



# 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**

<b>Score</b>	<b>Level of Impact</b>	<b>Level of EIA</b>
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	Custody Manual
Reference:	204/3 b
ACPO Business Area Lead:	ACC
Written By:	Policy Officer
Service Area/Department Responsible:	CJD
Lead:	CJD
Review Date	January 11

## 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 has a history of delivering a high standard of safe care within the custody suites situated within the Gwent Police area. This has been achieved over many years by ensuring people's welfare and fundamental rights are delivered within a safe and secure environment.

The manual outlines the minimum standards that must be delivered to those individuals who are detained by Gwent Police. This will include cases of persons detained under the Mental Health Act 1983 taken to places of safety; based upon the recommendations of The Safer Detention and Handling of Persons in Custody.

The manual provides direction and guidance to all personnel who have direct responsibility for operational matters within any Gwent custody suite either on a day to day basis. It will also support officers who have in the course of their duties arrested and detained offenders.

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

The manual, in conjunction with national guidance, has been produced to further assist in minimising the number of deaths and adverse incidents within the custody suites of Gwent. The lessons learnt from such tragic incidents have been incorporated within this document to ensure that the most relevant 'good practice' is available to all Gwent Police staff and contracted companies who have involvement with the custody facilities of Gwent.

The maintaining and improving of high standards of service, which Gwent Police and partner agencies presently deliver to the Communities of Gwent, will ultimately ensure that the respect and confidence that the communities within Gwent hold towards our organisation is both preserved and strengthened.

### 3.0 How will the initiatives be relevant to our duty to:

Duty	Evidence	Relevance 1=neutral, 3 = highly relevant
<p><b>Promote equality of opportunity?</b> (e.g. recruitment initiative offering part-time working)</p>	<p>Not relevant</p>	<p>1</p>
<p><b>Eliminate discrimination?</b> (e.g. Stop and Search being Intelligence led)</p>	<p>All ranges of persons are likely to be detained and it is essential that whilst in custody detainees are not discriminated. The manual aims to prevent that if followed.</p>	<p>3</p>
<p><b>Eliminate harassment?</b> (e.g. Hate crime initiative having robust reporting mechanisms)</p>	<p>Detainees may on occasions raise issues of harassment which should be dealt with in relation to organisational processes and procedures.</p>	<p>3</p>

<p><b>Promote good community relations?</b></p> <p>(e.g. engagement strategy which encourages younger people to work with old people in order to address ASB)</p>	<p>Public confidence is enhanced where detainees are treated in accordance with PACE and Human Rights.</p>	<p>3</p>
<p><b>Promote positive attitudes towards disabled people?</b></p> <p>(e.g. Corporate Communications campaign using a disabled members of staff on a poster campaign)</p>	<p>In following the manual it will be advisable to consider ensuring signs and information to all who attend the custody unit regarding disabled persons is appropriately displayed.</p>	<p>3</p>
<p><b>Encourage participation of disabled people?</b></p> <p>(e.g. developing a specific initiative within PACT to ensure that disabled people participate)</p>	<p>Disabled individuals should be asked as to whether their needs are appropriately catered for. This can be aided by the custody nurses and advice from Force Medical Officers.</p>	<p>3</p>
<p><b>Consider more favourable treatment of disabled people?</b></p> <p>(e.g. favourable treatment of disabled people in the recruitment/promotion process)</p>	<p>The manual has a comprehensive section on medical issues.</p>	<p>3</p>

<p><b>Protect and promote human rights?</b></p> <p>What articles of the Human Rights Act 1998 may be engaged?</p>	<p>The level of intrusion must be proportionate to the incident being dealt with. Action must also be necessary, reasonable and proportionate to the objective to be obtained. There must be a clear legal basis for action with consideration for any collateral intrusion. <b>Article 3 Article 6 Article 8 Article 14</b></p>	<p>3</p>
<p><b>Rights of the child</b></p>	<p>This is relevant to young people ensuring that they have the appropriate representation.</p>	<p>3</p>
<p><b>Welsh language Act</b></p>	<p>Information should be available in welsh language.</p>	<p>3</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>If the manual is followed then this should minimise the impact of inequality. There is the potential if services are not delivered in accordance with the manual that it could indeed cause inequality on all the criteria outlined on this page. Clearly custody is a very sensitive area and does by its nature attract significant public interest. The evidence across all the areas is well documented nationally. Hence the inclusion of custody nurses, interpreters, mental health workers and a range of other professionals such as defence advocates. Disabled facilities are very important and provision has been made for religious beliefs and dietary requirements. Codes of practice are available in welsh for instance and there is provision made for individuals with specific sexual orientation. Particular attention needs to be paid to the needs of children and young persons in accordance with law and codes of practice.</p>
4.2	Gender (including transgender)	3	3	
4.3	Disability	3	3	
4.4	Sexual Orientation	3	3	
4.5	Age	3	3	
4.6	Religious belief	3	3	
4.7	Welsh Language/2 <sup>nd</sup> Language	3	3	

**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 the manual is used correctly this will have a positive impact in securing public confidence if we manage custody arrangements appropriately.

## Is a Full EIA required?

The answers given in this screening document have been scored on the level of relevance to Gwent Police's equality general duties, and the level and extent of impact initiative has.

The scores will determine if further consideration is need in the development of the initiative, in which affected communities will be consulted with in order to examine their concerns further and identify how Gwent Police can minimise any potential impact and also maximise Gwent policies opportunities to positively engage with our Equality Duties.

SECTION	SCORE
Relevance to Equality Duties	28
Level of Impact to different groups	21
Extent of Impact	21
<b>Total Score</b>	<b>70</b>

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"/>

<b>Community Cohesion Team</b>	
Date Initial EIA filed	
Date Full EIA scheduled if required	
Date passed to corporate services for publication if required	