

DIVERSITY IMPACT ASSESSMENT (please complete electronically)

Title of policy/procedure: IAG POLICY
Policy author/assessor: RAJI DAMODARAN
Department: DIVERSITY UNIT
Date of assessment: 4/06/07

PART ONE

Aims of the Policy/Function

1.1 Identify the aims of the policy or function.

What is the purpose of the policy?

This policy aims to provide police areas within the Thames Valley with guidance on the setting up, administering and maintaining Independent Advisory Groups (IAG) by clarifying the remit and role of independent advisors as set out in the ACPO guidelines, whilst recognising that each BCU within the Thames Valley differs and that some of the points to consider will be for the IAG to decide.

Thames Valley Police are committed to providing a policing service that recognises and meets the needs of all communities with the Thames Valley. The Force is able to provide a more effective and responsive service by involving individuals, organisations and communities at both a tactical and strategic level. Independent advice is especially valuable in relation to critical incidents, major incidents and developing policies and procedures. Implementation of this policy will seek to ensure that a uniform approach to the establishment, administering and maintenance exists across the Force. This will achieve corporate consistency in relation to Independent Advisory Groups

[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?

This policy is aimed at encouraging the community, particularly those that represent the six strands of diversity, to get involved in policing and provide the Force with constructive criticism in relation to: training ,critical incidents ,policing operations, area policing

[See Notes](#)

Age: This strand of Diversity is recognised by the policy and has been included as a group that should be represented on each IAG.

Disability: This strand of Diversity is recognised by the policy and has been included as a group that should be represented on each IAG.Issues of accessibility have also been considered in the policy.

Faith or Religion: This strand of Diversity is recognised by the policy and has been included as a group that should be represented on each IAG.Issues of accessibility, translation/interpretation and religious sensitivities have been considered.

Gender (including transgender: This strand of Diversity is recognised by the policy and has been included as a group that should be represented on each IAG.

Race: This strand of Diversity is recognised by the policy and has been included as a group that should be represented on each IAG. Issues of accessibility, time and location of meetings, translation/interpretation have been considered.

Sexual Orientation: This strand of Diversity is recognised by the policy and has been included as a group that should be represented on each IAG.

Evidence

2.1 What **quantitative** information is available about the subject matter of the policy/function and its effect on each diversity target group?

Force consultation conferences are held annually (The last one was held on 5th June 2006) and the last national conference was held in November 2005. Internal consultation has been carried out on this policy by providing all local police commanders with a questionnaire in relation to the options that were available under the guidelines issued by ACPO.

[See Notes](#)

Age

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Gender (including transgender)

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2.2 What **qualitative** information is available about the subject matter of the policy/function and its effect on each diversity target group?

Independent Advisory Groups have been acknowledged as good practice by HMIC. ACPO guidelines recognise that IAGs have the ability to prevent events developing into critical incidents. These guidelines also recommend the inclusion of all strands of diversity on an IAG.

[See Notes](#)

Age

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2.3 What are the gaps in the available data?

IAGs have been in existence since 1998 and to date, due to the nature of work being carried out by this group there is a lack of quantitative data to evidence the fact that IAGs have been successful in preventing events from turning into critical incidents. However they have been widely recognised by ACPO & HMIC and the Metropolitan Police Service as good practice.

n/a

[See Notes](#)

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

This policy is based upon ACPO guidelines and feedback from internal consultation from LPA and BCU commanders. This policy will also be put out to the Chairs of IAGs for external consultation.

[See Notes](#)

Age

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Assess the likely impact – negative impact
<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?</p> <p>No</p> <p>State how.</p> <p>This policy is aimed at encouraging minority groups to take an active role in shaping policing by providing the Force with constructive criticism on various matters i.e.: policy, area policing, training, critical incidents etc. This policy will not negatively impact upon other groups as each IAG will be structured according to local demographics. The final decision in relation to representation on the IAG rest with the Local Police Commander in consultation with the IAG.</p> <p>See Notes</p>
Age
Disability
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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](#)

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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. N/A

[See Notes](#)

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<p>3.4 Are there other factors that might explain the negative impact? N/A</p>
Age
Disability
Faith or Religion
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Sexual Orientation
Assess the likely impact – positive impact
<p>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?</p> <p>Yes</p> <p>Say how.</p> <ul style="list-style-type: none"> Thames Valley Police are committed to providing a policing service that recognises and meets the needs of all communities within the Thames Valley. The Force is able to provide a more effective and responsive service by involving individuals, organisations and communities at both a tactical and strategic level. Independent advice is especially valuable in relation to critical incidents, major incidents and developing policies and procedures. When the community is involved in defining the problem being addressed and is able to inform the policing solution, we are more likely to have the consent of those being policed. This policy promotes equality by recognising the need to meet the needs of all communities and improve relations between the police and these communities. This

policy clearly sets out the need to have representation from particular groups i.e.

