



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	Freedom of Information
Reference:	133-11
ACPO Business Area Lead:	ACC
Written By:	Policy Officer
Service Area/Department Responsible:	Corporate Communications
Lead:	FOI Officer
Review Date	Nov 12

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?

This policy aims to provide the organisation with a defined and guided approach in respect to Freedom of Information.

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

To work within the legislative framework and operating guidelines relating to Freedom of Information, and meet the needs of our community, whilst managing the potential risks to operational policing. We will aim to treat people fairly and ensure that the public can contact us. We will get back in touch and provide a detailed response as soon as possible.

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>FOI is available to all persons via legislation. Gwent Police will ensure that it complies with its legal duty and therefore the aim is to meet legal requirements in contrast to promoting equal opportunities .</p>	<p>1</p>
<p>Eliminate discrimination? (e.g. Stop and Search being Intelligence led)</p>	<p>The entitlement to information under FOI is a statutory entitlement therefore any such requests as long as they do not fall into a particular exemption will be provided.</p>	<p>1</p>
<p>Eliminate harassment? (e.g. Hate crime initiative having robust reporting mechanisms)</p>	<p>The entitlement to information under FOI is a statutory entitlement therefore any such requests as long as they do not fall into a particular exemption will be provided.</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>This may be relevant to maintaining public confidence in respect to how we handle information. However meeting our legal requirements is our prime aim.</p>	<p>1</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>FOI requests can be made in relation to what we are doing to promote the interests of disabled persons. This should be readily available. However the position is as above.</p>	<p>1</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>FOI requests can be made in relation to how we are encouraging participation of disabled persons. This should be readily available. However the position is as above.</p>	<p>1</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>FOI requests can be made in relation to how we offer more favourable treatment of disabled persons. This should be readily available. However the position is as above.</p>	<p>1</p>

<p>Protect and promote human rights?</p> <p>What articles of the Human Rights Act 1998 may be engaged?</p>	<p>Preventing disclosure for FOI needs to be justifiable and proportionate 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. Article 3 Article 6 Article 9 Article 10 Article 14</p>	<p>3</p>
<p>Rights of the child</p>	<p>FOI in relation to Child matters needs to be closely monitored for confidentiality reasons. There are systems and structures in place to do this. However in relation to FOI we will ensure we meet our legal requirements.</p>	<p>1</p>
<p>Welsh language Act</p>	<p>Where individuals require information of welsh language it is important that this is made available. The majority of welsh language documents can be obtained by electronic means. However in relation to FOI we will ensure we meet our legal requirements.</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	2	2	If you fail to disclose information that someone is lawfully entitled to have then that could lead to inequality. That said Gwent Police has an excellent record for answering such requests and has provided the necessary resources to manage requests.
4.2	Gender (including transgender)	2	2	
4.3	Disability	2	2	
4.4	Sexual Orientation	2	2	
4.5	Age	2	2	
4.6	Religious belief	2	2	
4.7	Welsh Language/2 nd Language	2	2	

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)

If followed the procedure should have a positive impact on the lives of people through promoting openness and transparency.

Is a Full EIA required?

The organisation has formally reviewed its FOI functions and appointed an FOI officer as well as SPOC's in the various service areas to answer requests. The requests are answered within the appropriate time limits. Appeals against decisions are low. Gwent Police has encountered a rise in requests and has done much to ensure compliance with legislation. The Gwent Police web provides a wealth of information which is available to the public. Therefore it is suggested at this time Gwent Police is meeting its legal requirements.

SECTION	SCORE
Relevance to Equality Duties	12
Level of Impact to different groups	14
Extent of Impact	14
Total Score	40

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	