

DIVERSITY IMPACT ASSESSMENT

Title of policy/procedure: Diversity in Employment
Policy author/assessor: Lynne Wainwright/ Rebecca Hellens
Department: Employment Relations
Date of assessment: 9/5/2007 (Revised 29/01/2008)

PART ONE

Aims of the Policy/Function

1.1 Identify the aims of the policy or function.

[To provide guidance for all officers and staff to be treated appropriately. To take appropriate measures to ensure discrimination or harassment do not occur.](#)

[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?

[Police Officers, Police Staff, job applicants, Special Constables, Volunteers, contractors, agency workers and all of the mentioned groups who have left TVP](#)

[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](#)

[See Notes](#)

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

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

[Below are current figures of TVP members by age](#)

Age Range	POLI C	CIV IS	PCS O	SPE CL	TEM P	VOL UN	Grand Total
0					66	2	68
16–24	259	222	165	52	63	58	819

25-34	1508	775	120	68	98	22	2591
35-44	1467	750	110	76	80	49	2532
45-54	988	693	67	43	84	60	1935
55-64	48	529	15	9	51	111	763
65+		22			8	168	198
Grand Total	4270	2991	477	248	450	470	8906

Disability

Below are current figures of TVP members by disability

Disabled	POLIC	CIVIS	PCSO	SPECL	TEMP	VOLUN	Grand Total
Yes	12	20	1			12	45
	4258	2971	476	248	450	458	8861
Grand Total	4270	2991	477	248	450	470	8906

Faith or Religion

Gender (including transgender)

Below are current figures of TVP members by gender

Gender	POLIC	CIVIS	PCSO	SPECL	TEMP	VOLUN	Grand Total
Female	1182	1899	236	89	218	261	3885
Male	3088	1091	241	159	222	209	5010
Unknown		1			10		11
Grand Total	4270	2991	477	248	450	470	8906

Race

Below are current figures of TVP members by ethnicity

Ethnic Group	POLIC	CIVIS	PCSO	SPECL	TEMP	VOLUN	Grand Total
Any Other Asian Background	8	3	4	1	3	7	26
Any Other Black Background	4	2			1	1	8
Any Other Mixed Background	24	15	2		1		42
Any Other White Background	91	57	18	7	4	20	197
Bangladeshi		2				3	5
Black African	5	3	1			3	12
Black Caribbean	22	13	4	2		4	45
Chinese	3	9	2	1		1	16
Indian	34	51	5	3	1	9	103
Not Stated	139	50	3		17	11	220
Other Ethnic Group	7	6	1		1	5	20
Pakistani	13	10	8	3	1	10	45
White and Asian	13	3	1	3	2	2	24
White and Black African	8	3					11
White and Black Caribbean	19	13	3	2			37
White British	3830	2707	421	223	82	382	7645
White Irish	50	37	4	2	1	5	99
None stated		7		1	336	7	351
Grand Total	4270	2991	477	248	450	470	8906

Sexual Orientation

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](#)

<p>Age</p> <p>There is anecdotal evidence that people in the police service are discriminated against or harassed because of issues around age, disability, faith or religion, gender, race or sexual orientation</p>
<p>Disability</p> <p>There is anecdotal evidence that people in the police service are discriminated against or harassed because of issues around age, disability, faith or religion, gender, race or sexual orientation</p>
<p>Faith or Religion</p> <p>There is anecdotal evidence that people in the police service are discriminated against or harassed because of issues around age, disability, faith or religion, gender, race or sexual orientation</p>
<p>Gender (including transgender)</p> <p>There is anecdotal evidence that people in the police service are discriminated against or harassed because of issues around age, disability, faith or religion, gender, race or sexual orientation</p>
<p>Race</p> <p>There is anecdotal evidence that people in the police service are discriminated against or harassed because of issues around age, disability, faith or religion, gender, race or sexual orientation</p>
<p>Sexual Orientation</p> <p>There is anecdotal evidence that people in the police service are discriminated against or harassed because of issues around age, disability, faith or religion, gender, race or sexual orientation</p>

2.3 What are the gaps in the available data?

[See Notes](#)

Age

Disability

Faith or Religion

[This is not monitored on the PeopleSoft database](#)

Gender (including transgender)

Race

Sexual Orientation

[This is not monitored on the PeopleSoft database](#)

2.4 Have you considered doing new research? If not, state why not.

[See Notes](#)

Age

[Complaints and grievances could be monitored by age ranges](#)

Disability

[Complaints and grievances could be monitored by disability](#)

Faith or Religion

There is currently no function to monitor faith or religion
Gender (including transgender) Complaints and grievances could be monitored by gender
Race The diversity monitoring book is produced bi-annually and contains quantitative data on grievances and tribunals by ethnicity
Sexual Orientation There is currently no function to monitor sexual orientation
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 Not in the policy or function.
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.
See Notes
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
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
Disability
Faith or Religion

Gender (including transgender)
Race
Sexual Orientation
3.4 Are there other factors that might explain the negative impact?
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
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. See Notes
Age The policy aims to help members of TVP to feel valued regardless of difference across the strands of diversity
Disability

<p>The policy aims to help members of TVP to feel valued regardless of difference across the strands of diversity</p>
<p>Faith or Religion</p> <p>The policy aims to help members of TVP to feel valued regardless of difference across the strands of diversity</p>
<p>Gender (including transgender)</p> <p>The policy aims to help members of TVP to feel valued regardless of difference across the strands of diversity</p>
<p>Race</p> <p>The policy aims to help members of TVP to feel valued regardless of difference across the strands of diversity</p>
<p>Sexual Orientation</p> <p>The policy aims to help members of TVP to feel valued regardless of difference across the strands of diversity</p>
<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>
<p>Age</p> <p>Not Applicable</p>
<p>Disability</p> <p>Not Applicable</p>
<p>Faith or Religion</p> <p>Not Applicable</p>

Gender (including transgender) Not Applicable
Race Not Applicable
Sexual Orientation Not Applicable
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 Applicable
Disability Not Applicable
Faith or Religion Not Applicable
Gender (including transgender) Not Applicable
Race Not Applicable
Sexual Orientation Not Applicable
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 Not Applicable
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
<p>5.4 If the possibility of negative impact remains despite amendments, explain why implementing the policy is justifiable to meet the wider policy aims.</p> <p>What alternative options have you considered for delivering the policy or function's aims?</p> <p>See Notes</p>
<p>Age</p> <p>Not Applicable</p>
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 staff?(i.e. officers or staff)	Yes = 1 No = 0 Comments	1	1	1	1	1	1
Does the policy or function affect the public served by TVP?	Yes = 1 No = 0 Comments	1 The attitude of TVP members to diversity can affect the service the public receives	1 The attitude of TVP members to diversity can affect the service the public receives	1 The attitude of TVP members to diversity can affect the service the public receives	1 The attitude of TVP members to diversity can affect the service the public receives	1 The attitude of TVP members to diversity can affect the service the public receives	1 The attitude of TVP members to diversity can affect the service the public receives
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	1	1	1	1	1

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

The formal consultation was administered by the policy unit and included OCU/BCU Commanders, HR managers, data protection. Human rights lawyer, UNISON, Federation. The policy was also consulted on informally as part of a respect in the workplace initiative.

[See Notes](#)

Age

[Not specifically.](#)

Disability

[Not specifically.](#)

Faith or Religion

[Not specifically.](#)

Gender (including transgender)

[Not specifically.](#)

Race [Not specifically.](#)

Sexual Orientation Not specifically.
<p>6.2 What was the outcome of the consultation?</p> <p>State briefly what the recommendations or comments arising from the consultation consisted of.</p> <p>See Notes</p>
Age
Disability
Faith or Religion
Gender (including transgender) The inclusion of the BAWP as support for TVP members
Race The inclusion of the BPA as support for TVP members
Sexual Orientation The inclusion of the GPA as support for TVP members
<p>6.3 Has the policy or function been revised or amended as a result of the consultation?</p> <p>State how</p>
Age
No recommendations or comments have been made that require a change to the policy.
Disability
No recommendations or comments have been made that require a change to the policy.
Faith or Religion
No recommendations or comments have been made that require a change to the policy.
Gender (including transgender)
No recommendations or comments have been made that require a change to the policy.

<p>Race No recommendations or comments have been made that require a change to the policy.</p>
<p>Sexual Orientation No recommendations or comments have been made that require a change to the policy.</p>
<p>6.4 Have the results of the consultation been fed back to the consultees? How? See Notes</p>
<p>Age Not applicable</p>
<p>Disability Not applicable</p>
<p>Faith or Religion Not applicable</p>
<p>Gender (including transgender) Not applicable</p>
<p>Race Not applicable</p>
<p>Sexual Orientation Not applicable</p>
<p>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.

[See Notes](#)

Age

Monitoring of the age, race, gender, marital status and disability of existing members of staff and job applicants will be maintained using the HR database. This information may help future scrutiny of the effect of the policy.

Disability

Monitoring of the age, race, gender, marital status and disability of existing members of staff and job applicants will be maintained using the HR database. This information may help future scrutiny of the effect of the policy.

Faith or Religion

Monitoring of the age, race, gender, marital status and disability of existing members of staff and job applicants will be maintained using the HR database. This information may help future scrutiny of the effect of the policy.

Gender (including transgender)

Monitoring of the age, race, gender, marital status and disability of existing members of staff and job applicants will be maintained using the HR database. This information may help future scrutiny of the effect of the policy.

Race

Monitoring of the age, race, gender, marital status and disability of existing members of staff and job applicants will be maintained using the HR database. This information may help future scrutiny of the effect of the policy.

Sexual Orientation

Monitoring of the age, race, gender, marital status and disability of existing members of staff and job applicants will be maintained using the HR database. This information may help future scrutiny of the effect of the policy.