- Race
- Religion or belief
- Age
- Economic position
- Geography
- Sexual Orientation
- Gender
- Disability
- Isolated Communities i.e. rural farmers

[See Notes](#)

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<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? N/A If there are no such amendments, please say so.</p>
Age
Disability
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Amendments to policy
<p>5.1 Which diversity target groups were identified as being negatively affected by the policy or function? N/A Summarise the negative impact for each group (you may do so by reference to your answers at 3.1 above if appropriate)</p>
Age
Disability
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<p>5.2 Have you removed or reduced the possibility of negative impact by making changes to the policy or function? N/A</p>

Explain what changes were made. N/A
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Disability
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5.3 If changes were considered but not made, explain why this was the case. N/A
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5.4 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?
See Notes

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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 Comments	0	0	0	0	0	0
Does the policy or function affect the	Yes = 1 No = 0	1	1	1	1	1	1

public served by TVP?	Comments						
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	1	1	1	1	1	1
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	0	0	0	0	0	0
	Comments						
Insert your answer to Question 5.2 above	Yes = -2 Partly = -1 No = 0	0	0	0	0	0	0

(Yes/Partly/No)	Comments						
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

PART TWO

Formal consultation

6.1 Has the policy or function been consulted upon?

Yes.

If not state why not.

If yes, state which individuals and organisations were consulted and what form the consultation took.

This Policy is based upon ACPO guidelines however where options were available both LPA and BCU commanders were consulted. This policy will be tabled at the Force Diversity Board for further internal consultation alongside which it will also be put out to the Chairs of IAGs for external consultation. Initial consultation took the form of a questionnaire with multiple choice options however, the full DRAFT policy will be consulted upon at the Force Diversity Board and through IAG Chairs (externally).

[See Notes](#)

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6.2 What was the outcome of the consultation?

The following questions were put to BCU & LPA Commanders:

Q1.What policing aims do you envisage your IAG addressing?

- Policy
- Training
- Critical Incidents
- Policing Operations
- All of the above

The feedback in relation to this question indicated that the majority of Commanders agree that IAGs should be

addressing all of the above issues.

Q2. Which of the following recruitment methods do you find most appropriate?

- By personal recommendation
- Advertisement of the position
- None of the above (please indicate why in the box below)

The feedback received suggests that BCU & LPA commanders would prefer to recruit IAG members by personal recommendation.

Q3. Recruitment of IAGs members must be a transparent and open process and the rationale for selection of members must be recorded. Which of the following methods of recruitment do you find most suitable?

- Area commanders to identify & invite individuals to apply to become members.
- The advisory group identifies gaps in representation and police then find people to fill these gaps.
- The group selects its own members.
- Recruitment is done in consultation with HR.
- None of the above.

The responses received from both BCU & LPA commanders suggest that commanders would prefer to either personally identify & invite individuals to apply to become members or for the advisory group identifies gaps in representation and police then find people to fill these gaps.

Q4. Which would be the most appropriate form of media to recruit for an IAG?

- Invitation
- Advertisement in
- local press

- Use of existing community contacts
- None of the above

The responses received from Commanders suggest that they would prefer to recruit by invitation or the use of existing community contacts.

Q5.As IAG advisors are exposed to a number of aspects of police work we need to consider support needs that they may require. Please indicate which of the following welfare/training options you would consider relevant for advisors?

- Access to counselling
- Training in critical incidents
- Dealing with the press
- None of the above

The majority of responses suggested that both critical incidents training and training to deal with the press were considered relevant for advisors.

Q6.The role of IAG advisors and the set up of the group varies. Please indicate which method would be the most effective way of engaging with advisors?

- Whole
- Sub groups
- Gold groups
- Critical incidents

The majority of commanders felt that engaging with the 'whole group' would be the most effective method of communicating with IAGs.

Q7.Transparency: the process of advice must be open to public scrutiny. The means of allowing openness and transparency could include the one or more of the following options.ACPO guidelines suggest a number of options. Please indicate which of the following options would be most suitable.

- Inclusion of minutes on the Force website
- An information board at Public meetings
- Meetings held away from police buildings
- None of the above?

The majority of commanders felt that inclusion of IAG minutes on the Force website and holding meetings away from police buildings would encourage transparency and openness.

Q8. Between LPAs within each BCU there may be varying demographics, which may give rise to a diverse range of community needs within each BCU. IAGs can be set up at different levels across the Force. Which of the following options would you prefer?

- BCU
- LPA
- BCU & LPA

The majority of BCU & LPA commanders felt that LPA & BCU IAGs needed to coexist.

[See Notes](#)

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<p>6.3 Has the policy or function been revised or amended as a result of the consultation?</p> <p>The suggestions made by BCU & LPA commanders have been adopted in the Policy.</p>
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<p>6.4 Have the results of the consultation been fed back to the consultees? How?</p> <p>Yes. This was carried out at the Diversity Action Group meeting.</p> <p>See Notes</p>
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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. Monitoring will be carried out at both a BCU & Force Level. See Notes
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