

DIVERSITY IMPACT ASSESSMENT

Title of policy/procedure: DDA Employment of People with Disabilities
Policy author/assessor: Lynne Wainwright/Alison Clements
Department: Employment Relations
Date of assessment: August 2007

PART ONE

Aims of the Policy/Function

1.1 Identify the aims of the policy or function.

- To ensure that applicants and members of staff who have a disability are treated with fairness and support in their recruitment, deployment and development.
- Provide members of staff with information on their rights under the DDA.
- Provide management guidance on the fair treatment of individuals with disabilities.
- Provide guidance on the application of reasonable adjustments.

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, job applicants, Special Constables, Volunteers, contractors and agency workers.

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

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														
Evidence														
2.1 What quantitative information is available about the subject matter of the policy/function and its effect on each diversity target group?														
Age None found														
Disability														
The below table indicates the number of staff within TVP who have indicated whether they have a disability (April 2007).														
Disabled	Police	%	P Staff	%	PCSO	%	Spec	%	Temp	%	Vol	%	Grand Total	%
Yes	13	0.3%	19	0.6%	1	0.4%	0	0.0%	1	0.2%	10	2.2%	44	0.5%
No	4320	99.7%	2942	99.4%	245	99.6%	298	100.0%	550	99.8%	445	97.8%	8800	99.5%
Grand Total	4333	100.0%	2961	100.0%	246	100.0%	298	100.0%	551	100.0%	455	100.0%	8844	100.0%

Of the 10 million disabled people in Great Britain, 6.8 million are of working age, one fifth of the total working age population. Disability Rights Commission, Disability Briefing, (DRC, 2006).

The vast majority of disabled people acquire an impairment while in work and where this is not effectively managed it can often lead to the employee leaving employment. Around 600,000 people (2.6 per cent of all employees) become sick or acquire an impairment as per the Disability Discrimination Act (DDA) definition each quarter. Burchardt, Enduring economic exclusion, (JRF, 2000); Burchardt, Employment retention and the onset of sickness and disability: evidence from the LFS longitudinal data sets, DWP in house report 109, (DWP, 2003).

Faith or Religion None found
Gender (including transgender) None found
Race None found
Sexual Orientation None found
2.2 What qualitative information is available about the subject matter of the policy/function and its effect on each diversity target group?
Age None found
Disability <p>Disabled people represent one fifth of the working age population, but are far more likely to be out of work and to lack skills than the population as a whole. Improving skills and employment for disabled people matters, not just for equality, but also for national prosperity and delivering world leading skills and employment. Indeed, these are interlinked challenges: skills are increasingly key to improving employment.</p> <p><u>DRC, Disability, Skills and Work: Raising Our Ambitions paper [Accessed 10/08/07]</u></p> <p>Despite recent progress, disabled people and people with long-term health conditions still face significant disadvantages. They are far less likely to be skilled; disabled people are half as likely as non-disabled people to have a degree and twice as likely to have no qualifications at all. They are far less likely to be employed too; only 50 per cent are in work, compared to 75 per cent of the population as a whole. They are also more likely to be socially excluded and live in poverty; disabled adults are twice as likely to be living in poverty than non-disabled adults.</p> <p><u>Office for National Statistics, Labour Force Survey, (ONS, 2007).</u></p> <p>Evidence shows that many people do not feel able to disclose impairment to their employer because they are concerned about their employers' attitude and the impact on their job. This may limit their ability to get the help or reasonable adjustments that could enable them to stay in work.</p> <p><u>Stanley, Ridely, Manthorpe, Harris and Hurst, Disclosing Disability: Disabled students and practitioners in social work, nursing and</u></p>

<p><u>teaching. (Social Care Workforce Research Unit, 2007).</u></p> <p>While awareness of disability and the DDA is rising (75 per cent of employers across the country), understanding of disability and what employers can do remains low (for example, only 8 per cent of employers have ever actively sought information or advice on the DDA). This relatively low awareness was reflected in a recent survey which found that 45 per cent of small firms believe that it would be <i>'quite or very difficult'</i> to employ a disabled person.</p> <p><u>DRC, Disability, Skills and Work: Raising Our Ambitions paper [Accessed 10/08/07].</u></p>
<p>Faith or Religion None found</p>
<p>Gender (including transgender) None found</p>
<p>Race None found</p>
<p>Sexual Orientation None found</p>
<p>2.3 What are the gaps in the available data?</p>
<p>There are gaps in data across all strands of diversity.</p>
<p>Age As above</p>
<p>Disability As above</p>
<p>Faith or Religion As above</p>
<p>Gender (including transgender) As above</p>
<p>Race As above</p>
<p>Sexual Orientation As above</p>
<p>2.4 Have you considered doing new research? If not, state why not.</p>
<p>Research data is freely available from the Disability Rights Commission (DRC).</p>

In 2000 the DRC began to function. It is an independent body set up by the Government to help secure civil rights for disabled people. Its statutory duties are:

- To work to eliminate discrimination against disabled people.
- To promote equal opportunities for disabled people.
- To encourage good practice in the treatment of disabled people.
- To advise the Government on the working of disability legislation (the Disability Discrimination Act (DDA) 1995 and the Disability Rights Commission Act 1999).

