

DIVERSITY IMPACT ASSESSMENT

Title of policy/procedure: Preparation and Service of Regulation 9 Notices in Respect of Investigations into Complaints and Misconduct
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 ensure that timely and accurate information is given to an officer subject of an investigation into a complaint. This does not apply to police staff.

[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?

Federation and Superintendents' Association, Special Constabulary.

[See Notes](#)

Age

None identified

Disability

None identified

Faith or Religion

None identified

Gender (including transgender)

None identified

Race

None identified

Sexual Orientation

None identified

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>See Notes</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>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 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>

2.3 What are the gaps in the available data?
See Notes
Age None identified
Disability None identified
Faith or Religion None identified
Gender (including transgender) None identified
Race None identified
Sexual Orientation None identified
2.4 Have you considered doing new research? If not, state why not. Regulation 9 notices have been in existence for many years, and no issues have ever been raised in respect of the diversity groups. See Notes
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
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</p>
Age No
Disability No
Faith or Religion No
Gender (including transgender) No
Race No
Sexual Orientation No
<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 NA
Disability NA
Faith or Religion NA
Gender (including transgender) NA
Race NA
Sexual Orientation NA

<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.</p> <p>See Notes</p>
Age NA
Disability NA
Faith or Religion NA
Gender (including transgender) NA
Race NA
Sexual Orientation NA
<p>3.4 Are there other factors that might explain the negative impact?</p>
Age None identified
Disability None identified
Faith or Religion None identified
Gender (including transgender) None identified
Race None identified
Sexual Orientation None identified
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>Say how.</p> <p>See Notes</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>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>
<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>

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 NO
Disability NO
Faith or Religion NO
Gender (including transgender) NO
Race NO
Sexual Orientation NO

5.3 If changes were considered but not made, explain why this was the case.
Age None identified
Disability None identified
Faith or Religion None identified
Gender (including transgender) None identified
Race None identified
Sexual Orientation None identified
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	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? Federation and Superintendents' Association. The Federation have the skills to support officers in disciplinary proceedings and officers from any of the diversity groups are more likely to go to them in the first instance than their own diversity group.

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. Evaluation will be at department level</p> <p>See Notes</p>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation

