

DIVERSITY IMPACT ASSESSMENT (please complete electronically)

Title of policy/procedure: Firearms Certification – Refusal or Revocation
Policy author/assessor: DCI Andy Bird
Department: Crime Support
Date of assessment: 23 rd January 2007

PART ONE

Aims of the Policy/Function

1.1 Identify the aims of the policy or function.

[See Notes](#) The aim of the policy is to formalise and clarify the decision making process to improve public safety through effectively managing the risk posed from 26,100 shotgun and 5,800 firearms certificate holders across the Thames Valley. The scope of the policy covers all registered certificate holders.

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](#) Individual certificate holders. There are a variety of shooting organisations who may represent individuals, but generally representation is by legal advisors.

Internally, this affects many departments and having liaised with PCMU all these interests will be consulted.

Age

Generally age is not an issue with certificates held by every age group and refusals / revocations are not known to focus on age. that said, it is recognised that medical conditions affect fitness to shoot and this is acknowledged as linked to age but this is a medical consideration rather than an age consideration.

Disability

Disability does not generally affect refusals / revocations other than mental health. Where this is an issue referral is made

to the General Practitioner and this is primarily in relation to depression related conditions.
Faith or Religion This is not an issue.
Gender (including transgender) This is not an issue.
Race This is not an issue.
Sexual Orientation This is not an issue.
Evidence
2.1 What quantitative information is available about the subject matter of the policy/function and its effect on each diversity target group? See Notes To the best of our knowledge there is no information collected on these issues. The recently introduced NFLMS system does not collect this information other than age and this is by date of birth and not by age group. NFLMS is owned by the Home Office and can only be amended by them.
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
2.2 What qualitative information is available about the subject matter of the policy/function and its effect on each diversity target group? See Notes Because serious incidents are thankfully so rare, there has not been any meaningful analysis of the data for

diversity issues. The sample set is too small to be meaningful. The issues are around previous offending history and mental health rather than any diversity matters. Individual cases are usually examined in detail through an independent investigation.
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
2.3 What are the gaps in the available data?
See Notes Because serious incidents are thankfully so rare, there has not been any meaningful analysis of the data for diversity issues. The sample set is too small to be meaningful. The issues are around previous offending history and mental health rather than any diversity matters. Individual cases are usually examined in detail through an independent investigation.
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation

<p>2.4 Have you considered doing new research? If not, state why not.</p> <p>See Notes individual serious incidents are subject of extensive research and public enquiries. No further research is possible from these incidents and because the data is so small it would not be statistically significant. Individual cases are usually examined in detail through an independent investigation.</p>
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 No, this would not be possible. Every refusal / revocation is dealt with on an individual basis with a report written by the Firearms Licensing Manager or deputy and the DCI. There is no information provided as to the six diversity issues other than that derived from the name and date of birth. Date of birth reveals an individuals age – but age is not the issue, it is the medical health and unlawful behaviour that are the primary considerations.</p>
Age
Disability
Faith or Religion

Gender (including transgender)
Race
Sexual Orientation
<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>Explain.</p> <p>See Notes N/A</p>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
<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 N/A</p>
Age
Disability
Faith or Religion

Gender (including transgender)
Race
Sexual Orientation
3.4 Are there other factors that might explain the negative impact? N/A
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
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. See Notes No, this is unlikely as there are no negative issues. Every refusal / revocation is dealt with on an individual basis with a report written by the Firearms Licensing Manager or deputy and the DCI. There is no information provided as to the six diversity issues other than that derived from the name and date of birth. Date of birth reveals an individuals age – but age is not the issue, it is the medical health and unlawful behaviour that are the primary considerations. This may improve the health of those not refused / revoked, but will have a limited if indeed any impact on improving diversity

as the issues do not exist at the outset. Other matters can not be addressed as the NFLMS system and the recording criteria are owned by the Home Office.
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
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. There are no such amendments.
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
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> <p>No target groups were identified.</p>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
<p>5.2 Have you removed or reduced the possibility of negative impact by making changes to the policy or function?</p> <p>Explain what changes were made.</p> <p>The policy formalises the existing processes which are based on professional experience, statute law and stated cases. The decision making process involves three separate evidence based assessments. The policy provides the formal structure to evidence the existing processes and it is the inception of the policy that formalises the reduction of possibility of negative impact.</p>
Age
Disability
Faith or Religion
Gender (including transgender)

Race
Sexual Orientation
5.3 If changes were considered but not made, explain why this was the case.
N/A see 5.2 above.
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
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 N/A see 5.2 above.
Age
Disability
Faith or Religion
Gender (including transgender)
Race

Sexual Orientation

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	0	0	0	0	0	0
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	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 Question 3.1 above (Yes/No)	Yes = 2 No = 0 Comments	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
	Comments						
Insert your answer to Question 5.2 above (Yes/Partly/No)	Yes = -2 Partly = -1 No = 0 Comments	0	0	0	0	0	0
Insert your answer to Question 4.1 above (Yes/No)	Yes = -1 No = 0 Comments	0	0	0	0	0	0
Add your scores for each column	Total score	0	0	0	0	0	0

Impact Level:	1-3 = Low 4-5 = Medium 6-8 = High						
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