

DIVERSITY IMPACT ASSESSMENT (please complete electronically)

Title of policy/procedure: Public Events Policy
Policy author/assessor: Sgt 2817 Nick Garrett
Department: HQ Operations
Date of assessment: January 2007

PART ONE

Aims of the Policy/Function

1.1 Identify the aims of the policy or function.

[See Notes](#) The intention of this document is to ensure that Thames Valley Police provide an effective, measured response to Public Events on and off the Highway.

1.2 Which individuals and organisations are likely to have an interest in or likely to be affected by the policy or function?

[See Notes](#)

Age
Pensioners' groups, for example. Age Concern.

Disability
Disability rights groups. Staff Working Group on Disability; Disability rights Commission.

Faith or Religion
Members of the various faiths.

Gender (including transgender)
Fathers4rights protestors, for example. Equal Opportunities Commission. Thames Valley Women's network.

Race
Racial Equality Councils and Commission for Racial Equality.

Sexual Orientation
Gay Rights groups; for example Terence Higgins Trust, Stonewall and TVP 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>There is no specific surveys or studies on the policing of many of the strands in diversity.</p> <p>See Notes</p>
<p>Age</p> <p>None available.</p>
<p>Disability</p> <p>None available.</p>
<p>Faith or Religion</p> <p>None available.</p>
<p>Gender (including transgender)</p> <p>None available – except for historical studies on the treatment of the Suffragettes.</p>
<p>Race</p> <p>There are historical studies on race riots but they tend to be qualitative: for example, the Scarman Report into the 1981 Brixton Disorders.</p>
<p>Sexual Orientation</p> <p>There are historical studies but they tend to be qualitative.</p>
<p>2.2 What qualitative information is available about the subject matter of the policy/function and its effect on each diversity target group?</p> <p>See Notes</p>
<p>Age</p> <p>None available.</p>
<p>Disability</p> <p>None available.</p>
<p>Faith or Religion</p> <p>Recent protests over the publication of the Danish cartoons in connection with the Islamic faith.</p>
<p>Gender (including transgender)</p> <p>Mainly historical studies on the Suffragettes – prior to the enfranchisement of women. Also, some media ‘studies’ on the tactics of Fathers4Justice.</p>
<p>Race</p> <p>Brixton Disorders 1981, Southall Riot 1979 and the more recent disturbances in northern towns and cities.</p>

Sexual Orientation Very few media 'studies'. Gay Pride events tend not to be controversial, today.
2.3 What are the gaps in the available data?
See Notes
Age Policing of public events in connection with the issue of Age. This is probably because pensioner groups tend not to cause serious disturbances – hence few studies if any are likely to be available – hence the gap in data.
Disability Again, on this issue protests have been reasonably ordered.
Faith or Religion This strand in terms of public protest has been dormant for almost about 350 years. However the religions of Christianity and Islam (for different reasons) are experiencing 'revivals' at the time of writing – hence few studies if any are likely to be available – hence the gap in data.
Gender (including transgender) Protests on this issue have been dormant since World War II and then almost extinguished after the passing of the 1975 Sex Discrimination Act – hence few studies if any are likely to be available – hence the gap in data.
Race Very few gaps on this issue (Brixton Disorders, 1981 for example).
Sexual Orientation This is an emerging strand – hence few studies if any are likely to be available – hence the gap in data.
2.4 Have you considered doing new research? If not, state why not.
See Notes
Age No resources available.
Disability No resources available.
Faith or Religion No resources available.
Gender (including transgender) No resources available.
Race No resources available.

Sexual Orientation No resources available.
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? State how.</p> <p>See Notes The degree of negative impact for each strand of diversity is relative to each other. It is clear that all strands, from within their perspective, perceive a negative impact in that each strand seeks to achieve the maximum publicity for the cause it espouses. In the current climate it is the strands of race and faith that are perceived to receive the most negative impact – for different reasons.</p>
Age Yes
Disability Yes
Faith or Religion Yes
Gender (including transgender) Yes
Race Yes
Sexual Orientation Yes
<p>3.2 If the answer to 3.1 is yes, is there any negative impact which is intended or justified under law? Explain.</p> <p>See Notes</p>
Age Yes
Disability Yes
Faith or Religion Yes

Gender (including transgender) Yes
Race Yes.
Sexual Orientation Yes
<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>Give examples. The aim of the attendees at public events is to achieve the maximum publicity for the event: this sometimes entails actions which transgress the criminal law. For example, the recent protests over the Danish cartoons slipped into the scope of the criminal law that punishes incitement to racial hatred.</p> <p>The aim of police action is to suppress the risk of threats to life and property. It is clear that these two objectives have aims which often collide.</p> <p>See Notes</p>
<p>Age</p> <p>Police and Criminal Evidence Act 1984; Public Order Act 1986; Criminal Justice and Public Order Act 1994; Crime and Disorder Act 1998; Serious Organised Crime and Police Act 2005; Road Traffic Act 1998 and Human Rights Act 1998.</p>
<p>Disability</p> <p>Police and Criminal Evidence Act 1984; Public Order Act 1986; Criminal Justice and Public Order Act 1994; Crime and Disorder Act 1998; Serious Organised Crime and Police Act 2005; Road Traffic Act 1998 and Human Rights Act 1998.</p>
<p>Faith or Religion</p> <p>Police and Criminal Evidence Act 1984; Public Order Act 1986; Criminal Justice and Public Order Act 1994; Crime and Disorder Act 1998; Serious Organised Crime and Police Act 2005; Road Traffic Act 1998 and Human Rights Act 1998.</p>
<p>Gender (including transgender)</p> <p>Police and Criminal Evidence Act 1984; Public Order Act 1986; Criminal Justice and Public Order Act 1994; Crime and Disorder Act 1998; Serious Organised Crime and Police Act 2005; Road Traffic Act 1998 and Human Rights Act 1998.</p>
<p>Race</p> <p>Police and Criminal Evidence Act 1984; Public Order Act 1986; Criminal Justice and Public Order Act 1994; Crime and Disorder Act 1998; Serious Organised Crime and Police Act 2005; Road Traffic Act 1998 and Human Rights Act 1998.</p>
<p>Sexual Orientation</p> <p>Police and Criminal Evidence Act 1984; Public Order Act 1986; Criminal Justice and Public Order Act 1994; Crime and Disorder Act 1998; Serious Organised Crime and Police Act 2005; Road Traffic Act 1998 and Human Rights Act 1998.</p>

3.4 Are there other factors that might explain the negative impact?
Age No
Disability No
Faith or Religion Yes. The country is increasingly adopting a secular agendum whilst it is clear that there are revivals emerging within religions. For example, the protest by Christians over the play <i>Jerry Springer the Opera</i> ; Sikhs against the play <i>Beheztí</i> and Muslims protested against the publication by a Danish newspaper depicting the central character within Islam.
Gender (including transgender) No
Race This strand is recognised as having been subjected to centuries of negative discrimination from negative discrimination in the provision of housing, education, employment and police protection.
Sexual Orientation No
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 Yes – by Thames Valley Police providing an effective and measured response to Public Events it permits members of the public to attend a public event in relative safety and in many cases it permits the holders of such an event to gain publicity in a democratic society. Fair and just policing, consistently applied, should in the long-run encourage just and fair relationships between the police and the communities and just and fair relationships between the communities: as the communities should be able to see that the police are reacting proportionately to the actions of each group.
Disability Yes – by Thames Valley Police providing an effective and measured response to Public Events it permits members of the public to attend a public event in relative safety and in many cases it permits the holders of such an event to gain publicity in a democratic

<p>society. Fair and just policing, consistently applied, should in the long-run encourage just and fair relationships between the police and the communities and just and fair relationships between the communities: as the communities should be able to see that the police are reacting proportionately to the actions of each group.</p>
<p>Faith or Religion</p> <p>Yes – by Thames Valley Police providing an effective and measured response to Public Events it permits members of the public to attend a public event in relative safety and in many cases it permits the holders of such an event to gain publicity in a democratic society. Fair and just policing, consistently applied, should in the long-run encourage just and fair relationships between the police and the communities and just and fair relationships between the communities: as the communities should be able to see that the police are reacting proportionately to the actions of each group.</p>
<p>Gender (including transgender)</p> <p>Yes – by Thames Valley Police providing an effective and measured response to Public Events it permits members of the public to attend a public event in relative safety and in many cases it permits the holders of such an event to gain publicity in a democratic society. Fair and just policing, consistently applied, should in the long-run encourage just and fair relationships between the police and the communities and just and fair relationships between the communities: as the communities should be able to see that the police are reacting proportionately to the actions of each group.</p>
<p>Race</p> <p>Yes – by Thames Valley Police providing an effective and measured response to Public Events it permits members of the public to attend a public event in relative safety and in many cases it permits the holders of such an event to gain publicity in a democratic society. Fair and just policing, consistently applied, should in the long-run encourage just and fair relationships between the police and the communities and just and fair relationships between the communities: as the communities should be able to see that the police are reacting proportionately to the actions of each group.</p>
<p>Sexual Orientation</p> <p>Yes – by Thames Valley Police providing an effective and measured response to Public Events it permits members of the public to attend a public event in relative safety and in many cases it permits the holders of such an event to gain publicity in a democratic society. Fair and just policing, consistently applied, should in the long-run encourage just and fair relationships between the police and the communities and just and fair relationships between the communities: as the communities should be able to see that the police are reacting proportionately to the actions of each group.</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>There is evidence that the policy promotes equality and improves relations between diversity target groups in the sense that those who wish to protest can do so. However, where such protests transgress the criminal law – then sanctions are likely to follow. In that sense groups can see, as it were, that they are being treated consistently and proportionately in reference to their actions.</p> <p>If there are no such amendments, please say so.</p>

Age No amendments.
Disability No amendments.
Faith or Religion No amendments.
Gender (including transgender) No amendments.
Race No amendments.
Sexual Orientation No amendments.
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 When compared to Faith or Religion and Race strands, the negative effect is less.
Disability When compared to Faith or Religion and Race strands the negative effect is less.
Faith or Religion The collision between criminal law, and perhaps for want of a better expression, 'divine law' is emerging as problematic. For example, there has been at least one conviction for incitement to racial hatred of a protestor involved in the Danish cartoons protest. When serious difficulties emerge in the policing of the public event often conflict arises – which must be policed. Inevitably allegations of unfairness are levelled.
Gender (including transgender) When compared to Faith or Religion and Race strands the negative effect is less.
Race Although the issue of race is still contentious, it is the case, that sometimes elements of the extreme right, for example, can exacerbate difficulties. When serious difficulties emerge in the policing of the public event conflict often arises – which must be policed. Inevitably allegations of unfairness are levelled.
Sexual Orientation When compared to Faith or Religion and Race strands the negative effect is less.

<p>5.2 Have you removed or reduced the possibility of negative impact by making changes to the policy or function?</p> <p>Explain what changes were made.</p>
<p>Age No</p>
<p>Disability No</p>
<p>Faith or Religion No, as it is clearly not the policy which is causing the difficulty – where a public event needs to be policed – it shall be policed.</p>
<p>Gender (including transgender) No</p>
<p>Race No, as it is clearly not the policy which is causing the difficulty. Where it is anticipated that opposing factions may attend and pose a risk to life or property then these are considered in the police planning process.</p>
<p>Sexual Orientation No</p>
<p>5.3 If changes were considered but not made, explain why this was the case. No changes were considered.</p>
<p>Age</p>
<p>Disability</p>
<p>Faith or Religion</p>
<p>Gender (including transgender)</p>
<p>Race</p>
<p>Sexual Orientation</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.

What alternative options have you considered for delivering the policy or function's aims?

The policy and in particular the planning process that supports it is considered sufficient to meet the wider policy aims. The policy is to be implemented to suppress the risk to life and serious damage to property.

[See Notes](#)

Age

Not applicable.

Disability

Not applicable.

Faith or Religion

In the present age, as it were, laws passed by a sovereign parliament take precedence over laws which are seen as 'divinely inspired' and that trigger actions which are contrary to present law.

Gender (including transgender)

Not applicable.

Race

Not applicable – as the planning process that supports the policy's wider aim is considered sufficient to take into account a complex range of factors.

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	0	0	0	0	0	0
Does the policy or function affect the public served by TVP?	Yes = 1 No = 0 Comments	1	1	1	1	1	1
Does the policy or function involve the use of a statutory power?	Yes = 1 No = 0 Comments	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 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	2	0	2	0

Insert your answer to Question 3.1 above (Yes/No)	Yes = 2 No = 0 Comments	2	2	2	2	2	2
Insert your answer to Question 3.2 above (Yes/Partly/No)	Yes = -2 Partly = -1 No = 0 Comments	-2	-2	-2	-2	-2	-2
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	4	2	4	2
Impact Level:	1-3 = Low 4-5 = Medium 6-8 = High	Low	Low	Medium	Low	Medium	Low

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.

[See Notes](#)

Age

Disability

Faith or Religion

Gender (including transgender)

Race

Sexual Orientation

6.2 What was the outcome of the consultation?

State briefly what the recommendations or comments arising from the consultation consisted of.

[See Notes](#)

Age

Disability

Faith or Religion

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

Sexual Orientation
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.</p> <p>See Notes</p>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation