

DIVERSITY IMPACT ASSESSMENT

Title of policy/procedure: Career Breaks for Police Officers
Policy author/assessor: David Dunne/Alison Clements
Department: HR
Date of assessment: July 2007

PART ONE

Aims of the Policy/Function

1.1 Identify the aims of the policy or function

Career break schemes are a means of enabling people to take a break from work and to provide a guaranteed return to work, at a later date. They are seen by the police service as an important factor in retaining skilled staff in the long term, by providing the opportunity of a lengthy break from work whilst ensuring that there is minimal negative impact on the individual's future career development and that the return to work is made as easily as possible.

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
Duties Staff and Resource Planners
Human Resource 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																					
<p>2.1 What quantitative information is available about the subject matter of the policy/function and its effect on each diversity target group?</p> <p>TVP collects data on the number of officers taking career breaks which is capable of but not broken down by age, gender and ethnicity.</p> <p>Age</p> <p>The table below indicates the age make up of Police Officers within TVP (April 2007).</p> <table border="1"> <thead> <tr> <th>Age Range</th> <th>POLICE</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>16–24</td> <td>286</td> <td>6.6%</td> </tr> <tr> <td>25–34</td> <td>1543</td> <td>35.6%</td> </tr> <tr> <td>35–44</td> <td>1498</td> <td>34.6%</td> </tr> <tr> <td>45–54</td> <td>969</td> <td>22.4%</td> </tr> <tr> <td>55–64</td> <td>37</td> <td>0.9%</td> </tr> <tr> <td>Grand Total</td> <td>4333</td> <td>100.0%</td> </tr> </tbody> </table> <p>Specific data concerning career breaks in relation to age could not be found.</p>	Age Range	POLICE	%	16–24	286	6.6%	25–34	1543	35.6%	35–44	1498	34.6%	45–54	969	22.4%	55–64	37	0.9%	Grand Total	4333	100.0%
Age Range	POLICE	%																			
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55–64	37	0.9%																			
Grand Total	4333	100.0%																			
Disability																					
The below table indicates the number of Police Officers within TVP who have indicated whether they have a disability (April 2007).																					

Disabled	POLICE	%
Yes	13	0.3%
No	4320	99.7%
Grand Total	4333	100.0%

Specific data concerning career breaks in relation to disability could not be found.

Faith or Religion

Specific data concerning career breaks in relation to faith or religion could not be found.

Gender (including transgender)

The table below indicates the gender make up of staff within TVP (April 2007).

Gender	POLICE	%
Female	1156	26.7%
Male	3177	73.3%
Unknown	0	0.0%
Grand Total	4333	100.0%

Specific data concerning career breaks in relation to gender could not be found.

Race

The table below indicates the current ethnic makeup of staff within TVP (April 2007).

Ethnic Grp	POLICE	%
Any Other Asian Background	9	0.2%
Any Other Black Background	4	0.1%

Any Other Mixed Background	26	0.6%
Any Other White Background	97	2.2%
Bangladeshi	0	0.0%
Black African	6	0.1%
Black Caribbean	23	0.5%
Chinese	2	0.0%
Indian	35	0.8%
Not Stated	151	3.5%
Other Ethnic Group	6	0.1%
Pakistani	13	0.3%
White and Asian	13	0.3%
White and Black African	7	0.2%
White and Black Caribbean	20	0.5%
White British	3869	89.3%
White Irish	52	1.2%
#N/A	0	0.0%
Grand Total	4333	100.0%

Total Population Figures	(relate to 2001 census estimates)					Total
	White	%	Ethnic Minority	%		
Berkshire East	362298	86%	58740	14%	421038	
Berkshire West	437786	93%	31810	7%	469596	
Buckinghamshire	479060	93%	37725	7%	516785	
Milton Keynes	207055	92%	19202	8%	226257	
Oxfordshire	605490	95%	29443	5%	634933	
Thames Valley	2091689	92%	176920	8%	2268609	

Specific data concerning career breaks in relation to race could not be found.

Sexual Orientation Specific data concerning career breaks in relation to sexual orientation could not be found.
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
2.3 What are the gaps in the available data?
Age There are gaps in data across all strands of diversity.
Disability There are gaps in data across all strands of diversity.
Faith or Religion There are gaps in data across all strands of diversity.
Gender (including transgender) There are gaps in data across all strands of diversity.
Race There are gaps in data across all strands of diversity.
Sexual Orientation There are gaps in data across all strands of diversity.
2.4 Have you considered doing new research? If not, state why not.

