



Equality Impact Assessment (EIA)

Name of policy, procedure or activity:

Independent Advisory Group

Document Version:	1
Date:	Dec 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: IAG Policy

Reference: 148/4 a issue 4

Chief Officer Lead: ACC

Service Area: Neighbourhood Policing and Partnerships

Document Written by: Community Cohesion Co-ordinator

Department Responsible: Community Safety

Document Lead: Community Cohesion Co-ordinator

Review Date: Dec 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?

The Gwent Police Independent Advisory Group (IAG) has been formed as a result of the Macpherson Inquiry that was undertaken to examine policing issues arising from the murder of Stephen Lawrence. The Macpherson Report criticised several aspects of policing in relation to the investigation of 'major or critical incidents', in particular where these may have an impact upon public confidence.

Gwent Police's IAG will take on the role of a 'critical friend' in relation to both the development of policing policy and services and when a critical incident occurs within the force area that has the potential to have a significant impact on local communities.

Aims of the IAG:

1. To act as a 'critical friend' in the case of a serious or critical incident that occurs which has the potential to have a significant impact on local communities and public confidence
2. To increase trust and confidence in policing amongst communities
3. To provide constructive advice to the organisation on ways to improve service delivery to all communities
4. To examine and provide advice on the implementation of organisational policies, practices and national agendas in a community context
5. To advise Gwent Police on how we can best engage with our communities on an ongoing basis
6. To encourage just and fair relations between Gwent Police and the communities of Gwent
7. To offer a link with communities that are traditionally considered 'hard to reach', for example, Gypsy/Travellers, disabled people, LGB&T communities
8. To promote the role of the IAG within Gwent Police and provide feedback on working practices

2.2 Motivators

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

Since the Metropolitan Police Service first introduced the concept of an IAG following the recommendation of the Stephen Lawrence Inquiry, more and more police forces and authorities have realised the benefits that IAGs can bring to the business of local policing, either independently or in partnership.

The formation of an IAG is not mandatory; however Her Majesty's Inspectorate of Constabulary (HMIC) sees it as an important part of a wider consultative mechanism for the service. Advisors can, and do, see things from a different perspective and they are often able to anticipate how police responses to policing problems may be interpreted by communities, and this is one of their real values. IAGs offer one method of community engagement and consultation by involving community members that traditionally may be excluded or hard to reach, and can demonstrate, if effectively utilised as part of a wider strategy, a police force's willingness to consult and listen to diverse views and opinions.

Originally with a focus on inclusion and consultation with ethnic minority groups, Independent Advisory Groups are now a constituent part of the tool-kit of options for consultation with a wide range of people who are not usually in dialogue with police, because they:

- Are isolated (e.g. members of a small or remote population, acute socio-economically deprivation, language differentials, cultural / ideological barriers, social invisibility)
- Are difficult to positively engage with (e.g. suspicious of the police)
- Are challenging to listen to (e.g. critical of the police)
- Have different communication needs

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?

As IAG members come from a range of backgrounds and possess a variety of Protected Characteristics, they are able to offer Gwent Police with a valuable opportunity to scrutinise practices, policies and processes to ensure that they are not discriminatory. Members will also be involved in the development of specific services which directly address

discrimination, harassment and victimisation, such as Gwent Police's response to hate crime, and the monitoring of activities that may disproportionately impact on particular communities (for example stop and search). All members will be required to adhere to a Code of Conduct and to ensure that their attitudes and behaviours are non-discriminatory, as set out in the Policy.

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 IAG should seek to be reflective of the diverse communities of Gwent, and the Policy sets out how regular monitoring of members against Protected Characteristics should be used to inform any recruitment activity, and where necessary any positive action to be taken in order to address areas of under representation. The Policy also sets out Gwent Police's commitment to ensuring where members have a particular requirement that this is met (for example, provision of BSL interpreters or large print information, scheduling of meetings around religious observances).

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?

Members will be required to evidence their commitment to fostering positive relationships with other community members throughout the application process, and provide examples of occasions where they have successfully worked with people that may have different characteristics or backgrounds. One of the key purposes of the IAG is to provide Gwent Police with greater opportunity to engage with diverse communities, and to ensure that their views are taken into consideration when undertaking policing activities that may impact on people that share a particular Protected Characteristic; helping to improve relations between the police and communities. As part of their role, IAG members will also carry out regular Force visits to different departments as set out in the Policy, which will also provide valuable opportunity for members that have a particular Protected Characteristic to let members of Police personnel know how this may need to be considered during service delivery (for example, communicating with a Deaf person in Custody).

