

DIVERSITY IMPACT ASSESSMENT (please complete electronically)

Title of policy/procedure: Business Interests of Police Officers & Police Staff
Policy author/assessor: Jill Simpson
Department: Human Resources
Date of assessment: 24 June 2008

PART ONE

Aims of the Policy/Function

1.1 Identify the aims of the policy or function.

The intention of this policy is to:-

- Give guidance on what constitutes a business interest and the process to follow if a member of staff has one
- Enable appropriate decisions to be taken to ensure the reputation of the police service
- Enable appropriate decisions to be taken to ensure the health, safety and wellbeing of police staff and officers

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, police staff, UNISON & the Police Federation are likely to be interested in this policy.

Age

No specific affect

Disability

No specific affect

Faith or Religion

No specific affect

Gender (including transgender)

No specific affect

Race No specific affect
Sexual Orientation No specific affect
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>No quantitative data is available. At the moment all records of business interests are paper based, so there is no means of analysing the spread of business interest authorisations across the diversity target groups. Also police staff business interests are not currently stored centrally & are not all captured. When the new policy is introduced the records will be migrated to PeopleSoft, which will allow gender, age & race information to be collected if required.</p>
Age N/A
Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A
<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>No qualitative data is available.</p>
Age N/A

Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A
2.3 What are the gaps in the available data? As there is no specific impact on the various diversity target groups, no gaps in the data
Age N/A
Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A
2.4 Have you considered doing new research? If not, state why not. As above, no specific impact on the diversity target groups, therefore not applicable
Age N/A
Disability N/A

Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A
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>No – application for a business interest is not competitive. There is no ceiling on how many people in the organisation can have a business interest and the criteria to take a decision do not disadvantage any of the diversity target groups.</p>
Age N/A
Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A
<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>Not applicable</p>

Age N/A
Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A
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. Not applicable
Age N/A
Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A
3.4 Are there other factors that might explain the negative impact? Not applicable
Age

N/A
Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A
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?
Age Older people may get a business interest authorised where younger officers/staff would not. This is due to the criteria for authorisation being relaxed slightly if an individual is approaching retirement to allow them to build up skills for a second career.
Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A

Sexual Orientation N/A
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? If there are no such amendments, please say so. - None
Age N/A
Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A
Amendments to policy
5.1 Which diversity target groups were identified as being negatively affected by the policy or function? None 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
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. – Not applicable
Age N/A
Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A
5.3 If changes were considered but not made, explain why this was the case. Not applicable
Age N/A
Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race

N/A
Sexual Orientation N/A
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? Not applicable
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	0	0	0	0	0
Add your scores for each column	Total score	2	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.

Yes – Police Federation, UNISON, Health & Safety department, Professional Standards department, Employee Relations Manager, Employment Lawyer, through e-mail consultation, Staff Association meetings & specific meetings critique the draft policy.

Age

N/A

Disability

N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A
6.2 What was the outcome of the consultation? State briefly what the recommendations or comments arising from the consultation consisted of. No diversity related comments made. Discussion about ensuring that people's ability to carry out a secondary occupation / business interest was not being unduly curtailed and that the criteria for taking the decision were fair and clear.
Age N/A
Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A
6.3 Has the policy or function been revised or amended as a result of the consultation? State how – Not in relation to target diversity groups, as there is no impact on them. Various amendments to the text to make it clearer and simpler

Age N/A
Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A
6.4 Have the results of the consultation been fed back to the consultees? How? RE-draft of the policy & e-mails to explain the action taken.
Age N/A
Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A
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 It should be comprehensive enough to inform future policy making and development.</p> <p>This policy document will be reviewed every two years. The review will take into account the following criteria:-</p> <ul style="list-style-type: none"> • Changes in legislation • Court rulings – Domestic, European and Human Rights • Examples of good practice from other Forces or other organisations • Changes in Home Office Circulars • Changes in Police Regulations or Police Council Pay and Conditions of Service Handbook • Developments with ACPO Policy Unit • Representations made by individuals and relevant organisations • Relevant diversity data
<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>