

DIVERSITY IMPACT ASSESSMENT (please complete electronically)

Title of policy/procedure: Police Long Service and Good Conduct
Policy author/assessor: Human Resources
Department: Human Resources
Date of assessment: July 2007

PART ONE

Aims of the Policy/Function

1.1 Identify the aims of the policy or function.

The policy aims to define the eligibility criteria for the Police Long Service and Good Conduct Medal and identify the circumstances when misconduct will result in issue being denied or deferred

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
 Human Resources and Personnel Staff
 Professional Standards Department
 Staff Associations – Police Federation and Superintendent’s Association

Home Office
 APA – Association of Police Authorities
 ACPO – Association of Chief Police Officers
 TVPA – Thames Valley Police Authority
 HMIC – Her Majesty’s Inspectorate of Constabularies

Age

Disability

Faith or Religion

Force Chaplaincy																					
Gender (including transgender)																					
BAWP – British Association for Women in Policing Thames Valley Police Women’s Network																					
Race																					
BPA – Black Police Association																					
Sexual Orientation																					
GPA – Gay Police Association																					
Evidence																					
<p>2.1 What quantitative information is available about the subject matter of the policy/function and its effect on each diversity target group?</p> <p>Specific data relating to Long Service and Good Conduct Medals is not collated. However, the Peoplesoft database records details of age, disability, gender and race for all staff.</p>																					
<p>Age</p> <p>Age makeup of officers within TVP (April 2007)</p> <table border="1"> <thead> <tr> <th>Age Range</th> <th>Police</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>16–24</td> <td>286</td> <td>6.6%</td> </tr> <tr> <td>25–34</td> <td>1543</td> <td>35.6%</td> </tr> <tr> <td>35–44</td> <td>1498</td> <td>34.6%</td> </tr> <tr> <td>45–54</td> <td>969</td> <td>22.4%</td> </tr> <tr> <td>55–64</td> <td>37</td> <td>0.9%</td> </tr> <tr> <td>Grand Total</td> <td>4333</td> <td>100.0%</td> </tr> </tbody> </table>	Age Range	Police	%	16–24	286	6.6%	25–34	1543	35.6%	35–44	1498	34.6%	45–54	969	22.4%	55–64	37	0.9%	Grand Total	4333	100.0%
Age Range	Police	%																			
16–24	286	6.6%																			
25–34	1543	35.6%																			
35–44	1498	34.6%																			
45–54	969	22.4%																			
55–64	37	0.9%																			
Grand Total	4333	100.0%																			
Disability																					

The below table indicates the number of officers within TVP who have indicated they have a disability (April 2007)

Disabled	Police	%
Yes	13	0.3%
No	4320	99.7%
Grand Total	4333	100.0%

Faith or Religion

Not applicable

Gender (including transgender)

Gender makeup of officers within TVP (April 2007)

Gender	Police	%
Female	1156	26.7%
Male	3177	73.3%
Grand Total	4333	100.0%

Police Officers: Gender makeup of TVP officers by length of service.
Data from: Peoplesoft HR Database (July 2007)

Service Years	Female	%	Male	%	Grand Total
<2yrs	177	36.57	307	63.43	484
2-5yrs	417	33.28	836	66.72	1253
6-10yrs	195	30.56	443	69.44	638
11-15yrs	114	25.00	342	75.00	456
16-20yrs	154	24.10	485	75.90	639
21-25yrs	62	14.69	360	85.31	422

26-30yrs	34	8.83	351	91.17	385
31-35yrs	6	15.38	33	84.62	39
35+ yrs	0	0.00	1	100.00	1
Total	1159	26.85	3158	73.15	4317

Race

Current ethnic makeup of officers within TVP (April 2007)

Ethnic Group	Police	%
Any Other Asian Background	9	0.2%
Any Other Black Background	4	0.1%
Any Other Mixed Background	26	0.6%
Any Other White Background	97	2.2%
Bangladeshi	0	0.0%
Black African	6	0.1%
Black Caribbean	23	0.5%
Chinese	2	0.0%
Indian	35	0.8%

Not Stated	151	3.5%
Other Ethnic Group	6	0.1%
Pakistani	13	0.3%
White and Asian	13	0.3%
White and Black African	7	0.2%
White and Black Caribbean	20	0.5%
White British	3869	89.3%
White Irish	52	1.2%
Grand Total	4333	100%

Total Population Figures	(relate to 2001 census estimates)					Total
	White	%	Ethnic Minority	%		
Berkshire East	362298	86%	58740	14%	421038	
Berkshire West	437786	93%	31810	7%	469596	
Buckinghamshire	479060	93%	37725	7%	516785	
Milton Keynes	207055	92%	19202	8%	226257	
Oxfordshire	605490	95%	29443	5%	634933	
Thames Valley	2091689	92%	176920	8%	2268609	

Police Officers: Percentage of Ethnicity by Length of Service (March 2006)

Data from: Diversity Monitoring Booklet, Thames Valley Police Diversity Unit [Accessed online July 2007]

Service	White British	White Irish	Black African	Black Caribbean	Chinese	Indian	Pakistani	Bangladeshi	White and Asian	White and Black African	White and Black Caribbean	Any Other Asian Background	Any Other Black Background	Any Other Mixed Background	Any Other White Background	Other Ethnic Group	Not Stated
< 2 yr.	94.26	1.03	0.15	0.15	0.00	0.44	0.74	0.00	0.44	0.00	0.59	0.15	0.15	0.44	0.59	0.00	0.59
2-5	91.84	1.22	0.11	0.61	0.17	1.13	0.35	0.00	0.17	0.00	0.61	0.17	0.17	0.52	1.30	0.09	1.39
6-10	89.27	1.21	0.25	0.61	0.00	0.61	0.00	0.00	0.40	0.00	0.61	0.00	0.20	0.20	2.43	0.20	4.05
11-15	84.31	0.69	0.12	0.34	0.00	1.38	0.52	0.00	0.17	0.00	0.52	0.34	0.17	0.52	2.41	0.52	7.93
16-20	83.62	1.59	0.25	0.48	0.00	0.48	0.00	0.00	0.64	0.00	0.64	0.00	0.00	0.95	4.45	0.16	6.52
21-25	87.14	0.41	0.08	1.22	0.00	0.61	0.20	0.00	0.20	0.00	0.20	0.00	0.00	1.02	3.06	0.00	5.92
26-30	90.03	1.21	0.37	0.00	0.00	0.00	0.30	0.00	0.00	0.00	0.00	0.00	0.00	0.30	3.32	0.00	4.53
31-35	88.46	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.85	0.00	0.00

35+	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sexual Orientation																		
Not applicable																		
2.2 What qualitative information is available about the subject matter of the policy/function and its effect on each diversity target group?																		
Age																		
There is anecdotal evidence that the Long Service and Good Conduct Medal promotes long and loyal service.																		
Disability																		
There is anecdotal evidence that the Long Service and Good Conduct Medal promotes long and loyal service.																		
Faith or Religion																		
There is anecdotal evidence that the Long Service and Good Conduct Medal promotes long and loyal service.																		
Gender (including transgender)																		
There is anecdotal evidence that the Long Service and Good Conduct Medal promotes long and loyal service.																		
Race																		
There is anecdotal evidence that the Long Service and Good Conduct Medal promotes long and loyal service.																		
Sexual Orientation																		
There is anecdotal evidence that the Long Service and Good Conduct Medal promotes long and loyal service.																		
2.3 What are the gaps in the available data?																		
Age																		
There are some gaps in data of varying degrees across all strands of diversity.																		
Disability																		
There are some gaps in data of varying degrees across all strands of diversity.																		

Faith or Religion
There are some gaps in data of varying degrees across all strands of diversity.
Gender (including transgender)
There are some gaps in data of varying degrees across all strands of diversity.
Race
There are some gaps in data of varying degrees across all strands of diversity.
Sexual Orientation
There are some gaps in data of varying degrees across all strands of diversity.
2.4 Have you considered doing new research? If not, state why not.
The Policy has been written based on the Home Office Circular 37/1997, together with the Royal Warrant of June 1951. New research or amendments to the policy would be considered following the introduction or amendment of Home Office / NPIA guidance or changes to internal working policy or procedures.
Age
To be considered by policy author at review.
Disability
To be considered by policy author at review.
Faith or Religion
To be considered by policy author at review.
Gender (including transgender)
To be considered by policy author at review.
Race
To be considered by policy author at review.
Sexual Orientation

To be considered by policy author at review.
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.
Age Due to the requirement for officers to have served 22 years service, there may be potential for direct discrimination on the grounds of age.
Disability Not in the policy or function
Faith or Religion Not in the policy or function
Gender (including transgender) There may be potential for indirect discrimination on the grounds of gender and race due to the demographics of the force. The number of female officers that has attained 22 years service is significantly lower than the number of male officers that has attained 22 years service.
Race There may be potential for indirect discrimination on the grounds of gender and race due to the demographics of the force. The number of non white British officers that has attained 22 years service is significantly lower than the number of white British officers that has attained 22 years service.
Sexual Orientation Not in the policy or function

<p>3.2 If the answer to 3.1 is yes, is there any negative impact which is intended or justified under law?</p> <p>Whilst the Long Service and Good Conduct Medal is not governed under statute, the policy / function is subject to the guidance provided in Home Office Circular 37/1997 which govern the police service and by the 1951 Royal Warrant.</p>
<p>Age</p> <p>See above</p>
<p>Disability</p> <p>Not applicable</p>
<p>Faith or Religion</p> <p>Not applicable</p>
<p>Gender (including transgender)</p> <p>See above</p>
<p>Race</p> <p>See above</p>
<p>Sexual Orientation</p> <p>Not applicable</p>
<p>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.</p> <p>The overall objective of the policy is to reward officers for long service and good conduct which fully justifies the negative impact detailed above.</p>
<p>Age</p> <p>See above</p>
<p>Disability</p> <p>Not applicable</p>
<p>Faith or Religion</p>

