

DIVERSITY IMPACT ASSESSMENT

Title of policy/procedure: Integrity Testing
Policy author/assessor: Insp Keyser
Department: Professional Standards
Date of assessment: April 2006

PART ONE

Aims of the Policy/Function

1.1 Identify the aims of the policy or function.

It is an HMIC requirement that all forces 'should secure the proactive capacity to maintain integrity and high professional standards'. This policy sets out the rationale behind integrity testing and defines it's use.

[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 can affect any member of staff, so all organisations are likely to have an interest in it. If we are committed to providing a safe working environment where diversity is respected, then those groups who represent the diversity strands will be looking to see that the policy is properly implemented in the event of a complaint being made. Federation and staff association groups will also have an interest.

[See Notes](#)

Age

Disability

National Disabled Police Association

Faith or Religion

Gender (including transgender)

Gay Police Association

Race

Black Police Association

Sexual Orientation

British Association of Women Police Officers
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 None available
Disability None available
Faith or Religion None available
Gender (including transgender) None available
Race None available
Sexual Orientation None available
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
Age
Disability
Faith or Religion
Gender (including transgender) Recently published TVP GPA report into staff experience in the workplace shows that some discrimination still exists.
Race Various studies/reports show that racism still exists in some places. Integrity testing could have an impact to detect and prevent.

Sexual Orientation Recently published TVP GPA report into staff experience in the workplace shows that some discrimination still exists
2.3 What are the gaps in the available data? See Notes
Age None available
Disability None available
Faith or Religion None available
Gender (including transgender) None available
Race None available
Sexual Orientation None available
2.4 Have you considered doing new research? If not, state why not. Unavailability of resources. No information to suggest that any of the groups are being adversely affected by this policy – they are more likely to benefit from this policy. See Notes
Age
Disability
Faith or Religion
Gender (including transgender)
Race
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.

No, if properly followed. However, if the target of the integrity test is a member of a diversity group, there is a risk that they might be seen to have been targeted due to their diversity, and we need to be alert to that, engaging with other representatives from that group as appropriate. They will only have been targeted due to criminal or disciplinary conduct, not due to their diversity group, but without careful management there is a risk that they may be seen to have been so targeted.

[See Notes](#)

Age

Disability

Faith or Religion

Gender (including transgender)

Race

Sexual Orientation

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

NA

Disability

NA

Faith or Religion

NA

Gender (including transgender) NA
Race NA
Sexual Orientation NA
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
<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? If a member of staff is targeted due to their discrimination of another, this could have a positive impact on all of the diversity groups, and if the person who made the initial complaint is a member of a diversity group, this will also have a positive impact as it reinforces the force's determination to get rid of discrimination within the workplace. Say how.</p> <p>See Notes</p>
Age See above
Disability See above
Faith or Religion See above
Gender (including transgender) See above
Race See above
Sexual Orientation See above
<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>
Age N/A
Disability N/A

Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A
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 NA
Disability NA
Faith or Religion NA
Gender (including transgender) NA
Race NA
Sexual Orientation NA
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 NA
Disability NA
Faith or Religion NA

Gender (including transgender) NA
Race NA
Sexual Orientation NA
5.3 If changes were considered but not made, explain why this was the case.
Age NA
Disability NA
Faith or Religion NA
Gender (including transgender) NA
Race NA
Sexual Orientation NA
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? See Notes
Age NA
Disability NA
Faith or Religion NA
Gender (including transgender) NA

Race NA
Sexual Orientation NA

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	1	1	1	1	1	1
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	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	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	2	2
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	5	5
Impact Level:	1-3 = Low 4-5 = Medium 6-8 = High	Low	Low	Low	Low	Medium	Medium

PART TWO

Formal consultation

<p>6.1 Has the policy or function been consulted upon?</p> <p>If not state why not. This policy is several years old and was initially consulted upon with the staff associations. No concerns have been raised by any of the diversity groups so it is not considered necessary to re-consult at this time. This will be reviewed should any significant changes be made to the policy.</p> <p>If yes, state which individuals and organisations were consulted and what form the consultation took.</p> <p>See Notes</p>
Age no
Disability no
Faith or Religion no
Gender (including transgender) no
Race no
Sexual Orientation no
<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 NA
Disability NA
Faith or Religion NA
Gender (including transgender) NA
Race NA

Sexual Orientation NA
6.3 Has the policy or function been revised or amended as a result of the consultation?
State how
Age NA
Disability NA
Faith or Religion NA
Gender (including transgender) NA
Race NA
Sexual Orientation NA
6.4 Have the results of the consultation been fed back to the consultees? How?
See Notes
Age NA
Disability NA
Faith or Religion NA
Gender (including transgender) NA
Race NA
Sexual Orientation NA

Monitoring
<p>7.1 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. Monitoring will be at department level, although the implementation will also be reviewed annually by a panel chaired by the DCC.</p> <p>See Notes</p>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation

