



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	Dress Code
Reference:	122/5
ACPO Business Area Lead:	DCC
Written By:	Policy Officer
Service Area/Department Responsible:	People Services
Lead:	Head of People Services
Review Date	October 2011

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?

Gwent Police vision and values are to protect and reassure the public, this can only be achieved if the public perceives the police to be a visible, professional and credible service in which they can have some confidence. How Police Officers and Police Staff look, particularly in the public eye, is a key part of that perception.

This procedure sets out the standards of appearance for all Police Officers and Police Staff so that the image portrayed of Gwent Police is consistent with instilling confidence, credibility, respect and trust within the community. Anything that detracts from these aims should be avoided. All references to Police Officers in this document include members of the Special Constabulary.

Gwent Police proactively seeks to recruit a workforce that is representative of the community it serves and in doing so supports a diverse range of uniform variations based on cultures, religions and abilities. Managers will therefore identify acceptable standards of dress and appearance based on the above parameters. Cultural and religious beliefs not specifically covered herein should be referred to the Head of People Services.

Responsibility for adherence to this procedure lies with all Police Officers and Police Staff employed by Gwent Police. Managers and Supervisors are responsible for ensuring compliance with the procedure and are expected to give advice and guidance when necessary. All staff is expected to ensure they look smart and professional in accordance with this policy and adopt corporacy and uniformity. For example, Police Officers or Police Staff on patrol together, should be similarly dressed and this also applies to larger scale operations. Misconduct proceedings may be appropriate in instances of non compliance.

In order to maintain corporacy, consistency and appropriateness of uniform, all requests for additional or modified items of uniform must first be approved by the Force Uniform and Users Group Committee before being obtained by the department.

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

Gwent Police provides fit-for-purpose uniform and equipment to enable uniformed Police Officers and uniformed Police Staff to carry out their duties effectively and safely, maintaining a professional image to the general public and partner agencies. The Force is entitled to set appropriate standards of dress and appearance to maintain standards of health and safety both inside and outside police premises. In turn, all individuals have responsibility for their own health and safety and that of others.

All personnel, both Police Officers and Police Staff, whether uniformed or not, are expected to maintain a smart, professional, clean and tidy standard of dress and personal appearance unless their duties dictate otherwise. This means that casual wear should not be worn. Everyone has a duty to help the Force maintain and improve its professional and smart image at all times. There is also an issue of personal professional pride and standards,

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 by maintaining standards seeks to treat individuals fairly although there may be exceptions where individuals have specific cultural or religious requirements.</p>	<p>2</p>
<p>Eliminate discrimination? (e.g. Stop and Search being Intelligence led)</p>	<p>This procedure by maintaining standards seeks to treat individuals fairly although there may be exceptions where individuals have specific cultural or religious requirements which will have to consider each case on its merits.</p>	<p>2</p>
<p>Eliminate harassment? (e.g. Hate crime initiative having robust reporting mechanisms)</p>	<p>Some may feel that they have been disadvantaged e.g. piercings, tattoos. The procedure aims to reconcile the needs of the individual with service requirements.</p>	<p>2</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 image of the service can have a positive impact on community relations by improving confidence..</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>Consideration should be given to using disabled staff in promoting the procedure.</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>The views of the disabled representatives have been sought.</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>Whilst this procedure should not disadvantage disabled individuals, where necessary every effort should be made to accommodate individual needs.</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>In discharging these responsibilities, this protocol takes account of Health and Safety Regulations, the varied nature of police duties, cultural needs, gender, ethnicity, religious beliefs, advice of the medical officer, expectations of the public, the individuality of personnel and in compliance with the Human Rights Act; with particular reference to the legal basis of its precepts: the legitimacy of its aims; the justification and proportionality of the actions intended by it; that it is the least intrusive and damaging option necessary to achieve the aims; and that it defines the need to document the relevant decision making process's and outcomes of actions.</p>	<p>3</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	<p>The Force is mindful of the individual religious, racial, gender and cultural needs of its staff and where there is a recognised need which cannot be met through the issued uniform; this will need to be raised with the Uniform Users Group for consideration.</p> <p>If dress appears to conflict with health and safety requirements, advice should be sought from both the Force Health and Safety Manager and Head of People Services. Where religious or cultural requirements necessitate the wearing of a specific item such as a Kirpan or a piece of jewellery, this may be permitted where there is no significant risk to health and safety. Any item worn should be as unobtrusive as possible.</p>
4.2	Gender (including transgender)	2	2	
4.3	Disability	1	1	
4.4	Sexual Orientation	2	2	
4.5	Age	1	1	
4.6	Religious belief	3	3	
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 groups.

Is a Full EIA required?

no

SECTION	SCORE
Relevance to Equality Duties	20
Level of Impact to different groups	13
Extent of Impact	13
Total Score	46

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	
---	--