Not applicable
Gender (including transgender)
See above
Race
See above
Sexual Orientation
Not applicable
3.4 Are there other factors that might explain the negative impact?
Age
The Police Service has Compulsory Retirement Ages which could be a factor. The Compulsory Retirement Age for federated ranks is 60 years. The Compulsory Retirement Age for all higher ranks is 65 years.
Disability
The Police Service has Compulsory Retirement Ages which could be a factor. The Compulsory Retirement Age for federated ranks is 60 years. The Compulsory Retirement Age for all higher ranks is 65 years.
Faith or Religion
The Police Service has Compulsory Retirement Ages which could be a factor. The Compulsory Retirement Age for federated ranks is 60 years. The Compulsory Retirement Age for all higher ranks is 65 years.
Gender (including transgender)
The Police Service has Compulsory Retirement Ages which could be a factor. The Compulsory Retirement Age for federated ranks is 60 years. The Compulsory Retirement Age for all higher ranks is 65 years.
Race
The Police Service has Compulsory Retirement Ages which could be a factor. The Compulsory Retirement Age for federated ranks is 60 years. The Compulsory Retirement Age for all higher ranks is 65 years.
Sexual Orientation

The Police Service has Compulsory Retirement Ages which could be a factor. The Compulsory Retirement Age for federated ranks is 60 years. The Compulsory Retirement Age for all higher ranks is 65 years.

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?

Yes. When considering officers for the medal, age, disability, faith / religion, gender, race and sexual orientation are not factors that are considered; rank is also not considered. Decisions are made based on an individual's length of service, and conduct record. The policy clearly states that 'In the application of this policy, the Force will not discriminate against any persons regardless of their gender, sexual orientation, race or ethnic origin, religion, age or disability'.

Age

See above

Disability

See above

Faith or Religion

See above

Gender (including transgender)

See above

Race

See above

Sexual Orientation

See above

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?

Age
Not applicable
Disability
Not applicable
Faith or Religion
Not applicable
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?
Age
Due to the requirement for officers to have served 22 years service, there may be potential for direct discrimination on the grounds of age.
Disability
Not applicable
Faith or Religion
Not applicable
Gender (including transgender)

There may be potential for indirect discrimination on the grounds of gender and race due to the demographics of the force. The number of female officers that has attained 22 years service is significantly lower than the number of male officers that has attained 22 years service.
Race
There may be potential for indirect discrimination on the grounds of gender and race due to the demographics of the force. The number of non white British officers that has attained 22 years service is significantly lower than the number of white British officers that has attained 22 years service.
Sexual Orientation
Not applicable
5.2 Have you removed or reduced the possibility of negative impact by making changes to the policy or function?
Age
No
Disability
Not applicable
Faith or Religion
Not applicable
Gender (including transgender)
No
Race
No
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
5.4 If the possibility of negative impact remains despite amendments, explain why implementing the policy is justifiable to meet the wider policy aims.
Age
To reward and encourage retention and long and loyal service amongst police officers.
Disability
Not applicable
Faith or Religion
Not applicable
Gender (including transgender)
To reward and encourage retention and long and loyal service amongst police officers.

Race
To reward and encourage retention and long and loyal service amongst police officers.
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	0	0	0	0	0	0
Does the policy or function involve the	Yes = 1 No = 0	0	0	0	0	0	0

use of a statutory power?	Comments						
Does the policy, when properly followed, allow for the exercise of discretion by the person implementing it?	Yes = 1 No = 0 Comments	1 The Chief Constable must authorise issue and confirm suitability of the recipient.	1 The Chief Constable must authorise issue and confirm suitability of the recipient.	1 The Chief Constable must authorise issue and confirm suitability of the recipient.	1 The Chief Constable must authorise issue and confirm suitability of the recipient.	1 The Chief Constable must authorise issue and confirm suitability of the recipient.	1 The Chief Constable must authorise issue and confirm suitability of the recipient.
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	2	0	0	2	2	0
Insert your answer to Question 3.2 above (Yes/Partly/No)	Yes = -2 Partly = -1 No = 0 Comments	-1 The medal is governed by Home Office Circular 37/1997	-1 The medal is governed by Home Office Circular	-1 The medal is governed by Home Office Circular 37/1997	-1 The medal is governed by Home Office Circular 37/1997 and the Royal	-1 The medal is governed by Home Office Circular 37/1997	-1 The medal is governed by Home Office Circular

		and the Royal Warrant of 1951.	37/1997 and the Royal Warrant of 1951.	and the Royal Warrant of 1951.	Warrant of 1951.	and the Royal Warrant of 1951.	37/1997 and the Royal Warrant of 1951.
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	0	0	2	2	0
Impact Level:	1-3 = Low 4-5 = Medium 6-8 = High	Low	Low	Low	Low	Low	Low

PART TWO

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>The policy will be reviewed on a two yearly basis. The DIA will also be reviewed / completed at this time.</p>
<p>Age</p> <p>See above</p>
<p>Disability</p> <p>See above</p>
<p>Faith or Religion</p> <p>See above</p>
<p>Gender (including transgender)</p> <p>See above</p>
<p>Race</p> <p>See above</p>
<p>Sexual Orientation</p> <p>See above</p>