

DIVERSITY IMPACT ASSESSMENT (please complete electronically)

Title of policy/procedure:	Alcohol and substance misuse testing policy
Policy author/assessor:	Stephen Reschwamm
Department:	Human Resources
Date of assessment:	April 2006

PART ONE

Aims of the Policy/Function

1.1 Identify the aims of the policy or function.

[See Notes The purpose of the policy is to ensure a workplace free from the risk of alcohol, drugs or substance misuse or abuse and the underlying principle is prevention by providing support and treatment for staff with an alcohol or drugs problem. This policy has been created as a result of the introduction of Home Office legislation brought in on 5th November 2005.](#)

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

- All Thames Valley police officers
- Force human resource departments
- ACPO
- HMIC

[See Notes](#)

Age
None identified

Disability
None identified

Faith or Religion
None identified

Gender (including transgender)
None identified

Race None identified
Sexual Orientation
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 The British Crime Survey 2004 and Home office research papers have provided statistical information
Disability The British Crime Survey 2004 and Home office research papers have provided statistical information
Faith or Religion No data available
Gender (including transgender) The British Crime Survey 2004 and Home office research papers have provided statistical information
Race The British Crime Survey 2004 and Home office research papers have provided statistical information
Sexual Orientation No data available
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 British Crime survey 2004/Home office research papers using self declaration surveys identified that in excess of 46% of 16-24 had used controlled drugs.
Disability British Crime survey 2004/Home office research papers using self declaration surveys identified that disability was not a factor in the figures obtained however it is noted that some individuals will use cannabis to reduce the pain suffered for MS or joint diseases.
Faith or Religion None available

<p>Gender (including transgender) British Crime survey 2004/Home office research papers using self declaration surveys identified that twice as many males will use controlled drugs as compared with females.</p>
<p>Race British Crime survey 2004/Home office research papers using self declaration surveys identified that white individuals made up over half those identified as drug users.</p>
<p>Sexual Orientation None available</p>
<p>2.3 What are the gaps in the available data? There is currently no information available about the results of substance testing of police officers, however data will be collected and reviewed</p> <p>See Notes</p>
<p>Age No qualitative information is available</p>
<p>Disability No qualitative information is available</p>
<p>Faith or Religion No qualitative information is available</p>
<p>Gender (including transgender) No qualitative information is available</p>
<p>Race No qualitative information is available</p>
<p>Sexual Orientation No qualitative information is available</p>
<p>2.4 Have you considered doing new research? If not, state why not. No because research has been continuing via the British Crime Survey and the Home Office research teams and can only be enhanced once this policy has gone live. Any additional research is unlikely to have an impact upon the decision made by the government to enable the police to carry out mandatory substance tests.</p> <p>See Notes</p>
<p>Age Additional research would not impact upon the decision making rationale</p>
<p>Disability Additional research would not impact upon the decision making rationale</p>

Faith or Religion Additional research would not impact upon the decision making rationale
Gender (including transgender) Additional research would not impact upon the decision making rationale
Race Additional research would not impact upon the decision making rationale
Sexual Orientation Additional research would not impact upon the decision making rationale
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. See Notes
Age No discernible adverse effect
Disability No discernible adverse effect
Faith or Religion No discernible adverse effect
Gender (including transgender) No discernible adverse effect
Race No discernible adverse effect
Sexual Orientation No discernible adverse effect
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 N/A

Disability
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A
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 N/A
Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A
3.4 Are there other factors that might explain the negative impact?
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 – positive impact
<p>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?</p> <p>Say how.</p> <p>See Notes</p>
Age No
Disability No
Faith or Religion No
Gender (including transgender) No
Race No
Sexual Orientation No
<p>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?</p> <p>If there are no such amendments, please say so.</p>
Age None

Disability None
Faith or Religion None
Gender (including transgender) None
Race None
Sexual Orientation None
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 None
Disability None
Faith or Religion None
Gender (including transgender) None
Race None
Sexual Orientation None
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 None
Disability None

Faith or Religion None
Gender (including transgender) None
Race None
Sexual Orientation None
5.3 If changes were considered but not made, explain why this was the case.
Age N/A
Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A
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 N/A
Disability N/A
Faith or Religion N/A

Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A

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	1	1	1	1	1	1
Does the policy or function affect the public served by TVP?	Yes = 1 No = 0	0	0	0	0	0	0
Does the policy or function involve the use of a statutory power?	Yes = 1 No = 0	1	1	1	1	1	1

Does the policy, when properly followed, allow for the exercise of discretion by the person implementing it?	Yes = 1 No = 0	0	0	0	0	0	0
Do you perceive the function to be politically or socially sensitive?	Yes = 2 No = 0	0	0	0	0	0	0
Insert your answer to Question 3.1 above (Yes/No)	Yes = 2 No = 0	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
Insert your answer to Question 5.2 above (Yes/Partly/No)	Yes = -2 Partly = -1 No = 0	0	0	0	0	0	0
Insert your answer to Question 4.1 above (Yes/No)	Yes = 1 No = 0	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.

[See Notes](#)

Age

Force HR representatives and representatives from the Federation, Unison, Force solicitors, BPA were invited to take part in a number of seminars for this purpose.

Disability

Force HR representatives and representatives from the Federation, Unison, Force solicitors, BPA were invited to take part in a number of seminars for this purpose.

Faith or religion

Force HR representatives and representatives from the Federation, Unison, Force solicitors, BPA were invited to take part in a number of seminars for this purpose.

Gender (including transgender)

Force HR representatives and representatives from the Federation, Unison, Force solicitors, BPA were invited to take part in a number of seminars for this purpose.

Race

Force HR representatives and representatives from the Federation, Unison, Force solicitors, BPA were invited to take part in a number of seminars for this purpose.

Sexual Orientation

Force HR representatives and representatives from the Federation, Unison, Force solicitors, BPA were invited to take part in a number of seminars for this purpose.

6.2 What was the outcome of the consultation?

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

[See Notes That only Police officers would be subjected to mandatory testing on a random basis depending on role and if there is sufficient with cause reason to conduct such a test.](#)

Age
N/A

Disability
N/A

Faith or Religion
N/A

Gender (including transgender)
N/A

Race
N/A

Sexual Orientation
N/A

6.3 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

<p>6.4 Have the results of the consultation been fed back to the consultees? How?</p> <p>See Notes</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>
<p>Race N/A</p>
<p>Sexual Orientation N/A</p>
<p>Monitoring</p>
<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>See Notes</p>
<p>Age</p>
<p>Disability</p>
<p>Faith or Religion</p>
<p>Gender (including transgender)</p>

Race
Sexual Orientation