

Equality Impact Assessment (EIA)

Name of policy, procedure or activity:

SPEED COMPLAINTS

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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: Speed Complaints

Reference: 319/4 b issue 2

Chief Officer Lead: ACC

Service Area: Uniform Operations

Document Written by: Sergeant Wales Road Casualty Reduction Partnership
(Gwent Camera Unit)

Department Responsible: Uniform Operations

Document Lead: [Sergeant Wales Road Casualty Reduction Partnership \(Gwent Camera Unit\)](#)

Review Date: May 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?

To provide a consistent response to perceived speeding vehicle complaints across the Force.

2.2 Motivators

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

The enforcement of speed limits is a key factor in the reduction of road casualties in line with National and Force Targets.

This procedure has been developed to ensure best practice is achieved, that all relevant evidence is gathered and that there is a consistent approach across the Force in its response to complaints of perceived speeding vehicles.

This procedure has been developed in response to a need to enable all officers and police personnel, especially those within Neighbourhood Policing Teams, to be able to respond to the concerns raised by members of the public and priorities that have been raised from the Partnerships and Communities Together (PACT) process across 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?

As a result of the growing number of complaints being received by the Force regarding perceived speeding vehicles a process was needed to allow police

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personnel to respond to those complaints in a professional, structured and accountable manner. The decision making process in relation to acting on speed complaints is based on a fair appraisal of the facts and does not discriminate against persons sharing protected characteristics.

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?

This procedure will deal with complaints of speeding and give those with shared protected characteristics the same opportunity to complain as those who do not share these characteristics.

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?

This is done through ensuring that complaints of speeding are taken seriously and acted upon on the basis of securing road safety. There is a matrix available which is completed in relation to speed complaints and which makes provision for areas of heightened risk.

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?

Individuals of certain age groups may be particularly vulnerable to speeding motor vehicles e.g. schools hospitals, nursing homes.

3.2 Disability

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

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Individuals with disabilities may be particularly vulnerable to speeding vehicles such as crossing roads, sight, hearing and mobility impairment therefore this may need to be taken into consideration when making decisions on how to address such complaints.

3.3 Gender reassignment

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

No

3.4 Marriage and civil partnership

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

No

3.5 Pregnancy and maternity

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

Speeding in the vicinity of places such as health centres and hospitals may provide additional hazards to the local community and people sharing this protected characteristic.

3.6 Race

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

No

3.7 Religion or belief

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

No

3.8 Sex

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

No

3.9 Sexual orientation

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

No

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 followed e.g. signs, warnings etc.

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: The procedure has made provision to ensure that community issues and protected characteristics are considered when making decisions on speed complaints.

Action : To ensure that the relevant protected characteristics are taken into consideration when making decisions on speed complaints.

Rationale: Vulnerable groups may be particularly at risk from speeding.

Completion date: Ongoing

Review date: May 2013

4.2 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 changes required**

The policy or activity has been adjusted to mitigate adverse impact **although consideration to be given to those who are vulnerable to speeding e.g. children, elderly, disabled.**

The policy or activity continues despite potential for impact **Yes because it a positive and proportionate response to speeding.**

The policy or activity has been removed due to actual or potential unlawful discrimination. **No the policy is required to address speeding and ensure road safety.**

4.3 Review

This assessment and the policy or activity will be reviewed by **May 2013**