



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	Personnel and Operational Safety Policy
Reference:	
ACPO Business Area Lead:	DCC
Written By:	Head of Learning and Development
Service Area/Department Responsible:	Learning and development
Lead:	Head of Learning and Development
Review Date	Two years from review

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?

To reduce the risk of injury to officers in the performance of their duties and enabling them to use the appropriate levels of force only, in the protection of the community

Ensuring the safety of persons in custody and the staff who care for them

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

The safety of the officers and members of the public whilst in the performance of their duties

Minimize conflict in all possible cases

3.0 How will the initiatives be relevance 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>Although a minimum level of fitness is required for the safety of the community and the officers appropriate adaptations will be carried out where possible to ensure that officers are able to complete the training programme.</p>	<p>2</p>
<p>Eliminate discrimination? (e.g. Stop and Search being Intelligence led)</p>	<p>All instruction to given to ensure that account is taken of religious, gender and disability issues i.e. Ramadan where fasting takes place through daylight hours</p> <p>Give officer such information as appropriate as to the searching of persons on the street and in custody helping to reduce misunderstandings in the community</p> <p>All procedures to be carried out in a fair and equitable manner</p>	<p>2</p>

<p>Eliminate harassment?</p> <p>(e.g. Hate crime initiative having robust reporting mechanisms)</p>	<p>All training will comply with force policy, bullying and harassment is taken seriously by the organisation, and the trainer is responsible for challenging any inappropriate behaviour.</p>	<p>2</p>
<p>Promote good community relations?</p> <p>(e.g. engagement strategy which encourages younger people to work with old people in order to address ASB)</p>	<p>Promoting the use of the conflict resolution procedures and management of volatile situations</p>	<p>1</p>
<p>Promote positive attitudes towards disabled people?</p> <p>(e.g. Corporate Communications campaign using a disabled members of staff on a poster campaign)</p>	<p>Appropriate adaptations will be made to the training environment as appropriate</p>	<p>2</p>
<p>Encourage participation of disabled people?</p> <p>(e.g. developing a specific initiative within PACT to ensure that disabled people participate)</p>	<p>All staff during the training period will be monitored by the trainers for any difficulties they may experience fulfilling the requirements of the course.</p> <p>A working environment is in place where participants are encouraged to express the issues they may experience or are experiencing to training staff</p>	<p>2</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>Where appropriate extra tuition is made available where issues are identified and adaptations to appointments to increase the ease of use. i</p>	<p>3</p>
<p>Protect and promote human rights?</p> <p>What articles of the Human Rights Act 1998 may be engaged?</p>	<p>Tim Sefton to advise</p>	<p>1</p>
<p>Rights of the child</p>	<p>Not relevant</p>	<p>1</p>
<p>Welsh language Act</p>	<p>Not relevant</p>	<p>1</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	2	1	National research suggests that some ethnic groups may face barriers when using personal safety equipment, e. g. this can be addressed by providing different weights of asps
4.2	Gender (including transgender)	2	2	Adaptations will be made to the delivery of training where appropriate i.e. different weights of asp
4.3	Disability	2	1	Extra tuition and adaptations to the training area will be carried out as required i.e. changing the colour of the training background
4.4	Sexual Orientation	1	1	Not relevant
4.5	Age	1	1	Not relevant
4.6	Religious belief	2	2	Account is given to issues that arise due to a persons religious practice and commitments i.e. rearrangement of course and flexibility in the delivery. Adaptations will be made as issues arise i.e. Ramadan low

				sugar energy levels etc
4.7	Welsh Language/2 nd Language	1	1	Not relevant

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 is an internal facing policy to ensure the safety of our police officers and also to ensure that they police the community effectively.

Adaptations to the training environment are embraced in order to ensure that all officers regardless of their background get equal access to training and also reach their potential within the training environment.

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	16
Level of Impact to different groups	11
Extent of Impact	9
Total Score	36

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	