

## DIVERSITY IMPACT ASSESSMENT

Title of policy/procedure:	Managing Performance of Student Officers
Policy author/assessor:	Mary Sibley
Department:	Staff Relations
Date of assessment:	16 <sup>th</sup> April 2008

### PART ONE

#### Aims of the Policy/Function

##### 1.1 Identify the aims of the policy or function.

This policy provides advice and guidance to those responsible for the development of Student Officers. The aim is to deal with performance, the early identification of problem areas, the process of dismissal and extension of probation.

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

Student Officers  
Human Resources Staff  
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					
<b>Evidence</b>					
2.1 What <b>quantitative</b> information is available about the subject matter of the policy/function and its effect on each diversity target group?					
Age					
Disability					
Faith or Religion					
Gender (including transgender) Current gender makeup of Probationary Officers within TVP under the process April 2006 – March 2007					
<table border="1"> <thead> <tr> <th>Males</th> <th>Females</th> </tr> </thead> <tbody> <tr> <td>14</td> <td>5</td> </tr> </tbody> </table>	Males	Females	14	5	
Males	Females				
14	5				

Race

Current ethnic makeup of Student Officers within TVP under the process April 2006 – March 2007

Ethnic Grp	
Any Other Mixed Background	1
Indian	1
White British	14
Pakistani	1
Any other Asian Background	1
Black Caribbean	1
Grand Total	19

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?

Age  
None Found

Disability  
None Found

Faith or Religion  
None Found

Gender (including transgender)  
None Found

Race  
None Found

Sexual Orientation  
None Found

<b>2.3</b> What are the gaps in the available data?
Age Gaps in both quantitative and qualitative data across all six strands
Disability Gaps in both quantitative and qualitative data across all six strands
Faith or Religion Gaps in both quantitative and qualitative data across all six strands
Gender (including transgender) Gaps in both quantitative and qualitative data across all six strands
Race Gaps in both quantitative and qualitative data across all six strands
Sexual Orientation Gaps in both quantitative and qualitative data across all six strands
<b>2.4</b> Have you considered doing new research? If not, state why not.
No research will be undertaken because of the limited resources to conduct it
Age No research will be undertaken because of the limited resources to conduct it.
Disability No research will be undertaken because of the limited resources to conduct it.
Faith or Religion No research will be undertaken because of the limited resources to conduct it.
Gender (including transgender) No research will be undertaken because of the limited resources to conduct it.
Race No research will be undertaken because of the limited resources to conduct it.
Sexual Orientation No research will be undertaken because of the limited resources to conduct it.
<b>Assess the likely impact – negative impact</b>

<p><b>3.1</b> 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.</p>
<p>Age Not in the policy or function</p>
<p>Disability Not in the policy or function</p>
<p>Faith or Religion Not in the policy or function</p>
<p>Gender (including transgender) Not in the policy or function</p>
<p>Race Not in the policy or function</p>
<p>Sexual Orientation Not in the policy or function</p>
<p><b>3.2</b> If the answer to 3.1 is yes, is there any negative impact which is intended or justified under law? Explain.</p>
<p>Age N/A</p>
<p>Disability N/A</p>
<p>Faith or Religion N/A</p>
<p>Gender (including transgender) N/A</p>

Race N/A
Sexual Orientation N/A
<b>3.3</b> 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.
Age N/A
Disability N/A
Faith or Religion N/A
Gender (including transgender) Not Applicable
Race Not Applicable
Sexual Orientation Not Applicable
<b>3.4</b> Are there other factors that might explain the negative impact? None
Age Not Applicable
Disability Not Applicable
Faith or Religion Not Applicable
Gender (including transgender) Not Applicable
Race

Not Applicable
Sexual Orientation Not Applicable
<b>Assess the likely impact – positive impact</b>
<b>4.1</b> 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 None Found
Disability Not Applicable
Faith or Religion Not Applicable
Gender (including transgender) Not Applicable
Race Not Applicable
Sexual Orientation Not Applicable
<b>4.2</b> 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. A statement could be included that communicates Thames Valley Police's positive commitment to respecting and valuing diversity.
Age Not Applicable

Disability Not Applicable
Faith or Religion Not Applicable
Gender (including transgender) Not Applicable
Race Not Applicable
Sexual Orientation Not Applicable
<b>Amendments to policy</b>
<b>5.1</b> 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 Not in the policy or function
Disability Not in the policy or function
Faith or Religion Not in the policy or function
Gender (including transgender) Not in the policy or function
Race Not in the policy or function
Sexual Orientation Not in the policy or function
<b>5.2</b> Have you removed or reduced the possibility of negative impact by making changes to the policy or function?
Age Not Applicable

Disability Not Applicable
Faith or Religion Not Applicable
Gender (including transgender) Not Applicable
Race Not Applicable
Sexual Orientation Not Applicable
<b>5.3</b> If changes were considered but not made, explain why this was the case.
Age To be considered by policy author at review (now due)
Disability As above
Faith or Religion As above
Gender (including transgender) As above
Race As above
Sexual Orientation As above
<b>5.4</b> 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?
Age Not Applicable

Disability Not Applicable
Faith or Religion Not Applicable
Gender (including transgender) Not Applicable
Race Not Applicable
Sexual Orientation Not Applicable

<b>IMPACT LEVEL – (CONSULTATION)</b>							
	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	1	1	1	1	1	1
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 <a href="#">Question 3.1</a> above (Yes/No)	Yes = 2 No = 0  Comments	0	0	0	0	0	0
Insert your answer to <a href="#">Question 3.2</a> above (Yes/Partly/No)	Yes = -2 Partly = -1 No = 0	0	0	0	0	0	0
	Comments						
Insert your answer to <a href="#">Question 5.2</a> above	Yes = -2 Partly = -1 No = 0	0	0	0	0	0	0

(Yes/Partly/No)	Comments						
Insert your answer to <a href="#">Question 4.1</a> above (Yes/No)	Yes = -1 No = 0  Comments	0	0	0	0	0	0
Add your scores for each column	Total score	2	2	2	2	2	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.

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

Age N/A
Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A
<b>6.2</b> What was the outcome of the consultation?  State briefly what the recommendations or comments arising from the consultation consisted of.
Age N/A
Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A

<b>6.3</b> Has the policy or function been revised or amended as a result of the consultation?
State how
Age N/A
Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A
<b>6.4</b> Have the results of the consultation been fed back to the consultees? How?
<a href="#">See Notes</a>
Age N/A
Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A

<b>Monitoring</b>
<p><b>7.1 Make monitoring arrangements</b></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><b>Age</b></p> <p>The policy will be reviewed on a two yearly basis by the policy creator.</p> <p>This Diversity Impact Assessment will be reviewed at the same time as any policy review.</p>
<p><b>Disability</b></p> <p>The policy will be reviewed on a two yearly basis by the policy creator.</p> <p>This Diversity Impact Assessment will be reviewed at the same time as any policy review.</p>
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