



Equality Impact Assessment (EIA)

Name of policy, procedure or activity:

INTERNET AND E MAIL ACCEPTABLE USE PROCEDURE

Document Version:	Relates to issue 2 of Force Procedure
Date:	June 2011

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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: Internet and e mail acceptable use procedure

Reference: 133/2 issue 2

Chief Officer Lead: DCC

Service Area: CID

Document Written by: Data Audit Section

Department Responsible: Data Management and Information Security

Review Date: June 2013

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 outlines the rules and conditions that are considered appropriate and necessary measures to:

- ◆ **Minimise the risk of information assets being compromised**
- ◆ **Minimise the risk of damage or disruption to the Gwent Police Network**
- ◆ **Maintain professional standards with regard to the content of electronic mail transmitted across or from the Gwent Police System**
- ◆ **Maintain professional standards with regard to Internet browsing**

This procedure is also issued to complement the Force Information Security policy and related procedures.

2.2 Motivators

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

To ensure compliance with legislative, regulatory, contractual, organisational and ethical requirements.

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 includes the category of ‘Political Extreme / Hate / Discrimination’ in its list of restricted URL access. This includes ‘websites with extreme right and left-wing groups, sexism, racism and the suppression of minorities’.

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, objective steps that should be taken to address any breach of the Force’s policy on acceptable internet and email use, minimising the risk of any disadvantage based on a protected characteristic.

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?

Sites that relate to education, literature, religion and spirituality are permitted, providing opportunity for personnel to research different cultures and understand characteristics of particular communities as long as they are for a policing purpose.

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 to suggest that this procedure will have a negative disproportionate impact on people of different ages.

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 where necessary for all disabled personnel wishing to use the internet. As long as it is for a policing purpose personnel can access websites relating to health and wellbeing which may provide support and advice to disabled people.

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 to suggest that this procedure will have a negative disproportionate impact on transgender people, although care should be taken that sites which provide health and wellbeing advice to people that share this protected characteristic are not restricted because of the nature of associated content. Any monitoring of internet and email usage content which discloses that a person is transgender should be handled sensitively.

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 to suggest that this procedure will have a negative disproportionate impact on people 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?

There is no evidence to suggest that this procedure will have a negative disproportionate impact on people who are pregnant or fall within the timeframe for protection under the maternity characteristic.

3.6 Race

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

There is no evidence to suggest that this procedure will have a negative disproportionate impact on people of different races, ethnic background 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?

There is no evidence that this procedure will have a negative disproportionate impact on people of different sexes. Websites with religious content are accessible. Care

should be taken when monitoring suspected inappropriate religious internet usage that the context and content of the site are fully understood before taking any action.

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?

There is no evidence to suggest that this procedure will have a negative disproportionate impact on people with different sexual orientations, although care should be taken that sites which provide health and wellbeing advice to people that share this protected characteristic are not restricted because of the nature of associated content. Any monitoring of internet and email usage content which discloses a person's sexual orientation should be handled sensitively.

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. 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: Potential negative disproportionate impact on people accessing sites relating to sexual orientation and transgender issues

Action : Service development to ensure that sites (for example Stonewall, Transgender Wales) are accessible

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

Completion date: Ongoing

Review date: June 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	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