

## DIVERSITY IMPACT ASSESSMENT

Title of policy/procedure: Lawful Business Practice (Interception of Communications) Regulations
Policy author/assessor: Head of Professional Standards
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.

To comply with the Telecommunications (Lawful Business Practice) (Interception of Communications) Regulations 2000, which allows businesses to intercept communications transmitted on their systems for certain purposes.

[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 staff may be affected, so all staff associations as well as the below groups

[See Notes](#)

Age

None identified

Disability

National Disabled Police Association

Faith or Religion

All groups

Gender (including transgender)

British Association of Women Police Officers

Race

BPA

Sexual Orientation

GPA

<b>Evidence</b>
<p><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?</p> <p><a href="#">See Notes</a></p>
Age None
Disability None
Faith or Religion None
Gender (including transgender) None
Race None
Sexual Orientation None
<p><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?</p> <p><a href="#">See Notes</a></p>
Age None
Disability None
Faith or Religion None
Gender (including transgender) None
Race None
Sexual Orientation None

<b>2.3 What are the gaps in the available data?</b>
<a href="#">See Notes</a>
Age None identified
Disability None identified
Faith or Religion None identified
Gender (including transgender) None identified
Race None identified
Sexual Orientation None identified
<b>2.4 Have you considered doing new research? If not, state why not.</b> This policy is required to comply with the law, and research will not affect this unless the law is changed <a href="#">See Notes</a>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
<b>Assess the likely impact – negative impact</b>

<p><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.</p> <p><a href="#">See Notes</a></p>
<p>Age None identified</p>
<p>Disability None identified</p>
<p>Faith or Religion None identified</p>
<p>Gender (including transgender) None identified</p>
<p>Race None identified</p>
<p>Sexual Orientation None identified</p>
<p><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.</p> <p><a href="#">See Notes</a></p>
<p>Age None identified</p>
<p>Disability None identified</p>
<p>Faith or Religion None identified</p>
<p>Gender (including transgender) None identified</p>
<p>Race None identified</p>
<p>Sexual Orientation None identified</p>

<p><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.</p> <p>Give examples.</p> <p><a href="#">See Notes</a></p>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
<p><b>3.4</b> Are there other factors that might explain the negative impact?</p>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
<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>If evidence was secured in this manner following a complaint of discrimination then improvements in relationships could be made across all the diversity groups as it would enhance the organisation's drive to deal robustly with discrimination</p> <p><a href="#">See Notes</a></p>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
<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.</p>
Age None identified
Disability None identified
Faith or Religion None identified
Gender (including transgender) None identified
Race None identified
Sexual Orientation None identified

**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

None identified

Disability

None identified

Faith or Religion

None identified

Gender (including transgender)

None identified

Race

None identified

Sexual Orientation

None identified

**5.2** Have you removed or reduced the possibility of negative impact by making changes to the policy or function?

No

Explain what changes were made.

Age

Disability

Faith or Religion

Gender (including transgender)

Race

Sexual Orientation

<b>5.3</b> If changes were considered but not made, explain why this was the case.
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
<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 None identified
Disability None identified
Faith or Religion None identified
Gender (including transgender) None identified
Race None identified
Sexual Orientation None identified

<b>IMPACT LEVEL – (CONSULTATION)</b>							
	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	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	0	0	0	0	0	0
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

#### 6.1 Has the policy or function been consulted upon?

The staff associations were made aware of the need for this policy at the outset. No other consultation has been carried out as the policy is necessary to comply with legislation.

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
<p><b>6.2</b> What was the outcome of the consultation?</p> <p>State briefly what the recommendations or comments arising from the consultation consisted of.</p> <p><a href="#">See Notes</a></p>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
<p><b>6.3</b> Has the policy or function been revised or amended as a result of the consultation?</p> <p>State how</p>
Age
Disability

Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
<b>6.4</b> Have the results of the consultation been fed back to the consultees? How?  <a href="#">See Notes</a>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
<b>Monitoring</b>
<b>7.1</b> 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. An annual review will be carried out at department level.  <a href="#">See Notes</a>

Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation

