

# Equality Impact Assessment (EIA)

Name of policy, procedure or activity:

## LGB&T Liaison Officer Procedure

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## 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:** LGB&T Liaison Procedure

**Reference:** 112/27b issue 1

**Chief Officer Lead:** DCC

**Service Area:** Neighbourhoods

**Document Written by:** Community Cohesion Co-ordinator

**Department Responsible:** Community Safety

**Document Lead:** Community Cohesion Co-ordinator

**Review Date:** Jan 14

## 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?

The key objectives of the LGB&T Liaison Officer scheme are:

- To build and retain the *confidence* of our LGB&T communities in relation to reporting hate incidents
- To provide a service that is *considerate* of individual needs in relation to sexual orientation and transgender
- To provide a service that is *accessible* to isolated or hard to reach communities
- To provide a service that understands and is *responsive* to the needs of individuals or groups affected
- To provide solutions that are *prompt and effective* in reducing the impact on individuals and communities
- To *engage* with LGB&T communities in order to continually improve the service delivered to them
- To support Gwent Police in maintaining a safe working environment, *free from discrimination or harassment*

These aims fit with Gwent Police's mission statement to protect and reassure communities, and our core values of being professional, responsive, fair and trusted.

### 2.2 Motivators

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

Stonewall described how in 2008, despite significant progress towards securing legislative equality many of the 3.6 million lesbian and gay people in Britain still live in fear of homophobic hate crime. One in five lesbian and gay people have experienced a homophobic hate crime or incident in the last 3 years. Three in four of those experiencing hate crimes or incidents did not report them to the police and only 6% reported them to third parties. One in eight have been a victim in the last year and one in six lesbian and gay people have been insulted and harassed in the last three years because they are gay. (Homophobic Hate Crime: The Gay British Crime Survey 2008).

Across the Welsh Police Forces there were 411 homophobic hate crime incidents reported in 2008 which would suggest that this type of hate incident is under reported. In Gwent, until last year, there were no transphobic hate incidents reported. Additionally, it is recognised that locally is a lack of support agencies for LGB&T communities in Gwent, who will often travel to Cardiff to seek advice, guidance or social activities, and this was contributing to limiting LGB&T communities' involvement in policing activities.

Gwent Police undertook local research in 2009 at a number of events including Mardi Gras, Sparkle and Swansea Pride to establish whether our LGB&T communities were confident in reporting incidents to the police. Although the majority of people we spoke to had experienced hate incidents, very few expressed that they had reported these. The main reasons given were a lack of confidence that the police would deal with their complaint appropriately, or even take it seriously, or that they had simply learned to accept these kinds of incidents as an everyday occurrence.

Gwent Police also asked what we could do to encourage people to report incidents in the future, and it was generally felt that a specialist resource with enhanced understanding of issues affecting LGB&T communities would provide significant benefits, including an increase in confidence to both report incidents and engage with the police.

## **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 aims to help eliminate discrimination, harassment and victimisation through the provision of an effective service to victims of homophobic, biphobic and transphobic hate incidents, which by definition are forms of discrimination. The procedure also describes how LGB&T Liaison Officers will also support members of staff that may be experiencing discrimination, harassment or victimisation in the workplace.

### **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?**

This activity can be considered lawful positive action to support advancement of equality of opportunity as set out in the Equality Act 2010. It aims to redress disadvantage experienced by a particular protected group, meet specific needs of

that group, and encourage participation in public life of a group that is disproportionately under represented (see evidence in 2.2).

### **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?**

Both the internal and external responsibilities of LGB&T Liaison Officers are designed to promote community cohesion and good relations between people that are LGB or T and those that are not.

## **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?

There is no evidence that this policy or its associated procedures will have a negative disproportionate impact on people of different ages. The procedure recognises that LGB and T people have multiple identities and that characteristics other than sexual orientation and transgender should be considered in provision of appropriate support.

There is no age requirement set for potential LGB&T Liaison Officers.

### **3.2 Disability**

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

There is no evidence that this policy or its associated procedures will have a negative disproportionate impact on disabled people. The procedure recognises that LGB and T people have multiple identities and that characteristics other than sexual orientation and transgender should be considered in provision of appropriate support.

Expressions of interest for the LGB&T Liaison Officer post from disabled people are welcomed and reasonable adjustments will be made throughout training and service delivery.

### **3.3 Gender reassignment**

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

There is no evidence that this policy or its associated procedures will have a negative disproportionate impact on transgender people.

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

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

There is no evidence that this policy or its associated procedures will have a negative disproportionate impact on people because of their marriage or civil partnership status. The procedure recognises that LGB and T people have multiple identities and that characteristics other than sexual orientation and transgender should be considered in provision of appropriate support.

### **3.5 Pregnancy and maternity**

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

There is no evidence that this policy or associated procedures will have a negative disproportionate impact on persons who are pregnant or fall within the timeframe that affords protection on the grounds of maternity. The procedure recognises that LGB and T people have multiple identities and that characteristics other than sexual orientation and transgender should be considered in provision of appropriate support.

### **3.6 Race**

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

There is no evidence that this policy or associated procedures will have a negative disproportionate impact on persons of different races, nationalities or ethnicities. The procedure recognises that LGB and T people have multiple identities and that characteristics other than sexual orientation and transgender should be considered in provision of appropriate support.

### **3.7 Religion or belief**

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

The LGB&T Liaison Officers scheme may potentially conflict with the values and belief systems of people that follow a particular religion. Gwent Police endeavours to remain sensitive to the needs of all of our communities and provide services that are tailored and appropriate. The LGB&T Liaison Officer scheme is supported as a mechanism to address unlawful discrimination and uphold the legal rights of citizens living within Gwent. It does not imply that another community's values or beliefs are less important, and religiously aggravated hate incidents are dealt with in the same robust manner as homophobic, biphobic and transphobic hate incidents.

### **3.8 Sex**

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

There is no evidence that this policy or associated procedures will have a negative disproportionate impact on persons because of their sex. The procedure recognises that LGB and T people have multiple identities and that characteristics other than sexual orientation and transgender should be considered in provision of appropriate support.

### **3.9 Sexual orientation**

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

There is no evidence that this policy or associated procedures will have a negative disproportionate impact on persons because of their sex. There is no requirement for LGB&T Liaison Officers to be LGB themselves.

### **3.10 Welsh Language**

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

The policy, associated procedures and any resulting activity 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.

### **4.1 Action Plan**

**Impact identified:** Potential conflict with religious beliefs or views

**Action :** Monitor community response and take action as necessary

**Rationale:** To minimise any community tensions

**Completion date:** Ongoing

**Review date:** Jan 14

### **4.2 Outcomes**

Major change needed to the policy or activity

No