

**DIVERSITY IMPACT ASSESSMENT** (please complete electronically)

Title of policy/procedure: Child Abuse Investigation Unit
Policy author/assessor: Roger Hepworth
Department: Force Crime Management Unit
Date of assessment: 05/05/2006

**PART ONE**

**Aims of the Policy/Function**

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

1. To protect the lives of children and ensure that in the policing of child abuse the welfare of all children is paramount.
2. To investigate all reports of child abuse and to protect the rights of child victims of crime.
3. To establish investigating child abuse and safeguarding children as a mainstream policing activity.
4. To take effective action against offenders so that they can be held accountable, through the criminal justice system, while safeguarding the welfare of children.
5. To adopt a proactive multi-agency approach in preventing and reducing child abuse and neglect.

[See Notes](#)

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

All persons who are or were subjected to physical, sexual abuse or neglect whilst under the age of 18.

[See Notes](#)

Age

As Above

Disability

As Above

Faith or Religion

As Above

Gender (including transgender)

As Above

Race As Above
Sexual Orientation As Above
<b>Evidence N/A</b>
<b>2.1</b> What <b>quantitative</b> information is available about the subject matter of the policy/function and its effect on each diversity target group? None  <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>2.2</b> What <b>qualitative</b> information is available about the subject matter of the policy/function and its effect on each diversity target group? None  <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>2.3</b> What are the gaps in the available data? N/A
<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>2.4</b> Have you considered doing new research? If not, state why not. No not required
<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

**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. No. The policy is in place to effectively identify and investigate child abuse and to safeguard children thereby having a positive impact on the community as a whole.

[See Notes](#)

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?

Explain. N/A

[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
<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. N/A  <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>3.4</b> Are there other factors that might explain the negative impact? 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
<b>Assess the likely impact – positive impact</b>
<p><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?</p> <p>Say how. The policy is in place to protect children from child abuse and to investigate offences and take effective action against offenders. The force is committed to this and as such this policy will have a positive impact on the community as a whole.</p> <p><a href="#">See Notes</a></p>
Age As Above
Disability As Above
Faith or Religion As Above
Gender (including transgender) As Above
Race As Above
Sexual Orientation As Above
<p><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?</p> <p>If there are no such amendments, please say so. N/A</p>
Age N/A
Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A

Race N/A
Sexual Orientation N/A
<b>Amendments to policy</b>
<b>5.1</b> Which diversity target groups were identified as being negatively affected by the policy or function? None
Summarise the negative impact for each group (you may do so by reference to your answers at 3.1 above if appropriate)
Age N/A
Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A
<b>5.2</b> Have you removed or reduced the possibility of negative impact by making changes to the policy or function?
Explain what changes were made. Changes not required.
Age N/A
Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A

Race N/A
Sexual Orientation N/A
<b>5.3</b> If changes were considered but not made, explain why this was the case. 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
<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. N/A
What alternative options have you considered for delivering the policy or function's aims?
<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
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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	0	0	0	0	0	0
Does the policy or function affect the public served by TVP?	Yes = 1 No = 0	1	1	1	1	1	1
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	1	1	1	1	1	1
Add your scores for each column	Total score	3	3	3	3	3	3
Impact Level:	1-3 = Low 4-5 = Medium 6-8 = High	LOW	LOW	LOW	LOW	LOW	LOW

**PART TWO**

**Formal consultation**

<p><b>6.1</b> Has the policy or function been consulted upon?</p> <p>If not state why not. Impact is assessed as low therefore not required</p> <p>If yes, state which individuals and organisations were consulted and what form the consultation took.</p> <p><a href="#">See Notes</a></p>
Age N/A
Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A
<p><b>6.2</b> What was the outcome of the consultation? N/A</p> <p>State briefly what the recommendations or comments arising from the consultation consisted of.</p> <p><a href="#">See Notes</a></p>
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? N/A
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? N/A
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

**Monitoring****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. This will be undertaken at force level within the Force Crime Management Unit

[See Notes](#)

Age

As Above

Disability

As Above

Faith or Religion

As Above

Gender (including transgender)

As Above

Race

As Above

Sexual Orientation

As Above

