

DIVERSITY IMPACT ASSESSMENT (please complete electronically)

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| Title of policy/procedure: | GUIDELINES ON BREASTFEEDING |
| Policy author/assessor: | Lynne Wainwright / Mandy Jeffery |
| Department: | Human Resources |
| Date of assessment: | July 07 |

PART ONE

Aims of the Policy/Function

1.1 Identify the aims of the policy or function.

To inform staff and line managers of employment rights relating to Breastfeeding in the Workplace.

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

All Staff
Human Resource and Personnel Staff
UNISON
Police Federation
Health & Safety Department
Procurement
Managers and Supervisors
Royal College of Nursing & Midwifery

Age

This policy will impact more on women of child-bearing age than the other age groups, although Managers and Supervisors of all ages will be required to make arrangements for women within their area of responsibility.

Disability
 This policy will impact on women of child-bearing age, regardless of whether they have declared a disability and **all** Managers and Supervisors will be required to make arrangements for women within their area of responsibility.

Faith or Religion
 This policy will impact on women of child-bearing age, regardless of their faith or religion, and **all** Managers and Supervisors will be required to make arrangements for women within their area of responsibility.
 Force Chaplain and Team

Gender (including transgender)
 This policy will impact more on women of child-bearing age, although **all** Managers and Supervisors will be required to make arrangements for women within their area of responsibility.

Race
 This policy will impact more on women of child-bearing age, regardless of race or ethnic background, and **all** Managers and Supervisors will be required to make arrangements for women within their area of responsibility.
 BPA – Black Police Association

Sexual Orientation
 This policy will impact more on women of child-bearing age, regardless of their sexual orientation, and **all** Managers and Supervisors will be required to make arrangements for women within their area of responsibility.
 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?
 Number of requests for facilities of quiet room, fridge, etc.

| Location/Dept | Requests | Facilities |
|----------------|------------------------------|--|
| Berks East BCU | None | |
| Berks West BCU | Reading Newbury Loddon | Reading – Perm Room & fridge Newbury – As needed Loddon - First Aid Room |

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|------------------|-----------------------|-------------------------|
| | Total 8 requests | |
| Bucks BCU | No response | No response |
| MK BCU | One – poss 10 in 2007 | MK – Fridge (perm) |
| Oxford BCU | Yes | Banbury |
| CR&ED | Yes – a number | Permanent Room |
| Crime Support | None | No permanent facilities |
| HQ Depts | No response | No response |
| Criminal Justice | No response | No response |
| RP&TS | No response | No response |

The Business Managers of each BCU and OCU were asked about the number of requests they have received to provide breast feeding facilities.

Responses were received from 6 of 10. Of those 6, 4 had had requests and 2 said they had never had requests.

Permanent facilities exist in CR&ED, MK, Loddon Valley and Reading. Other responses stated that fridges were moved to accommodate requests, or that they had been able to accommodate requests.

Age

[Relates to women of childbearing age.](#)

Disability

[N/A](#)

Faith or Religion

[N/A](#)

Gender (including transgender)

[Relates to women of child-bearing age.](#)

Race

[N/A](#)

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?

The Conflict Resolution Manager has confirmed that there have been no complaints or grievances registered that reflect this particular policy guideline.

Age

None found

Disability

None found

Faith or Religion

None found

Gender (including transgender)

None found

Race

None found

Sexual Orientation

None found

2.3 What are the gaps in the available data?

No data is kept regarding women that return to work and breastfeed.

Age

There are gaps across all strands of diversity

Disability

There are gaps across all strands of diversity

Faith or Religion

There are gaps across all strands of diversity

Gender (including transgender)

There are gaps across all strands of diversity

Race

There are gaps across all strands of diversity

Sexual Orientation

There are gaps across all strands of diversity

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| <p>2.4 Have you considered doing new research? If not, state why not.</p> <p>The policy impacts mostly on women of child-bearing age and although every manager or supervisor is required to make arrangements for women in their area of responsibility, there is no evidence that this has any impact on any specific diversity group.</p> |
| <p>Age See above</p> |
| <p>Disability See above</p> |
| <p>Faith or Religion See above</p> |
| <p>Gender (including transgender) See above</p> |
| <p>Race See above</p> |
| <p>Sexual Orientation See above</p> |
| <p align="center">Assess the likely impact – negative impact</p> |
| <p>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.</p> <p>No - Any female member of staff qualifies for this right; it does not impact on any specific group.</p> |
| <p>Age No</p> |
| <p>Disability No</p> |
| <p>Faith or Religion No</p> |
| <p>Gender (including transgender) No</p> |

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| 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? N/A |
| Age N/A |
| Disability N/A |
| 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. N/A |
| Age N/A |

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| 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 |

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| Sexual Orientation N/A |
| 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 N/A |
| Disability N/A |
| Faith or Religion N/A |
| Gender (including transgender) The right to breast feed is based on the Pregnant Workers Directive 92/85/EEC and is therefore an employment right for all women. However, the stated active support and positive attitude given by Thames Valley Police could aid retention of women and encourage their return to work. |
| Race N/A |
| Sexual Orientation N/A |

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?

No amendments could be made.

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?

No - Any female member of staff qualifies for this right it does not impact on any specific group.

Age

No

Disability

No

Faith or Religion

No

Gender (including transgender)

No

Race

No

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| Sexual Orientation No |
| 5.2 Have you removed or reduced the possibility of negative impact by making changes to the policy or function? N/A Explain what changes were made. |
| Age N/A |
| Disability N/A |
| Faith or Religion N/A |
| Gender (including transgender) N/A |
| Race N/A |
| Sexual Orientation N/A |
| 5.3 If changes were considered but not made, explain why this was the case. N/A |
| Age N/A |
| Disability N/A |

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| 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? N/A |
| 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 | 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 | 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 |

IMPACT LEVEL – (CONSULTATION)

| | Scoring | Age | Disability | Faith or Religion | Gender (and transgender) | Race | Sexual Orientation |
|--|-----------------------------------|-----|------------|-------------------|--------------------------|------|--------------------|
| 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 | 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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| Monitoring |
| <p>7.1 Make monitoring arrangements</p> <p>A full review will be carried out by the policy author at least every two years and will examine:</p> <ul style="list-style-type: none"> • Changes in legislation • Court Rulings – Domestic, European and Human Rights • Examples of good practice from other Forces and organisations • Changes in Home Office Circulars • Developments with ACPO Policy Unit • Representations made by individuals and relevant organisations • Relevant Race Equality Data • Diversity Impact |
| <p>Age</p> <p>As above</p> |
| <p>Disability</p> <p>As above</p> |
| <p>Faith or Religion</p> <p>As above</p> |
| <p>Gender (including transgender)</p> <p>As above, plus:</p> <p>Monitoring of the reasons women to don't return to TVP after maternity leave could be examined to ensure that there has been nothing relating to the breastfeeding guidance that has influenced their decision.</p> |
| <p>Race</p> <p>As above</p> |
| <p>Sexual Orientation</p> <p>As above</p> |