

## DIVERSITY IMPACT ASSESSMENT

Title of policy/procedure: Thames Valley Police (TVP) Special Priority Payments (SSP) Policy

Policy author/assessor: C/Insp David Dunne/Alison Clements

Department: Human Resources

Date of assessment: June 2007

### PART ONE

#### Aims of the Policy/Function

##### 1.1 Identify the aims of the policy or function

The intention of this policy is to define:

- Eligibility, payment categories and amounts
- Authorisation procedures
- Payment process

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

All Police Officers  
Human Resource and Personnel staff  
Police Federation  
Home Office  
APA – Association of Police Authorities  
ACPO – Association of Chief Police Officers  
TVPA - Thames Valley Police Authority  
HMIC – Her Majesty's Inspectorate of Constabulary  
Inland Revenue  
TVP Payroll

Age	
Disability	
Faith or Religion Force Chaplain and team	
Gender (including transgender) BAWP – British Association for Women Police Officers	
Race BPA – Black Police Association	
Sexual Orientation GPA - Gay Police Association	
<b>Evidence</b>	
<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?	
Age Age makeup of staff within TVP (April 2007)	
Age Range	POLICE
0	
16–24	286
25–34	1543
35–44	1498
45–54	969
55–64	37
Grand Total	4333
Disability	
The below table indicates the number of staff within TVP who have indicated they have a disability (April 2007).	
Disabled	POLIC

Y	13
N	4320
Grand Total	4333

Faith or Religion

Gender (including transgender)

Gender makeup of staff within TVP (April 2007)

Gender	POLICE
Female	1156
Male	3177
Unknown	
Grand Total	4333

Race

Current ethnic makeup of staff within TVP ( April 2007)

Ethnic Grp	POLICE
Any Other Asian Background	9
Any Other Black Background	4
Any Other Mixed Background	26
Any Other White Background	97
Bangladeshi	
Black African	6
Black Caribbean	23
Chinese	2
Indian	35
Not Stated	151
Other Ethnic Group	6
Pakistani	13
White and Asian	13
White and Black African	7
White and Black Caribbean	20
White British	3869
White Irish	52
#N/A	
Grand Total	4333

Sexual Orientation
<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?
<u>See Notes</u>
Age None found.
Disability None found.
Faith or Religion None found.
Gender (including transgender) None found.
Race None found.
Sexual Orientation None found.
<b>2.3</b> What are the gaps in the available data?
Age There data gaps across all strands of diversity
Disability There data gaps across all strands of diversity
Faith or Religion There data gaps across all strands of diversity
Gender (including transgender) There data gaps across all strands of diversity
Race There data gaps across all strands of diversity
Sexual Orientation There data gaps across all strands of diversity.
<b>2.4</b> Have you considered doing new research? If not, state why not.

Age No.
Disability No.
Faith or Religion No.
Gender (including transgender) No.
Race No.
Sexual Orientation No.
<b>Assess the likely impact – negative impact</b>
<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.
Age Not directly in the policy or function.
Disability Not directly in the policy or function.
Faith or Religion Not directly in the policy or function.
Gender (including transgender) Not directly in the policy or function.
Race Not directly in the policy or function.
Sexual Orientation Not directly in the policy or function.
<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.

