



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	Promotion procedure
Reference:	111/1B issue 6
ACPO Business Area Lead:	DCC
Written By:	PS Val Childs
Service Area/Department Responsible:	People Services
Lead:	Bob Parker
Review Date	

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 clarify the arrangements surrounding application and assessment stages of promotion methods of appeal regarding each stage and post process criterion to substantive and temporary promotion.

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

It has been developed as a result of :

- An external review carried out in 2002 (the recommendations of which are based on extensive consultation with all stakeholders),
- Internal consultation with stakeholders, and
- Feedback and recommendations from occupational psychologists

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>Highly relevant to this duty as it is important that all people have equal access to the promotion process. Equality and diversity considerations have been mainstreamed into this process, for example, the use of positive action to encourage a cross section of the workforce to apply for promotion</p>	<p>3</p>
<p>Eliminate discrimination? (e.g. Stop and Search being Intelligence led)</p>	<p>Highly relevant of this duty to ensure that candidates within the process are not unduly discriminated on the grounds of their background. The process has considered how to minimise the potential for unlawful discrimination for example, the use of umpires and the use of a structured competency based interview process.</p>	<p>3</p>
<p>Eliminate harassment? (e.g. Hate crime initiative having robust reporting mechanisms)</p>	<p>Not relevant to this procedure. However, the procedure in question allows for an appeals process where applicable.</p>	<p>1</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>Not applicable.</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>Applicable in that the procedure encourages disabled applicants to apply for promotion.</p>	<p>1</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>Applicable, the procedure enables reasonable adjustments to be made for the participation of disabled people within the promotions process.</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>Applicable as disabled/restricted duty officers can be promoted without needing to apply into a specialist post which would normally be advertised.</p>	<p>2</p>

<p>Protect and promote human rights?</p> <p>What articles of the Human Rights Act 1998 may be engaged?</p>		1
<p>Rights of the child</p>	Not applicable	1
<p>Welsh language Act</p>	The medium of Welsh should be used when required by the individual when accessing this procedure at any stage.	3

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	Due to a competence based structured interview process which is quality assured.
4.2	Gender (including transgender)	2	2	Due to a competence based structured interview process which is quality assured however consideration must be given to the question not being gender biased.
4.3	Disability	3	1	Due to the DDA and duties attached anyone with a disability will be offered the opportunity of reasonable adjustments.
4.4	Sexual Orientation	1	1	Due to a competence based structured interview process which is quality assured
4.5	Age	1	1	Due to a competence based structured interview process which is quality assured

4.6	Religious belief	1	1	Due to a competence based structured interview process which is quality assured
4.7	Welsh Language/2 nd Language	3	1	In relation to the Welsh language Act there is a duty placed on the organisation to allow the medium of Welsh during this process if required.

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)

In order for Gwent Police to meet its equality general duties we need to do further analysis of statistics and do a further review of the procedure to ensure that relevant personnel have sufficient 'equality' training..

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	18
Level of Impact to different groups	12
Extent of Impact	8
Total Score	38

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,	
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,	
The initiative has scored over 50 and therefore will require prioritisation for a full EIA	

Community Cohesion Team	
Date Initial EIA filed	25/02/10
Date Full EIA scheduled if required	
Date passed to corporate services for publication if required	