

DIVERSITY IMPACT ASSESSMENT (please complete electronically)

Title of policy/procedure: Evidential & Non-Evidential Property
Policy author/assessor: David KAY
Department: HQ Local Policing
Date of assessment: 21/06/2007

PART ONE	
Aims of the Policy/Function	
1.1 Identify the aims of the policy or function.	
<p><u>This is an external policy that directs our officers and staff in the retention, storage and disposal of evidential and non-evidential property so that legal, administrative, operational, safety, security and ethical Property Standards may be met.</u></p> <p><u>See Notes</u></p>	
1.2 Which individuals and organisations are likely to have an interest in or likely to be affected by the policy or function?	
<u>See Notes</u>	
Age	N/A
Disability	N/A
Faith or Religion	N/A
Gender (including transgender)	N/A
Race	Commission for Racial Equality, Local Race Equality Councils, Refugee Council, Thames Valley Police Black Police Association
Sexual Orientation	N/A
Evidence	

2.1 What **quantitative** information is available about the subject matter of the policy/function and its effect on each diversity target group?

[See Notes](#)

Age	N/A
-----	-----

Disability	N/A
------------	-----

Faith or Religion	N/A
-------------------	-----

Gender (including transgender)	N/A
--------------------------------	-----

Race	Small number <10. Representation received from Slough Refugee Support to the Force dated 14/01/2004 pointing out potential discrimination towards persons of refugee status if they could not report the loss of Personal Immigration papers at police stations within Thames Valley as was the case from 2003. This addressed and accepting reports of lost Personal Immigration papers became Force Policy.
------	---

Sexual Orientation	N/A
--------------------	-----

2.2 What **qualitative** information is available about the subject matter of the policy/function and its effect on each diversity target group?

[See Notes](#)

Age	N/A
-----	-----

Disability	N/A
------------	-----

Faith or Religion	N/A
-------------------	-----

Gender (including transgender)	N/A
--------------------------------	-----

Race	Representation received from Slough Refugee Support to the Force dated 14/01/2004 pointing out potential discrimination towards persons of refugee status if they could not report the loss of Personal Immigration papers at police stations within Thames Valley as was the case from 2003. This addressed and accepting reports of lost Personal Immigration papers became Force Policy.
------	---

Sexual Orientation	N/A
--------------------	-----

2.3 What are the gaps in the available data?

[See Notes](#)

Age	N/A
Disability	N/A
Faith or Religion	N/A
Gender (including transgender)	N/A
Race	None – issue addressed at the time and in new policy
Sexual Orientation	N/A
2.4 Have you considered doing new research? If not, state why not.	
No See Notes	
Age	N/A
Disability	N/A
Faith or Religion	N/A
Gender (including transgender)	N/A
Race	N/A
Sexual Orientation	N/A
Assess the likely impact – negative impact	
3.1 From the information available, and your knowledge and experience of the policy or function, could it (if properly followed) have a negative impact on any one of the diversity target groups? State how.	
None. See Notes	
Age	

Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
3.2 If the answer to 3.1 is yes, is there any negative impact which is intended or justified under law? Explain. See Notes
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
3.3 If the answer to 3.1 is yes, explain any negative impact which you feel is justifiable in order to achieve the overall policy/function aims. Give examples. See Notes
Age
Disability
Faith or Religion
Gender (including transgender)

Race
Sexual Orientation
3.4 Are there other factors that might explain the negative impact?
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Assess the likely impact – positive impact
Sexual Orientation
4.1 Could the policy or function have a positive impact on any of the diversity target groups, by promoting equality or improving relations between those groups and other employees or service users outside each group? Say how. Yes paragraph 5.3.5 reports of lost immigration documents maybe recorded as lost – this would suppress the disadvantage suffered by ‘immigrants’ in gaining access to meagre benefits and, perhaps, suppress the risk to be tempted by crime. See Notes
Age
Disability
Faith or Religion
Gender (including transgender)
Race

Sexual Orientation
4.2 If there is no evidence that the policy or function promotes equality or improves relations between diversity target groups and other people, what amendments could be made to achieve this? If there are no such amendments, please say so.
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
Amendments to policy
5.1 Which diversity target groups were identified as being negatively affected by the policy or function? Summarise the negative impact for each group (you may do so by reference to your answers at 3.1 above if appropriate)
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
5.2 Have you removed or reduced the possibility of negative impact by making changes to the policy or function? Explain what changes were made.
Age

Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
5.3 If changes were considered but not made, explain why this was the case.
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
5.4 If the possibility of negative impact remains despite amendments, explain why implementing the policy is justifiable to meet the wider policy aims. What alternative options have you considered for delivering the policy or function's aims? See Notes
Age
Disability
Faith or Religion
Gender (including transgender)

Race
Sexual Orientation

IMPACT LEVEL – (CONSULTATION)							
	Scoring	Age	Disability	Faith or Religion	Gender (and transgender)	Race	Sexual Orientation
Does the policy or function affect TVP staff?(i.e. officers or staff)	Yes = 1 No = 0 Comments	0	0	0	0	0	0
Does the policy or function affect the public served by TVP?	Yes = 1 No = 0 Comments	1	1	1	1	1	1
Does the policy or function involve the use of a statutory power?	Yes = 1 No = 0 Comments	1	1	1	1	1	1
Does the policy, when properly followed, allow for the exercise of discretion by the person	Yes = 1 No = 0 Comments	0	0	0	0	0	0

implementing it?							
Do you perceive the function to be politically or socially sensitive?	Yes = 2 No = 0 Comments	0	0	0	0	0	0
Insert your answer to Question 3.1 above (Yes/No)	Yes = 2 No = 0 Comments	0	0	0	0	0	0
Insert your answer to Question 3.2 above (Yes/Partly/No)	Yes = -2 Partly = -1 No = 0	0	0	0	0	0	0
	Comments						
Insert your answer to Question 5.2 above (Yes/Partly/No)	Yes = -2 Partly = -1 No = 0 Comments	0	0	0	0	0	0
Insert your answer to Question 4.1 above (Yes/No)	Yes = -1 No = 0 Comments	0	0	0	0	-1	0
Add your scores for each column	Total score	2	2	2	2	1	2
Impact Level:	1-3 = Low 4-5 = Medium 6-8 = High	Low	Low	Low	Low	Low	Low

PART TWO

Formal consultation

6.1 Has the policy or function been consulted upon?

If not state why not. No. Impact level low. No further representation from Slough Refugee Council highlighting issues.

If yes, state which individuals and organisations were consulted and what form the consultation took.

[See Notes](#)

Age

Disability

Faith or Religion

Gender (including transgender)

Race

Sexual Orientation

6.2 What was the outcome of the consultation?

State briefly what the recommendations or comments arising from the consultation consisted of.

[See Notes](#)

Age

Disability

Faith or Religion

Gender (including transgender)

Race

Sexual Orientation
6.3 Has the policy or function been revised or amended as a result of the consultation? State how
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
6.4 Have the results of the consultation been fed back to the consultees? How?
See Notes
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
Monitoring

7.1 Make monitoring arrangements

Will monitoring be at force, BCU/ Dept level? Monitoring means scrutinising, following up and evaluating the policy/function

It should be comprehensive enough to inform future policy making and development.

[See Notes](#)

[Once adopted, ownership of this policy will transfer to Quality of Service Department within HQ Operational Support who will monitor the policy/function](#)

Age

Disability

Faith or Religion

Gender (including transgender)

Race

Sexual Orientation