Age	TVP is legally required to pay SPPs as defined by the Police Negotiating Board (PNB) and falling within Police Regulations 2003, Regulation 34 and Annex U. SPPs became operative on 01 April 2003. This is a statutory instrument that TVP must comply with.
Disability	TVP is legally required to pay SPPs as defined by the Police Negotiating Board (PNB) and falling within Police Regulations 2003, Regulation 34 and Annex U. SPPs became operative on 01 April 2003. This is a statutory instrument that TVP must comply with.
Faith or Religion	TVP is legally required to pay SPPs as defined by the Police Negotiating Board (PNB) and falling within Police Regulations 2003, Regulation 34 and Annex U. SPPs became operative on 01 April 2003. This is a statutory instrument that TVP must comply with.
Gender (including transgender)	TVP is legally required to pay SPPs as defined by the Police Negotiating Board (PNB) and falling within Police Regulations 2003, Regulation 34 and Annex U. SPPs became operative on 01 April 2003. This is a statutory instrument that TVP must comply with.
Race	TVP is legally required to pay SPPs as defined by the Police Negotiating Board (PNB) and falling within Police Regulations 2003, Regulation 34 and Annex U. SPPs became operative on 01 April 2003. This is a statutory instrument that TVP must comply with.
Sexual Orientation	TVP is legally required to pay SPPs as defined by the Police Negotiating Board (PNB) and falling within Police Regulations 2003, Regulation 34 and Annex U. SPPs became operative on 01 April 2003. This is a statutory instrument that TVP must comply with.
	<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. Give examples.
Age	The scheme focuses exclusively on recruitment and retention issues; it applies to specified posts rather than individual officers.
Disability	The scheme focuses exclusively on recruitment and retention issues; it applies to specified posts rather than individual officers.
Faith or Religion	The scheme focuses exclusively on recruitment and retention issues; it applies to specified posts rather than individual officers.
Gender (including transgender)	The scheme focuses exclusively on recruitment and retention issues; it applies to specified posts rather than individual officers.
Race	The scheme focuses exclusively on recruitment and retention issues; it applies to specified posts rather than individual officers.
Sexual Orientation	The scheme focuses exclusively on recruitment and retention issues; it applies to specified posts rather than individual officers.
	<b>3.4</b> Are there other factors that might explain the negative impact?

Age No
Disability No
Faith or Religion No
Gender (including transgender) No
Race No
Sexual Orientation No
<b>Assess the likely impact – positive impact</b>
<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? Say how.
Age No
Disability No
Faith or Religion No
Gender (including transgender) No
Race No
Sexual Orientation No

<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>
<p>Age A statement could be included that communicates TVP's positive commitment to valuing and respecting diversity.</p>
<p>Disability A statement could be included that communicates TVP's positive commitment to valuing and respecting diversity.</p>
<p>Faith or Religion A statement could be included that communicates TVP's positive commitment to valuing and respecting diversity.</p>
<p>Gender (including transgender) A statement could be included that communicates TVP's positive commitment to valuing and respecting diversity.</p>
<p>Race A statement could be included that communicates TVP's positive commitment to valuing and respecting diversity.</p>
<p>Sexual Orientation A statement could be included that communicates TVP's positive commitment to valuing and respecting diversity.</p>
<p style="text-align: center;"><b>Amendments to policy</b></p>
<p><b>5.1</b> 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)</p>
<p>Age Not applicable.</p>
<p>Disability Not applicable.</p>
<p>Faith or Religion Not applicable.</p>
<p>Gender (including transgender) Not applicable.</p>
<p>Race Not applicable.</p>
<p>Sexual Orientation Not applicable.</p>

<p><b>5.2</b> Have you removed or reduced the possibility of negative impact by making changes to the policy or function? Explain what changes were made.</p>
<p>Age None required</p>
<p>Disability None required</p>
<p>Faith or Religion None required</p>
<p>Gender (including transgender) None required</p>
<p>Race None required</p>
<p>Sexual Orientation None required</p>
<p><b>5.3</b> If changes were considered but not made, explain why this was the case.</p>
<p>Age Not applicable.</p>
<p>Disability Not applicable.</p>
<p>Faith or Religion Not applicable.</p>
<p>Gender (including transgender) Not applicable.</p>
<p>Race Not applicable.</p>
<p>Sexual Orientation Not applicable.</p>
<p><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?</p>
<p>Age Not applicable.</p>

