



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	[Business Continuity Management Policy and Procedure]
Reference:	[108/4b Issue 2]
ACPO Business Area Lead:	[ACC]
Written By:	[PS Mack]
Service Area/Department Responsible:	[Emergency Planning Dept]
Lead:	[Emergency Planning Sg]
Review Date	[June 2011]

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 in place a Business Continuity Management process.

That the process identifies potential risks, threats and impacts to the business operations of the organisation, with provision for appropriate measures to prevent or minimise harm or loss.

The process provides a framework for building organisational resilience, with the capability for an effective response that safeguards the ability of the organisation to continue to function in the event of an emergency, and thereby continue to provide key services to the public]

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

[The organisation is required to maintain a business continuity plan (Civil Contingencies Act 2004

To continue key services to the public in the event of a major incident

This is an over-arching policy. Each department within Gwent Police will have its own Business Continuity Plan to be implemented in these circumstances]

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

Duty	Evidence	Relevance 1=neutral, 3 = highly relevant
Promote equality of opportunity? (e.g. recruitment initiative offering part-time working)	Not relevant to this duty	1
Eliminate discrimination? (e.g. Stop and Search being Intelligence led)	Not relevant	1
Eliminate harassment? (e.g. Hate crime initiative having robust reporting mechanisms)	Not relevant	1

<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 relevant. However, consideration needs to be given in relation to the service which we deliver in the event of disruptions within the organisation.</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>Not relevant</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>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>Time 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	1	1	<p>This is an internal facing policy which looks at moving resources around the organisation where there is a need.</p> <p>We accept that department will have differential needs according to the role, however, this will need to managed depended on the logistics at the time. At times when this BCM procedure is utilised, we will aim to ensure that our priority roles and functions meet those of our diverse community and customer base.</p>
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)

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	[10]
Level of Impact to different groups	[7]
Extent of Impact	[7]
Total Score	[24]

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	