The DRC also carries out research to inform discussion and policy-making and to ascertain how well the law affecting the rights of disabled people is working.

Age
As above

Disability
As above

Faith or Religion
As above

Gender (including transgender)
As above

Race
As above

Sexual Orientation
As above

Assess the likely impact – negative impact

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.

Age
Not in the policy or function.

Disability
Not in the policy or function.

Faith or Religion Not in the policy or function.
Gender (including transgender) Not in the policy or function.
Race Not in the policy or function.
Sexual Orientation Not in the policy or function.
3.2 If the answer to 3.1 is yes, is there any negative impact which is intended or justified under law? Explain. The policy has a legal basis: Disability Discrimination Act 1995 (Amended) Regulations 2003 Disability Rights Commission Code of Practice 2004 No negative impact could be found.
Age Not applicable
Disability Not applicable
Faith or Religion Not applicable
Gender (including transgender) Not applicable
Race Not applicable
Sexual Orientation Not applicable
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. Give examples.
Age Not applicable
Disability Not applicable

Faith or Religion Not applicable
Gender (including transgender) Not applicable
Race Not applicable
Sexual Orientation Not applicable
3.4 Are there other factors that might explain the negative impact?
Age Not applicable
Disability Not applicable
Faith or Religion Not applicable
Gender (including transgender) Not applicable
Race Not applicable
Sexual Orientation Not applicable
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.
Age Yes; at 7.3 the policy clearly states “In the application of this policy, the Force will not discriminate against any person regardless of their gender, sexual orientation, race or ethnic origin, religion, age or disability.
Disability The Disability Discrimination Act, now backed up by the enforcement powers of the DRC, has the potential to make a significant difference to the lives of disabled people. The existence of the legislation and the Commission conveys a strong message that a socially just society requires the full participation of disabled people.

DRC [Accessed online Aug 2007].
<p>Faith or Religion Yes; at 7.3 the policy clearly states "In the application of this policy, the Force will not discriminate against any person regardless of their gender, sexual orientation, race or ethnic origin, religion, age or disability.</p>
<p>Gender (including transgender) Yes; at 7.3 the policy clearly states "In the application of this policy, the Force will not discriminate against any person regardless of their gender, sexual orientation, race or ethnic origin, religion, age or disability.</p>
<p>Race Yes; at 7.3 the policy clearly states "In the application of this policy, the Force will not discriminate against any person regardless of their gender, sexual orientation, race or ethnic origin, religion, age or disability.</p>
<p>Sexual Orientation Yes; at 7.3 the policy clearly states "In the application of this policy, the Force will not discriminate against any person regardless of their gender, sexual orientation, race or ethnic origin, religion, age or disability.</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 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>
Amendments to policy
<p>5.1 Which diversity target groups were identified as being negatively affected by the policy or function?</p> <p>Summarise the negative impact for each group (you may do so by reference to your answers at 3.1 above if appropriate)</p>

Age Not in the policy or function.
Disability Not in the policy or function.
Faith or Religion Not in the policy or function.
Gender (including transgender) Not in the policy or function.
Race Not in the policy or function.
Sexual Orientation Not in the policy or function.
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 Not Applicable
Disability Not Applicable
Faith or Religion Not Applicable
Gender (including transgender) Not Applicable
Race Not Applicable
Sexual Orientation Not Applicable
5.3 If changes were considered but not made, explain why this was the case.
Age Not Applicable
Disability Not Applicable

Faith or Religion Not Applicable
Gender (including transgender) Not Applicable
Race Not Applicable
Sexual Orientation Not Applicable
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?
Age Not Applicable
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	Yes = 1 No = 0	1	1	1	1	1	1

staff?(i.e. officers or staff)	Comments						
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	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	0	0	0	0	0	0
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>	Yes = -2 Partly = -1 No = 0	0	0	0	0	0	0

above (Yes/Partly/No)	Comments						
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	-1	-1	-1	-1	-1	-1
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

Monitoring

7.1 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 full review will be carried out by the policy author at least every three years and will examine:

- Changes in legislation

- Court Rulings – Domestic, European and Human Rights
- Examples of good practice from other Forces and organisations
- Changes in Home Office Circulars
- Developments with ACPO Policy Unit
- Representations made by individuals and relevant organisations
- Relevant Race Equality Data
- Diversity Impact

Age
As above

Disability
From September 2007 The Force will monitor the number of staff with disabilities and the reasonable adjustments that have been put in place on their behalf. This information is reported in the Diversity Monitoring Book in an anonymous format which is available on the Force HR Diversity site.

Faith or Religion
As above

Gender (including transgender)
As above

Race
As above

Sexual Orientation
As above