Disability Not applicable.
Faith or Religion Not applicable.
Gender (including transgender) Not applicable.
Race Not applicable.
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 use of a statutory power?	Yes = 1 No = 0  Comments	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  Comments	1  There is a degree of discretion – assessment must be made on whether an officer can demonstrate full competence and high level commitment	1  There is a degree of discretion – assessment must be made on whether an officer can demonstrate full competence and high level commitment	1  There is a degree of discretion – assessment must be made on whether an officer can demonstrate full competence and high level commitment	1  There is a degree of discretion – assessment must be made on whether an officer can demonstrate full competence and high level commitment	1  There is a degree of discretion – assessment must be made on whether an officer can demonstrate full competence and high level commitment	1  There is a degree of discretion – assessment must be made on whether an officer can demonstrate full competence and high level commitment
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 <u>Question 3.1</u> above (Yes/No)	Yes = 2 No = 0  Comments	0	0	0	0	0	0
Insert your answer to <u>Question 3.2</u> above (Yes/Partly/No)	Yes = -2 Partly = -1 No = 0  Comments	-1	-1	-1	-1	-1	-1

Insert your answer to <u>Question 5.2</u> above (Yes/Partly/No)	Yes = -2 Partly = -1 No = 0  Comments	0	0	0	0	0	0
Insert your answer to <u>Question 4.1</u> above (Yes/No)	Yes = -1 No = 0  Comments	0	0	0	0	0	0
Add your scores for each column	Total score	1	1	1	1	1	1
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?

If not state why not.

If yes, state which individuals and organisations were consulted and what form the consultation took.

A copy of the policy was sent to and comments invited from the below:

TVP Health and Safety

Police Federation

Unison TVP Human Rights Lawyer TVP Diversity Team TVP Data Protection Office
Age Not specifically.
Disability Not specifically.
Faith or Religion Not specifically.
Gender (including transgender) Not specifically.
Race Not specifically.
Sexual Orientation Not specifically.
<b>6.2</b> What was the outcome of the consultation? State briefly what the recommendations or comments arising from the consultation consisted of. TVP Human Rights Lawyer – “The eligibility criteria should be applied in a framework consistent and fully documented otherwise there will be the possibility of discriminatory application of this policy.
Age No recommendations or comments have been made that require a change to the policy.
Disability TVP Diversity Team – “In order to reduce the risk of disability discrimination the Personnel Manager will need to determine if sickness levels are as a result of disability. Absences which are disability related should not be taken into consideration for the purposes of eligibility for payments.
Faith or Religion No recommendations or comments have been made that require a change to the policy.
Gender (including transgender) No recommendations or comments have been made that require a change to the policy.
Race No recommendations or comments have been made that require a change to the policy.
Sexual Orientation No recommendations or comments have been made that require a change to the policy.

<b>6.3</b> Has the policy or function been revised or amended as a result of the consultation? State how.
Age No
Disability No
Faith or Religion No
Gender (including transgender) No
Race No
Sexual Orientation No
<b>6.4</b> Have the results of the consultation been fed back to the consultees? How?
Age Yes, via the Force Policy Unit.
Disability Yes, via the Force Policy Unit.
Faith or Religion Yes, via the Force Policy Unit.
Gender (including transgender) Yes, via the Force Policy Unit.
Race Yes, via the Force Policy Unit.
Sexual Orientation Yes, via the Force Policy Unit.
<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.  A review of the SPPs policy will be conducted annually.

<p>Above comment at 6.2 relating to disability and sickness to be brought to policy authors attention 2007.</p> <p>A full policy review will be conducted, by the policy author, on a 3 yearly basis or whenever there are relevant changes in legislation, whichever is sooner.</p> <p>Diversity impact will be considered at each review.</p>
<p>Age</p> <p>As above</p>
<p>Disability</p> <p>As above</p>
<p>Faith or Religion</p> <p>As above</p>
<p>Gender (including transgender)</p> <p>As above</p>
<p>Race</p> <p>As above</p>
<p>Sexual Orientation</p> <p>As above</p>