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?

As regular monitoring of Protected Characteristics will be undertaken, including Age, any under representation of particular age groups will be considered in future recruitment activities. Previously, it was noted that the majority of IAG members were over 35, therefore several younger members have been recruited, and a separate, young person's group has been established. In the event of a critical incident which has particular implications for an age group that is not reflected by the IAG, it will be necessary for the policing response to consider other methods of engaging relevant communities.

3.2 Disability

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

As regular monitoring of Protected Characteristics will be undertaken, including Disability, any under representation of disabled people will be considered in future recruitment activities. In the event of a critical incident which has particular implications for disabled people that is not reflected by the IAG, it will be necessary for the policing response to consider other methods of engaging relevant communities. Gwent Police will provide reasonable adjustments for disabled people throughout the recruitment process and during all IAG activities where necessary.

3.3 Gender reassignment

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

As regular monitoring of Protected Characteristics will be undertaken, including Gender Reassignment, any under representation of Transgender people will be considered in future recruitment activities. It is recognised that the Trans community within Gwent is particularly hard to engage, because of historical barriers, a lack of confidence in policing services, and a lack of support networks or services in the local area. This may mean there will be particular challenges in ensuring the IAG is reflective of Trans people's perspectives. Where this is the case, alternative means of consultation must be sought (for example, through the National Trans Police Association) on any occasion where there a policing activity has the potential to impact on members of the Trans community.

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 activity will 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?

There is no evidence that this activity will have a negative disproportionate impact on persons who share this particular protected characteristic.

3.6 Race

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

As regular monitoring of Protected Characteristics will be undertaken, including Race, any under representation will be considered in future recruitment activities. As areas of Gwent are particularly diverse in terms of their population numbers and variety of ethnic minority communities, it will be difficult for an IAG to be reflective of every race, ethnicity or nationality, therefore recruitment will focus on those groups that are most likely to be impacted upon by current policing activities, and in the event of a critical incident which has particular implications for a community that is not reflected by the IAG, it will be necessary for the policing response to consider other methods of engagement.

3.7 Religion or belief

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

As regular monitoring of Protected Characteristics will be undertaken, including Religion and Belief, any under representation will be considered in future recruitment activities. As this Protected Characteristic will be closely linked to Race, again, it will be difficult for an IAG to be reflective of every religion or belief, therefore recruitment will focus on those groups that are most likely to be impacted upon by current policing activities, and in the event of a critical incident which has particular implications for a community that is not reflected by the IAG, it will be necessary for the policing response to consider other methods of engagement.

3.8 Sex

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

There may be particular communities where cultural or religious beliefs may discourage or prevent women from involving themselves in IAG activities, particularly in those communities where traditionally, leaders are male. This potential under representation will be monitored, and positive action taken in relation to recruitment of new members where appropriate.

3.9 Sexual orientation

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

As regular monitoring of Protected Characteristics will be undertaken, including Sexual Orientation, any under representation identified will be considered in future recruitment activities. Members of the IAG that are lesbian, gay or bisexual may not wish to disclose their sexual orientation to other members of the IAG or to members of Gwent Police and this information should be treated sensitively and in line with the individual's wishes.

3.10 Welsh Language

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

The activity will comply with the organisation's Welsh language scheme and all information relating to the IAG will be available in Welsh.

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: Possibility of under representation of particular Protected Characteristics on the IAG

Action : Community Cohesion Team to continue to monitor Protected Characteristics of members and consider positive action recruitment activities where necessary and relevant to the work of Gwent Police and the IAG

Rationale: To ensure an IAG that is effective and offers equality of opportunity

Completion date: Ongoing

Review date: Ongoing

Impact identified: Incident, policing activity or policy commences which requires engagement with people that possess a particular Protected Characteristic not reflected by current IAG membership

Action : All police personnel to consider most appropriate means of community engagement dependant on the activity, which may mean consulting with groups other than the IAG

Rationale: As it is impossible for an IAG to be completely reflective of all communities, an over reliance on the IAG as evidence of community engagement may be counter productive.

Completion date: Ongoing

Review date: Ongoing

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).

No change needed

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	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 Dec 2013