

**DIVERSITY IMPACT ASSESSMENT** (please complete electronically)

Title of policy/procedure: <b>Voice Recording Policy</b>
Policy author/assessor: <b>Mick Walsh</b>
Department: <b>CR&amp;ED</b>
Date of assessment: <b>14 March 07</b>

**PART ONE**

**Aims of the Policy/Function**

1.1 Identify the aims of the policy or function. **Thames Valley Police receive a high volume of calls through the switchboard, into the control rooms and police enquiry centres, via the public and 999 lines as well as contact over the radio. The nature of a voice transmission cannot be predicted and, there fore, all transmissions are recorded without discrimination. The intention of this document is to set out the policy of recording telephones calls and radio transmissions to and from the control rooms and PECs within the Thames valley Police area**

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](#) **All investigation Officers and Supervisors**  
[Crown Prosecution Service](#)  
[Courts](#)  
[Victims of Crime](#)  
[Defence Solicitors](#)

Age

**No Specific impact**

Disability

**No Specific impact**

Faith or Religion

**No Specific impact**

Gender (including transgender) **No specific impact**

Race No specific impact
Sexual Orientation No specific impact
<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?  <a href="#">See Notes</a>
Age None available for this diversity group
Disability None available for this diversity group
Faith or Religion None available for this diversity group
Gender (including transgender) None available for this diversity group
Race None available for this diversity group
Sexual Orientation None available for this diversity group
<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?  None available for this diversity group <a href="#">See Notes</a>
Age None available for this diversity group

Disability None available for this diversity group
Faith or Religion None available for this diversity group
Gender (including transgender) None available for this diversity group
Race None available for this diversity group
Sexual Orientation None available for this diversity group
<b>2.3</b> What are the gaps in the available data?  <a href="#">See Notes</a>
Age None available
Disability None available
Faith or Religion None available
Gender (including transgender) None available
Race None available
Sexual Orientation None available
<b>2.4</b> Have you considered doing new research? If not, state why not.  <a href="#">See Notes</a>
Age all transmissions are recorded without discrimination.
Disability

all transmissions are recorded without discrimination.
Faith or Religion all transmissions are recorded without discrimination.
Gender (including transgender) all transmissions are recorded without discrimination.
Race all transmissions are recorded without discrimination.
Sexual Orientation all transmissions are recorded without discrimination.
<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.  <a href="#">See Notes</a>
Age No negative impact
Disability No negative impact
Faith or Religion No negative impact

Gender (including transgender) <b>No negative impact</b>
Race <b>No negative impact</b>
Sexual Orientation <b>No negative impact</b>
<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.  <a href="#">See Notes</a>
Age <b>n/a</b>
Disability <b>n/a</b>
Faith or Religion <b>n/a</b>
Gender (including transgender) <b>n/a</b>
Race <b>n/a</b>
Sexual Orientation <b>n/a</b>
<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.  <a href="#">See Notes</a>
Age <b>n/a</b>
Disability <b>n/a</b>
Faith or Religion <b>n/a</b>

Gender (including transgender) n/a
Race n/a
Sexual Orientation n/a
<b>3.4</b> Are there other factors that might explain the negative impact?
Age n/a
Disability n/a
Faith or Religion n/a
Gender (including transgender) n/a
Race n./a
Sexual Orientation n/a
<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.  <a href="#">See Notes</a>
Age <ul style="list-style-type: none"> <li>i. Ascertain standards which are achieved, or ought to be achieved, by users.</li> <li>ii. Preventing and detecting crime.</li> <li>iii. Investigating or detecting unauthorised use of the business's telecommunications system.</li> </ul>

Disability	<p>Ascertain standards which are achieved, or ought to be achieved, by users.          Preventing and detecting crime.          Investigating or detecting unauthorised use of the business's telecommunications system.</p>
Faith or Religion	<p>Ascertain standards which are achieved, or ought to be achieved, by users.          Preventing and detecting crime.          Investigating or detecting unauthorised use of the business's telecommunications system.</p>
Gender (including transgender)	<p>Ascertain standards which are achieved, or ought to be achieved, by users.          Preventing and detecting crime.          Investigating or detecting unauthorised use of the business's telecommunications system.</p>
Race	<p>Ascertain standards which are achieved, or ought to be achieved, by users.          Preventing and detecting crime.          Investigating or detecting unauthorised use of the business's telecommunications system.</p>
Sexual Orientation	<p>Ascertain standards which are achieved, or ought to be achieved, by users.          Preventing and detecting crime.          Investigating or detecting unauthorised use of the business's telecommunications system.</p>
<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>Agenn/a</p>	
Disability	n/a

Faith or Religion n/a
Gender (including transgender) n/a
Race n/a
Sexual Orientation n/a
<b>Amendments to policy</b>
<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)
Age n/a
Disability n/a
Faith or Religion n/a
Gender (including transgender) n/a
Race n/a
Sexual Orientation n/a
<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.
Age n/a
Disability n/a
Faith or Religion n/a

Gender (including transgender) n/a
Race n/a
Sexual Orientation n/a
<b>5.3</b> If changes were considered but not made, explain why this was the case. n/a
Age n/a
Disability n/a
Faith or Religion n/a
Gender (including transgender) n/a
Race n/a
Sexual Orientation n/a
<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 n/a
Disability n/a
Faith or Religion n/a
Gender (including transgender) n/a

Race n/a
Sexual Orientation n/a

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

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	1	1	1	1	1	1
Add your scores for each column	Total score	2	2	2	2	2	2
Impact Level:	1-3 = Low 4-5 = Medium 6-8 = High	low	low	low	low	low	Low

## PART TWO

**Formal consultation**

<p><b>6.1</b> Has the policy or function been consulted upon?</p> <p>If not state why not.</p> <p>If yes, state which individuals and organisations were consulted and what form the consultation took.</p> <p><a href="#">See Notes</a></p>
<p>Age</p> <p>Not required as low impact</p>
<p>Disability</p> <p>Not required as low impact</p>
<p>Faith or Religion</p> <p>Not required as low impact</p>
<p>Gender (including transgender)</p> <p>Not required as low impact</p>
<p>Race</p> <p>Not required as low impact</p>
<p>Sexual Orientation</p> <p>Not required as low impact</p>
<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>
<p>Age</p> <p>n/a</p>
<p>Disability</p> <p>n/a</p>
<p>Faith or Religion</p> <p>n/a</p>
<p>Gender (including transgender)</p> <p>n/a</p>
<p>Race</p> <p>n/a</p>

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

<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><a href="#">See Notes</a></p>
<p>Age</p> <p>n/a</p>
<p>Disability</p> <p>n/a</p>
<p>Faith or Religion</p> <p>n/a</p>
<p>Gender (including transgender)</p> <p>n/a</p>
<p>Race</p> <p>n/a</p>
<p>Sexual Orientation</p> <p>n/a</p>