunity within the process.**

**2.3.3** How does this policy or activity help to foster good relations between persons who share a relevant protected characteristic and persons who do not share it?

**There is no evidence that supports or contradicts this criteria within the procedure.**

### **3.0 Assessment**

This section assesses whether there any aspects of the policy or activity, including how it is delivered, or accessed, that could contribute to inequality or discrimination. Please answer all of the following questions, using guidance information in section 6 to help you with your responses. You should provide evidence in this section for your answers.

#### **3.1 Age**

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

**Age does not have an impact on eligibility for re-joining.**

#### **3.2 Disability**

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

**Reasonable adjustments should be provided for all disabled officers wishing to transfer, where appropriate, throughout the recruitment process and during any associated activities (e.g. training).**

#### **3.3 Gender reassignment**

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

**There is nothing in this procedure that aims to treat transgender people less favourably than others. Where a transgender person wishes to transfer to the force, appropriate support should be provided to that person to ensure their welfare needs are met. Reference should be made to the Gender Recognition Act (2004), particularly during stages of the transferee process that include collection of fingerprints and DNA. The procedure signposts personnel to the Force's Employment of Transgender People Procedure for further support and guidance.**

### **3.4 Marriage and civil partnership**

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

**This procedure should not have a negative disproportionate impact on persons who are married or in a civil partnership.**

### **3.5 Pregnancy and maternity**

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

**The implementation of this procedure will reflect the force policy on rights and entitlements during pregnancy and any subsequent maternity leave to which a woman is entitled. An employee's period of absence due to pregnancy – related illness will not be considered when making a decision about her transferring.**

### **3.6 Race**

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

**This procedure should not have a negative disproportionate impact on people of different races, ethnic or national origin.**

### **3.7 Religion or belief**

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

**This procedure should not have a negative disproportionate impact on people that have different religions or beliefs.**

**Gwent Police will aim to provide facilities for religious observance where possible for transferees, and in issues such as dress code and selection procedures will not discriminate because of religion or belief. The recruitment and induction phase should take into account any religious practices (for example observation of holy days).**

### **3.8 Sex**

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

**This procedure should not have a negative disproportionate impact on people of different sex.**

### **3.9 Sexual orientation**

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

**This procedure should not have a negative disproportionate impact on people due to their sexual orientation.**

### **3.10 Welsh Language**

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

**The transferee process, as well as any ongoing contact, including training and development opportunities, will comply with the organisation's Welsh language scheme.**

## 4.0 Actions and outcomes

This section lists any actions that will need to be taken in order to address any adverse impact that has been identified. Please complete all the sections below and see the guidance information in section 6 for a more detailed explanation.

### 4.1 Action Plan

**Impact identified:** Possible negative disproportionate impact on specific groups during the practical implementation of the procedure

**Action :** People Services to monitor applicants and successful transferees against protected characteristics

**Rationale:** To ensure application of the policy remains non-discriminatory

**Completion date:** Ongoing

**Review date:** Ongoing

## 5.2 Outcomes

This section summarises the outcome of the policy or activity following this assessment. (Delete as appropriate and see section 6 on outcomes for a more detailed explanation).

Major change needed to the policy or activity	No
The policy or activity has been adjusted to mitigate adverse impact	Yes
The policy or activity continues despite potential for impact	No
The policy or activity has been removed due to actual or potential unlawful discrimination	No

## 5.3 Review

This assessment and the policy or activity will be reviewed by June 2013