



# Equality Impact Assessment (EIA)

Name of policy, procedure or activity:

## Witness Care Policy

Document Version:	Version 1
Date:	8 <sup>th</sup> September 2011

What is an EIA?.....	3
1.0 Identification section .....	3
2.0 Purpose.....	4
2.1 Aims.....	4
2.2 Motivators .....	4
2.3 Equality duties .....	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 .....	6
3.6 Race .....	6
3.7 Religion or belief .....	7
3.8 Sex .....	7
3.9 Sexual orientation .....	7
3.10 Welsh Language .....	7
4.0 Actions and outcomes .....	8
4.1 Action Plan.....	8
5.2 Outcomes .....	8
5.3 Review.....	8
1.0 identification Page .....	<b>Error! Bookmark not defined.</b>
2.0 Purpose.....	<b>Error! Bookmark not defined.</b>
2.1 Aims.....	<b>Error! Bookmark not defined.</b>
2.2 Motivators .....	<b>Error! Bookmark not defined.</b>
2.3 Equality duties .....	<b>Error! Bookmark not defined.</b>
3.0 Assessment.....	<b>Error! Bookmark not defined.</b>
3.1 Age .....	<b>Error! Bookmark not defined.</b>
3.2 Disability .....	<b>Error! Bookmark not defined.</b>
3.3 Gender reassignment .....	<b>Error! Bookmark not defined.</b>
3.4 Marriage and civil partnership .....	<b>Error! Bookmark not defined.</b>
3.5 Pregnancy and maternity .....	<b>Error! Bookmark not defined.</b>
3.6 Race .....	<b>Error! Bookmark not defined.</b>
3.7 Religion and belief .....	<b>Error! Bookmark not defined.</b>
3.8 Sex .....	<b>Error! Bookmark not defined.</b>
3.9 Sexual orientation .....	<b>Error! Bookmark not defined.</b>
3.10 Welsh Language .....	<b>Error! Bookmark not defined.</b>
4.0 Actions and outcomes .....	<b>Error! Bookmark not defined.</b>
4.1 Action plan .....	<b>Error! Bookmark not defined.</b>
4.2 Outcomes .....	<b>Error! Bookmark not defined.</b>
4.3 Review	

## **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:** Witness Care Policy

**Reference:** 238-3a

**Chief Officer Lead:** ACC

**Service Area:** Criminal Justice Department

**Document Written by:** Supervisor Witness Care

**Department Responsible:** Criminal Justice Department

**Document Lead:** Head of Criminal Justice

**Review Date:** 8<sup>th</sup> September 2014

## **2.0 Purpose**

The arrangements and guidance contained in the supporting document provide a framework for dealing with victims and witnesses all the way through the Criminal Justice System from point of reporting a crime/incident to the Court of Appeal with clear guidance at each point.

Gwent Police is committed to providing a high quality service, which is responsive to the needs and wishes of victims and witnesses of crime.

To this end Gwent Police will provide a dedicated Witness Care Unit to support both victims and witnesses.

Effective application of this policy and the related procedures will maintain and enhance public confidence in the Criminal Justice System. This will increase the attendance of victims and witnesses at court bringing about a reduction in cracked and ineffective trials and an increase in the conviction rate.

## **2.1 Aims**

- To improve the service to Victims and Witnesses of crime.
- To increase confidence in the Criminal Justice system
- To ensure all Victims are treated in line with the Victims Code of Practice.
- To ensure all Victims and Witnesses are treated in accordance with the No Witness No Justice minimum requirements.
- To increase Victim and Witness attendance at court.
- To increase co-operation and information sharing between partner agencies both statutory and voluntary.
- To reduce the number of cracked and ineffective trials
- To achieve an increase in the conviction rate

## **2.2 Motivators**

- The No Witness, No Justice programme produced both the Witness Charter and the Codes of Practice for Victims of Crime.
- Both of these documents contain standards of practice on which Gwent Police are assessed by both the Her Majesty's Inspectorate of Constabularies and Local Criminal Justice Board.
- To promote public confidence in the Criminal Justice procedure.
- The need to improve the attendance rate of witnesses at Trials.

## **2.3 Equality duties**

**2.3.1** How does this policy or activity help to eliminate discrimination, harassment and victimisation?

**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?

There is no evidence which supports or contradicts this criterion within the procedure.

**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?

There is no evidence which supports or contradicts this criterion within the procedure.

## **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?

There is no evidence which supports or contradicts this criterion within the procedure.

### **3.2 Disability**

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

There is no evidence which supports or contradicts this criterion within the procedure.

### **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 which supports or contradicts this criterion within the procedure.

### **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 which supports or contradicts this criterion within the procedure.

### **3.5 Pregnancy and maternity**

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

There is no evidence which supports or contradicts this criterion within the procedure.

### **3.6 Race**

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

There is no evidence which supports or contradicts this criterion within the procedure.

### **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 which supports or contradicts this criterion within the procedure.

### **3.8 Sex**

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

There is no evidence which supports or contradicts this criterion within the procedure.

### **3.9 Sexual orientation**

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

There is no evidence which supports or contradicts this criterion within the procedure.

### **3.10 Welsh Language**

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

There is no evidence which supports or contradicts this criterion within the procedure.

## **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.

### **4.1 Action Plan**

**Impact identified:** None

### **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).

NO Major change needed to the policy or activity

### **4.3 Review**

This assessment and the policy or activity will be reviewed by 08/09/2013