



# Equality Impact Assessment (EIA)

Name of policy, procedure or activity:

**Disposal of Police Assets**

Document Version:	Version 1
Date:	July 5 <sup>th</sup> 2011

What is an EIA?.....	2
1.0 Identification section .....	3
2.0 Purpose.....	4
2.1 Aims.....	4
2.2 Motivators .....	4
2.3 Equality duties .....	4
3.0 Assessment.....	5
3.1 Age .....	5
3.2 Disability .....	5
3.3 Gender reassignment .....	6
3.4 Marriage and civil partnership .....	6
3.5 Pregnancy and maternity .....	6
3.6 Race .....	6
3.7 Religion or belief .....	6
3.8 Sex .....	6
3.9 Sexual orientation .....	7
3.10 Welsh Language .....	7
4.0 Actions and outcomes .....	8
5.1 Action Plan.....	8
5.2 Outcomes .....	9
5.3 Review.....	9
6.0 Guidance.....	9

## **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:** Disposal of Police Assets

**Reference:** 149/4 issue 1

**Chief Officer Lead:** Director of Resources

**Service Area:** Finance

**Document Written by:** Principal Accountant

**Department Responsible:** Finance

**Document Lead:** Principal Accountant

**Review Date:** July 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 policy and procedure aims to ensure the cost-effective disposal of Force assets in line with legislation and Force procedures in order to

### **2.2 Motivators**

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

- Rationalisation of the Force estate, which means that surplus land and buildings will need to be disposed of;
  - Vehicles that have reached their target mileage or reached the point where it is not economical to maintain them will need to be disposed of;
  - Damaged vehicles that are beyond economical repair will need to be disposed of;
  - Obsolete but working computer and telephony equipment could be utilised by charitable and educational groups within Gwent; and
- Disposal of Force assets will generate income for the Force.

### **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?

**There is no evidence that supports or contradicts this criteria within the procedure.**

**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?

**There is no evidence that supports or contradicts this criteria within the procedure.**

**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?

**In some circumstances donations of certain equipment may serve to foster good relations with the provision that such donations are fairly distributed.**

### **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 supports or contradicts this criteria within the procedure.**

#### **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 supports or contradicts this criteria within the procedure.**

### **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 supports or contradicts this criteria within the procedure.**

### **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 supports or contradicts this criteria within the procedure.**

### **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 supports or contradicts this criteria within the procedure.**

### **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 supports or contradicts this criteria within the procedure.**

### **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 supports or contradicts this criteria within the procedure.**

### **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 supports or contradicts this criteria within the procedure.**

### **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 supports or contradicts this criteria within the procedure.**

### **3.10 Welsh Language**

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

**The welsh language scheme should be applied where necessary.**

## 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:** There is no adverse impact identified

**Action :** The distribution of donations must be conducted fairly and with reference to the Equality Act 2010.

**Rationale:** Unfair distribution could lead to an adverse impact.

**Completion date:** Ongoing

**Review date:** July 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	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 July 2013