<p>Age No. This policy applies to all Police Officers, the details of which are set out in Police Regulations (33) and Determinations (2007) Annex OO which are statutory.</p>
<p>Disability No. This policy applies to all Police Officers, the details of which are set out in Police Regulations (33) and Determinations (2007) Annex OO which are statutory.</p>
<p>Faith or Religion No. This policy applies to all Police Officers, the details of which are set out in Police Regulations (33) and Determinations (2007) Annex OO which are statutory.</p>
<p>Gender (including transgender) No. This policy applies to all Police Officers, the details of which are set out in Police Regulations (33) and Determinations (2007) Annex OO which are statutory.</p>
<p>Race No. This policy applies to all Police Officers, the details of which are set out in Police Regulations (33) and Determinations (2007) Annex OO which are statutory.</p>
<p>Sexual Orientation No. This policy applies to all Police Officers, the details of which are set out in Police Regulations (33) and Determinations (2007) Annex OO which are statutory.</p>
<p>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>Age Not directly in the policy or function. The policy states that career breaks cannot be extended beyond the compulsory retirement age; staff must also have completed their full probationary period as a constable. Given these two conditions, it could be viewed that there is some indirect negative impact.</p>

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.
3.2 If the answer to 3.1 is yes, is there any negative impact which is intended or justified under law? Explain. Yes, the conditions for career breaks are in line with the Police Regulations (33) and Determinations (2007) Annex OO.
Age It is not possible for staff to take a career break when they are no longer employed by TVP, as would be the case if they were of compulsory retirement age. The resources required supporting staff during their probationary period and the effect on individual's development renders a career break during this period prohibitive. As above.
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. Give examples.
Age The resources required to support staff during there probationary period and the effect on an individual's development makes a

career break during this period prohibitive.
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 None found
Disability None found
Faith or Religion None found
Gender (including transgender) None found
Race None found
Sexual Orientation None found
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? Say how.
Age None found.
Disability

None found.
Faith or Religion None found.
Gender (including transgender) Yes, the policy has taken into account staff who are on maternity leave.
Race None found.
Sexual Orientation None found.
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. A statement indicating TVP's positive commitment to valuing and respecting diversity could be included in the policy e.g: <i>"In the application of this policy TVP will not discriminate against any person regardless of sex, race, colour, religion or belief, sexual orientation, disability or age unless objectively justified and supported by legislation."</i>
Age As above.
Disability As above.
Faith or Religion As above.
Gender (including transgender) As above.
Race As above.
Sexual Orientation As above.
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 Not directly in the policy or function. The policy states that career breaks cannot be extended beyond the compulsory retirement age. Staff must also have completed their full probationary period as a constable. Given these two conditions, it could be viewed that there is some indirect negative impact.
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.
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 No
Disability Not applicable
Faith or Religion Not applicable
Gender (including transgender) Not applicable
Race Not applicable
Sexual Orientation Not applicable
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?
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	Yes = 1 No = 0	1	1	1	1	1	1

staff?(i.e. officers or staff)	Comments						
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 There is discretion in whether someone is granted a career break or not	1 There is discretion in whether someone is granted a career break or not	1 There is discretion in whether someone is granted a career break or not	1 There is discretion in whether someone is granted a career break or not	1 There is discretion in whether someone is granted a career break or not	1 There is discretion in whether someone is granted a career break or not
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	2	0	0	0	0	0

Insert your answer to <u>Question 3.2</u> above (Yes/Partly/No)	Yes = -2 Partly = -1 No = 0 Comments	-2	0	0	0	0	0
Insert your answer to <u>Question 5.2</u> above (Yes/Partly/No)	Yes = -2 Partly = -1 No = 0 Comments	0	0	0	0	0	0
Insert your answer to <u>Question 4.1</u> 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

Monitoring
<p>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.</p> <p>A full policy 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

<ul style="list-style-type: none"> • 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
Age As above
Disability As above
Faith or Religion As above
Gender (including transgender) As above
Race As above
Sexual Orientation As above