

## DIVERSITY IMPACT ASSESSMENT

Title of policy/procedure: <u>Critical Incident Policy</u>
Policy author/assessor: Supt John Turnbull
Department: HQ Operations
Date of assessment: 21 <sup>st</sup> March 2006

### PART ONE

#### Aims of the Policy/Function

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

To raise the awareness of Thames Valley Police employees to the fact that, when attending incidents the unique circumstances of the incident, or the effectiveness of their response to it, could have a significant impact on the confidence of:-

The victim

Their family and/or

The community

In Thames Valley Police or the police service.

To Provide guidance and instruction to police officers and staff of how to respond to and deal with a critical incident.

[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?

None known

[See Notes](#)

Age no specific impact

Disability no specific impact

Faith or Religion no specific impact

Gender (including transgender) no specific impact

Race no specific impact
Sexual Orientation no specific impact
<b>Evidence</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?
<a href="#">See Notes</a>
Age No specific quantitative information available
Disability No specific quantitative information available
Faith or Religion No specific quantitative information available
Gender (including transgender) No specific quantitative information available
Race No specific quantitative information available
Sexual Orientation No specific quantitative information available
<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?
<a href="#">See Notes</a>
Age No specific qualitative information available however engagement of this strand may be the grounds for an incident to be considered a critical one.
Disability No specific qualitative information available however engagement of this strand may be the grounds for an incident to be considered a critical one.

Faith or Religion No specific qualitative information available however engagement of this strand may be the grounds for an incident to be considered a critical one.
Gender (including transgender) No specific qualitative information available however engagement of this strand may be the grounds for an incident to be considered a critical one.
Race No specific qualitative information available however engagement of this strand may be the grounds for an incident to be considered a critical one.
Sexual Orientation No specific qualitative information available however engagement of this strand may be the grounds for an incident to be considered a critical one.
<b>2.3</b> What are the gaps in the available data?
<a href="#">See Notes</a>
Age There is no additional data requirement for this strand
Disability There is no additional data requirement for this strand
Faith or Religion There is no additional data requirement for this strand
Gender (including transgender) There is no additional data requirement for this strand
Race There is no additional data requirement for this strand
Sexual Orientation There is no additional data requirement for this strand
<b>2.4</b> Have you considered doing new research? If not, state why not.
<a href="#">See Notes</a>
Age Not required. The principles of the critical incident policy is to ensure that employees dealing with specific incidents will ensure their response is appropriate and that it maintains confidence for the victim, family and community. This is in addition to policy and

procedures all ready in place to deal with the incident in question.
Disability Not required. The principles of the critical incident policy is to ensure that employees dealing with specific incidents will ensure their response is appropriate and that it maintains confidence for the victim, family and community. This is in additional to policy and procedures all ready in place to deal with the incident in question.
Faith or Religion Not required. The principles of the critical incident policy is to ensure that employees dealing with specific incidents will ensure their response is appropriate and that it maintains confidence for the victim, family and community. This is in additional to policy and procedures all ready in place to deal with the incident in question.
Gender (including transgender) Not required. The principles of the critical incident policy is to ensure that employees dealing with specific incidents will ensure their response is appropriate and that it maintains confidence for the victim, family and community. This is in additional to policy and procedures all ready in place to deal with the incident in question.
Race Not required. The principles of the critical incident policy is to ensure that employees dealing with specific incidents will ensure their response is appropriate and that it maintains confidence for the victim, family and community. This is in additional to policy and procedures all ready in place to deal with the incident in question.
Sexual Orientation Not required. The principles of the critical incident policy is to ensure that employees dealing with specific incidents will ensure their response is appropriate and that it maintains confidence for the victim, family and community. This is in additional to policy and procedures all ready in place to deal with the incident in question.
<b>Assess the likely impact – negative impact</b>
<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.  <a href="#">See Notes</a>

Age There is no known negative impact.
Disability There is no known negative impact.
Faith or Religion There is no known negative impact.
Gender (including transgender) There is no known negative impact.
Race There is no known negative impact.
Sexual Orientation There is no known negative impact.
<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.  <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>3.3</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.  <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?
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.</p> <p><a href="#">See Notes</a></p>

Age	The policy is designed to maintain and improve confidence in the police function at specified incidents. This policy encourages the promotion of equality and improvement of relations between the police service and the community it services.
Disability	The policy is designed to maintain and improve confidence in the police function at specified incidents. This policy encourages the promotion of equality and improvement of relations between the police service and the community it services.
Faith or Religion	The policy is designed to maintain and improve confidence in the police function at specified incidents. This policy encourages the promotion of equality and improvement of relations between the police service and the community it services.
Gender (including transgender)	The policy is designed to maintain and improve confidence in the police function at specified incidents. This policy encourages the promotion of equality and improvement of relations between the police service and the community it services.
Race	The policy is designed to maintain and improve confidence in the police function at specified incidents. This policy encourages the promotion of equality and improvement of relations between the police service and the community it services.
Sexual Orientation	The policy is designed to maintain and improve confidence in the police function at specified incidents. This policy encourages the promotion of equality and improvement of relations between the police service and the community it services.
<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.
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? 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
<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.
Age None exists this policy provides a positive impact
Disability None exists this policy provides a positive impact
Faith or Religion None exists this policy provides a positive impact
Gender (including transgender) None exists this policy provides a positive impact

Race None exists this policy provides a positive impact
Sexual Orientation None exists this policy provides a positive impact
<b>5.3</b> 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
<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?  <a href="#">See Notes</a>
Age N/A
Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A



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  Comments	0	0	0	0	0	0
Insert your answer to <a href="#">Question 5.2</a> above (Yes/Partly/No)	Yes = -2 Partly = -1 No = 0  Comments	0	0	0	0	0	0
Insert your answer to <a href="#">Question 4.1</a> above (Yes/No)	Yes = 1 No = 0  Comments	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
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**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

Disability

Faith or Religion

Gender (including transgender)

Race

Sexual Orientation

**6.2** What was the outcome of the consultation?

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

[See Notes](#)

Age

Disability

Faith or Religion

Gender (including transgender)

Race

Sexual Orientation

**6.3** Has the policy or function been revised or amended as a result of the consultation?

State how

Age

Disability

Faith or Religion

Gender (including transgender)

Race

Sexual Orientation

<p><b>6.4</b> Have the results of the consultation been fed back to the consultees? How?</p> <p><a href="#">See Notes</a></p>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
<b>Monitoring</b>
<p><b>7.1</b> 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><a href="#">See Notes</a></p>
Age
Disability
Faith or Religion
Gender (including transgender)

Race
Sexual Orientation

