

DIVERSITY IMPACT ASSESSMENT

Title of policy/procedure:	Managing Organisational Change for Police Staff
Policy author/assessor:	Mary Sibley
Department:	Employment Relations
Date of assessment:	28 th June 2007

PART ONE

Aims of the Policy/Function

1.1 Identify the aims of the policy or function.

To provide a framework for the fair and consistent management of organisational change and the staff affected by it.

1.2 Which individuals and organisations are likely to have an interest in or likely to be affected by the policy or function?

All Police Officers and Police Staff.
Human Resources and Personnel staff
Staff Associations – Unison and Police Federation

Home Office
APA – Association of Police Authorities
ACPO – Association of Chief Police Officers
TVPA - Thames Valley Police Authority
HMIC – Her Majesty's Inspectorate of Constabulary

Age

Disability

Faith or Religion Force Chaplain and team
Gender (including transgender) BAWP – British Association for Women Police Officers
Race BPA – Black Police Association
Sexual Orientation GPA – Gay Police Association
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
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
2.2 What qualitative information is available about the subject matter of the policy/function and its effect on each diversity target group? Organisational restructuring is the most common reason given by employers for making redundancies (66% of 563 organisations response to a survey by CIPD May 2002) The three most important criteria used to select employees for compulsory redundancy were the employee’s role, their job performance and efficiency, their ability and flexibility. Length of service was one of the most main criteria in just over a quarter of

<p>the organisations in the survey. A key sectoral difference is that public sector organisations were considerably less likely to use performance/efficiency and ability/flexibility as criteria than the private sector. (CIPD May 2002)</p>
<p>Age Organisations generally discounted the age of the employee when making redundancy selection decisions. (CIPD May 2002)</p>
<p>Disability None Found</p>
<p>Faith or Religion None Found</p>
<p>Gender (including transgender) None Found</p>
<p>Race None Found</p>
<p>Sexual Orientation None Found</p>
<p>2.3 What are the gaps in the available data?</p> <p>See Notes</p>
<p>Age There are gaps in data across all the strands of diversity</p>
<p>Disability There are gaps in data across all the strands of diversity</p>
<p>Faith or Religion There are gaps in data across all the strands of diversity</p>
<p>Gender (including transgender) There are gaps in data across all the strands of diversity</p>
<p>Race There are gaps in data across all the strands of diversity</p>
<p>Sexual Orientation There are gaps in data across all the strands of diversity</p>

2.4 Have you considered doing new research? If not, state why not.
See Notes
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
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.
Age No
Disability No
Faith or Religion No
Gender (including transgender) No

Race No
Sexual Orientation No
3.2 If the answer to 3.1 is yes, is there any negative impact which is intended or justified under law?
Age Not applicable
Disability Not applicable
Faith or Religion Not applicable
Gender (including transgender) Not applicable
Race Not applicable
Sexual Orientation Not applicable
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.
Age Not applicable
Disability Not applicable
Faith or Religion Not applicable
Gender (including transgender) Not applicable

Race Not applicable
Sexual Orientation Not applicable
3.4 Are there other factors that might explain the negative impact?
Age Not applicable
Disability Not applicable
Faith or Religion Not applicable
Gender (including transgender) Not applicable
Race Not applicable
Sexual Orientation Not applicable
Assess the likely impact – positive impact
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?
Age No
Disability No

Faith or Religion No
Gender (including transgender) No
Race No
Sexual Orientation No
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? A statement indicating TVP's positive commitment to valuing and respecting diversity could be included in the policy.
Age A statement indicating TVP's positive commitment to valuing and respecting diversity could be included in the policy
Disability A statement indicating TVP's positive commitment to valuing and respecting diversity could be included in the policy
Faith or Religion A statement indicating TVP's positive commitment to valuing and respecting diversity could be included in the policy
Gender (including transgender) A statement indicating TVP's positive commitment to valuing and respecting diversity could be included in the policy
Race A statement indicating TVP's positive commitment to valuing and respecting diversity could be included in the policy
Sexual Orientation A statement indicating TVP's positive commitment to valuing and respecting diversity could be included in the policy
Amendments to policy

<p>5.1 Which diversity target groups were identified as being negatively affected by the policy or function?</p> <p>Summarise the negative impact for each group (you may do so by reference to your answers at 3.1 above if appropriate)</p>
<p>Age Not applicable</p>
<p>Disability Not applicable</p>
<p>Faith or Religion Not applicable</p>
<p>Gender (including transgender) Not applicable</p>
<p>Race Not applicable</p>
<p>Sexual Orientation Not applicable</p>
<p>5.2 Have you removed or reduced the possibility of negative impact by making changes to the policy or function?</p> <p>Explain what changes were made.</p>
<p>Age Not applicable</p>
<p>Disability Not applicable</p>
<p>Faith or Religion Not applicable</p>
<p>Gender (including transgender) Not applicable</p>
<p>Race Not applicable</p>
<p>Sexual Orientation Not applicable</p>

5.3 If changes were considered but not made, explain why this was the case.
Age Not applicable
Disability Not applicable
Faith or Religion Not applicable
Gender (including transgender) Not applicable
Race Not applicable
Sexual Orientation Not applicable
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 Not applicable
Disability Not applicable
Faith or Religion Not applicable
Gender (including transgender) Not applicable
Race Not applicable

Sexual Orientation
 Not applicable

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	1	1	1	1	1	1
Does the policy or function affect the public served by TVP?	Yes = 1 No = 0 Comments	0	0	0	0	0	0
Does the policy or function involve the use of a statutory power?	Yes = 1 No = 0 Comments	0	0	0	0	0	0
Does the policy, when properly followed, allow for the exercise of discretion by the person implementing it?	Yes = 1 No = 0 Comments	0	0	0	0	0	0

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	0	0
Add your scores for each column	Total score	1	1	1	1	1	1

Impact Level:	1-3 = Low 4-5 = Medium 6-8 = High	Low	Low	Low	Low	Low	Low
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PART TWO
Formal consultation
<p>6.1 Has the policy or function been consulted upon?</p> <p>If not state why not.</p> <p>If yes, state which individuals and organisations were consulted and what form the consultation took.</p> <p>See Notes</p>
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
<p>6.4 Have the results of the consultation been fed back to the consultees? How?</p> <p>See Notes</p>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
Monitoring
<p>7.1 Make monitoring arrangements</p> <p>Will monitoring be at force, BCU/ Dept level? Monitoring means scrutinising, following up and evaluating the policy/function</p> <p>It should be comprehensive enough to inform future policy making and development.</p>
<p>Age</p> <p>The policy will be reviewed on a two yearly basis by the policy creator. This Diversity Impact Assessment will be reviewed at the same time as any policy review.</p>

Disability

The policy will be reviewed on a two yearly basis by the policy creator.

This Diversity Impact Assessment will be reviewed at the same time as any policy review.

Faith or Religion

The policy will be reviewed on a two yearly basis by the policy creator.

This Diversity Impact Assessment will be reviewed at the same time as any policy review.

Gender (including transgender)

The policy will be reviewed on a two yearly basis by the policy creator.

This Diversity Impact Assessment will be reviewed at the same time as any policy review.

Race

The policy will be reviewed on a two yearly basis by the policy creator.

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Sexual Orientation

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