



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

Score	Level of Impact	Level of EIA
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	Acceptance Of Gifts
Reference:	101/5 b issue 5
ACPO Business Area Lead:	ACC
Written By:	Policy Officer
Service Area/Department Responsible:	Standards
Lead:	Det Supt
Review Date	April 12

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?

This procedure covers situations where Police Personnel may be offered gifts and/or hospitality. Personnel who are properly meeting members of the community in the normal course of their work as members of Gwent Police may sometimes be offered 'gifts', a term which includes goods or payment and hospitality. To refuse such offers may cause offence or hinder working relationships. However to accept could equally be misinterpreted. It may lead to inaccurate expectations of favour or even constitute a criminal offence in some circumstances. There will also be occasions where specific advice is needed in the purchase of goods and service and the expenditure of public money.

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

The principle behind this procedure is that Gwent Police Personnel should not accept gifts and hospitality, unless the principles outlined in the procedure to this document are complied with. These principles apply to each offer of gifts or hospitality received on a personal basis. The procedure does not apply to donations to the body corporate. Procedures for such donations can be found in the Force Sponsorship Guidelines.

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

Duty	Evidence	Relevance 1=neutral, 3 = highly relevant
<p>Promote equality of opportunity? (e.g. recruitment initiative offering part-time working)</p>	<p>Not relevant to this duty</p>	<p>1</p>
<p>Eliminate discrimination? (e.g. Stop and Search being Intelligence led)</p>	<p>In order to eliminate discrimination the below checklist is included:-</p> <ul style="list-style-type: none"> • Why is the offer being made? • What are the background circumstances? • Does the donor feel obliged to make the offer? • What is the donor likely to expect in return? • How does the intended recipient feel about the propriety of the offer? • Is it really an integral and logical part of the business relationship or process? • What could be the outcome for the police service, Gwent Police or the intended recipient if the offer is accepted or declined? • What advice would the line manager give if they were with the recipient at the time the offer was made, or was aware of the offer? • Would the recipient feel content, and easily able to justify 	<p>2</p>

	its acceptance to the public?	
Eliminate harassment? (e.g. Hate crime initiative having robust reporting mechanisms)	Not relevant	1
Promote good community relations? (e.g. engagement strategy which encourages younger people to work with old people in order to address ASB)	The public will have confidence in us if we are seen to be impartial and not be open to inappropriate practices.	2
Promote positive attitudes towards disabled people? (e.g. Corporate Communications campaign using a disabled members of staff on a poster campaign)	Not relevant	1

<p>Encourage participation of disabled people?</p> <p>(e.g. developing a specific initiative within PACT to ensure that disabled people participate)</p>	<p>Not relevant</p>	<p>1</p>
<p>Consider more favourable treatment of disabled people?</p> <p>(e.g. favourable treatment of disabled people in the recruitment/promotion process)</p>	<p>Not relevant</p>	<p>1</p>
<p>Protect and promote human rights?</p> <p>What articles of the Human Rights Act 1998 may be engaged?</p>	<p>The procedure has made provision for actions to be proportionate and ensuring compliance with Human Rights. Article 6, Article 8, Article 10.</p>	<p>1</p>
<p>Rights of the child</p>	<p>Not relevant</p>	<p>1</p>

Welsh language Act

Not relevant

1

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	1	1	Whilst this has some impact on the community it is of low relevance to our public duties.
4.2	Gender (including transgender)	1	1	
4.3	Disability	1	1	
4.4	Sexual Orientation	1	1	
4.5	Age	1	1	
4.6	Religious belief	1	1	
4.7	Welsh Language/2 nd Language	1	1	

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)

This procedure should not have a negative impact on the community and is mainly in place to ensure public confidence.

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	12
Level of Impact to different groups	7
Extent of Impact	7
Total Score	26

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"/>

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