

# Equality Impact Assessment (EIA)

Name of policy, procedure or activity:

## VEHICLE DEFECT RECTIFICATION PROCEDURE

<b>Document Version:</b>	<b>Issue 4</b>
<b>Date:</b>	<b>June 2011</b>

What is an EIA? .....	2
1.0 Identification section .....	3
2.0 Purpose .....	4
2.1 Aims .....	4
2.2 Motivators.....	4
2.3 Equality duties .....	5
3.0 Assessment .....	5
3.1 Age.....	5
3.2 Disability.....	6
3.3 Gender reassignment.....	6
3.4 Marriage and civil partnership.....	6
3.5 Pregnancy and maternity.....	7
3.6 Race.....	7
3.7 Religion or belief.....	7
3.8 Sex.....	7
3.9 Sexual orientation.....	8
3.10 Welsh Language .....	8
4.0 Actions and outcomes.....	9
4.1 Action Plan .....	9
4.2 Outcomes.....	10
4.3 Review .....	10
5.0Guidance.....	9

## **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:** VEHICLE DEFECT RECTIFICATION SCHEME

**Reference:** 318/1 b issue 4

**Chief Officer Lead:** ACC

**Service Area:** Uniform Ops

**Document Written by:** Sgt Uniform Ops

**Department Responsible:** Uniform Ops

**Document Lead:** Sgt Uniform Ops

**Review Date:** June13

## **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?

The aim of this procedure is to provide drivers with the opportunity to avoid prosecution, by ensuring vehicle defects are rectified as soon as possible and certified as having been done properly within 14 days of the defect being discovered.

In providing this opportunity, it is anticipated that the number of defective vehicles used on roads will be reduced, thereby assisting in reducing the number of road users injured or killed. The underlying rationale of this procedure is prevention rather than prosecution. Drivers are more likely to rectify defects when provided this opportunity.

### **2.2 Motivators**

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

The Vehicle Defect Rectification Scheme (VDRS) is a national scheme that has been adopted by every force in England and Wales. The existing Gwent Police procedure was devised through local consultation some years ago. It has long been the ability of the Police to prosecute drivers for using a defective vehicle on a road in the interests of road safety. However, once a driver has been reported for such offences, there has been no guarantee that the defects would have been rectified. The VDRS was developed as a proportionate and necessary response to deal with this problem.

## 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?

This procedure is a national scheme and as it states is a proportionate response to vehicle defects and is aimed at ensuring road safety is delivered by ensuring drivers with defective vehicles ensure that such defects are corrected.

**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 is available to all persons and should be implemented on that basis.

**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?

Clearly it is essential to ensure that a proportionate and reasonable approach is taken when implementing the spirit of the legislation.

## 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?

Government figures show that car crashes are the most likely cause of injury for 17-25 year olds, in terms of being a driver and also a victim. Therefore this procedure has relevance to age and is a means of educating drivers of the need to maintain vehicles for the purposes of ensuring road safety. There is no evidence that this procedure will have a negative disproportionate impact on persons who share this protected characteristic.

### **3.2 Disability**

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

There is no evidence that this procedure will have a negative disproportionate impact on persons who share this protected characteristic. Where necessary reasonable adjustments should be taken into consideration when interviewing individuals subject to this scheme.

### **3.3 Gender reassignment**

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

There is no evidence that this procedure will have a negative disproportionate impact on persons who share this protected characteristic.

### **3.4 Marriage and civil partnership**

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

There is no evidence that this procedure will have a negative disproportionate impact on persons who share this protected characteristic.

### **3.5 Pregnancy and maternity**

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

Women who are pregnant are protected against discrimination on the grounds of pregnancy and maternity. Care and sensitivity will need to be taken in cases where women sharing this protected characteristic are involved. There is no evidence that this procedure will have a negative disproportionate impact on persons who share this protected characteristic.

### **3.6 Race**

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

For the purposes of the Act 'race' includes colour, nationality and ethnic or national origin. Stops should be reasonable, proportionate and necessary taking into consideration all necessary circumstances. There is no evidence that this procedure will have a negative disproportionate impact on persons who share this protected characteristic.

### **3.7 Religion or belief**

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

There is no evidence that this procedure will have a negative disproportionate impact on persons who share this protected characteristic.

### **3.8 Sex**

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

There is no evidence that this procedure will have a negative disproportionate impact on persons who share this protected characteristic.

### **3.9 Sexual orientation**

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

The act protects bisexual, gay, heterosexual and lesbian people from discrimination. There is no evidence that this procedure will have a negative disproportionate impact on persons who share this protected characteristic.

### **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 applied as necessary. There is no evidence that this procedure will have a negative disproportionate impact on persons who share this protected characteristic.

## **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:** There is no specific impact identified as clearly the procedure provides opportunities for vehicle owners/drivers to rectify defects instead of being prosecuted.

**Review date:** June 13

## 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

The policy or activity has been written in order to mitigate Any adverse impact.

The procedure continues, although there is always the potential for adverse impact if the procedure is not implemented fairly.

## 4.3 Review

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