



# Equality Impact Assessment (EIA)

Name of policy, procedure or activity:

## REJOINER PROCEDURE

<b>Document Version:</b>	<b>Relates to issue 1 of Force Procedure</b>
<b>Date:</b>	<b>July 2011</b>

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 .....	6
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 .....	7
3.9 Sexual orientation .....	7
3.10 Welsh Language .....	7
4.0 Actions and outcomes .....	7
5.1 Action Plan.....	8
5.2 Outcomes .....	10
5.3 Review.....	10
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:** 111-5 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:** July 13

## **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 document sets out the procedure to be followed for Police officer re-joiners.**

### **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 re-join the organisation under specific circumstances.**

### **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?

**The procedure offers provision for training around diversity issues for re-joiners on their return to force.**

**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.**

**Further explanation could be offered around the statement – “It will be at the discretion of the force to accept police officer re-joiners to Gwent Police” to ensure**

**that organisational discretion does not allow for any discrimination against people with Protected Characteristics.**

**Monitoring of successful re-joiner applications in terms of each of the protected characteristics should also 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?

**The policy makes provision for training for re-joiners including appropriate diversity training which will help to foster positive relations both internally and externally.**

### **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. There is clear guidance offered to re-joiners that are in receipt of a pension, in line with Home Office recommendations.**

#### **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 re-join, where appropriate, throughout the recruitment process and during any associated activities (e.g. training).**

**The procedure allows for officers who have previously retired through ill health, permanent disablement or injury to re-join should their circumstances change, and that payments of this type of pension will not need to be refunded by the officer if they re-join.**

**The procedure does not allow for disabled officers who may not be able to carry out the full operational duties of a police officer to re-join the force, and the procedure should set out the reasoning for this.**

### **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.**

**An officer who has left the force and subsequently undergone gender reassignment treatment, or has chosen to now present as a different gender to that they were biologically born, may wish to return to the force.**

**In this case, appropriate welfare support should be provided to the re-joining officer, and reference should be made to the Gender Recognition Act (2004), particularly during stages of the process that include collection of fingerprints and DNA.**

### **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 re-joining.**

### **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 re-joiners, and in issues such as dress code and selection procedures will not discriminate because of religion or belief. The recruitment and possible training process 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 re-joining 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, particularly in relation to organisational 'discretion'

**Action :** People Services to monitor applicants and successful re-joiners against protected characteristics

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

**Completion date:** Ongoing

**Review date:** Ongoing

**Impact identified:** No opportunity for disabled officers to re-join the force

**Action :** The procedure should explain the justification for this

**Rationale:** To ensure that any negative disproportionate impact on persons that share a protected characteristic is justifiable

**Completion date:** July 13

**Review date:** July 2013

**Impact identified:** Transgender re-joiners are not specifically considered

**Action :** The procedure should consider reference to how the re-joining of a transgender officer who is returning as a different gender will be managed, and how that person will be supported

**Rationale:** To ensure that transgender re-joiners are supported in their return to the force and do not experience any discrimination, victimisation or harassment

**Completion date:** July 2013

**Review date:** July 2013



## 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	No
The policy or activity continues despite potential for impact	Yes
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 July 2013