

DIVERSITY IMPACT ASSESSMENT

Title of policy/procedure: Honour Based Violence
Policy author/assessor: Tim Price/Omar Abu-Rish
Department: Public Protection
Date of assessment: January 2008
PART ONE
Aims of the Policy/Function
<p>1.1 Identify the aims of the policy or function.</p> <p>To ensure a consistent and professional approach to incidents of so-called honour based violence To reduce the risk and likelihood of future harm to individuals To enhance public confidence in the police response to dealing with a so-called honour based incident or crime</p>
<p>1.2 Which individuals and organisations are likely to have an interest in or likely to be affected by the policy or function?</p> <p>All Police Officers Police Staff Home Office TVPA – Thames Valley Police Authority ACPO – Association of Chief Police Officers</p>

HMIC – Her Majesty’s Inspectorate of Constabulary
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
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>See Notes</p>
<p>Age</p> <p>Richards, L and Dhothar, P. (2006). Problem profile of Forced Marriage incidents reported to the MPS between April 2003 and March 2005 An analysis of over 500 HBV related incidents reported to the Metropolitan Police Service over a two year period showed that one in four victims were under 18 years old.</p>
Disability
Faith or Religion

Gender (including transgender)
Bhardwaj A. (2001). Growing up young Asian and female in Britain: a report on self-harm and suicide reported that in the UK the prevalence of self-harm is disproportionately high among young Asian women ¹ .
Race
As above
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
Age
Bhugra D, Desai M & Baldwin D (1999) Suicide and attempted suicide across cultures reported that young, married South Asian women are a high-risk group
Disability
Faith or Religion
Domestic abuse and violence against women cuts across all communities, cultures and religious belief systems
A number of investigations, most notably the murders of Rukshana Naz (1998), Surjit Atwal (1998), Yasmin Akhtar (2001), Heshu Yones (2002), Sahjida Bibi (2003), Samira Nazir (2005) and Banaz Mahmood (2006) highlighted 'honour' as a specific motive for murder and the distinct complexities involved.
Gender (including transgender)
Bhugra D, Desai M & Baldwin D (1999) Suicide and attempted suicide across cultures reported that young, married South Asian

¹ Bhardwaj A. (2001). Growing up young Asian and female in Britain: a report on self-harm and suicide.

women are a high-risk group
<p>Race</p> <p>Victims are sometimes persuaded to return to their country of origin under false pretences, when in fact the intention could be to kill them.</p> <p>Female Genital Mutilation had its roots largely in Africa but also in parts of the Middle East and Asia</p>
<p>Sexual Orientation</p> <p>Bhugra D, Desai M & Baldwin D (1999) Suicide and attempted suicide across cultures reported that young, married South Asian women are a high-risk group</p>
<p>2.3 What are the gaps in the available data?</p> <p>The Multi-Agency Domestic Homicide Reviews report (2003) prepared for ACPO highlighted: “Murders in name of so-called Honour” as a particular form of violence. This report recommended that further work be undertaken in this area using Police information and intelligence in order to completely understand the context of this type of targeted violence. It is acknowledged that there are significant gaps in data so a full and accurate understanding of the extent of the issue cannot be built.</p>
<p>Age</p> <p>As above</p>
<p>Disability</p>
<p>Faith or Religion</p> <p>As above</p>
<p>Gender (including transgender)</p> <p>As above</p>
<p>Race</p>

As above
Sexual Orientation As above
2.4 Have you considered doing new research? If not, state why not. Data recording of incidents and crimes of honour based violence is not available in sufficient quantity or quality at present to allow accurate research to be undertaken.
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
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.

[See Notes](#)

Age

Disability

Faith or Religion

Gender (including transgender)

Race

Sexual Orientation

3.2 If the answer to 3.1 is yes, is there any negative impact which is intended or justified under law?

Explain.

[See Notes](#)

Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
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. See Notes
Age
Disability

Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
3.4 Are there other factors that might explain the negative impact?
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation

Assess the likely impact – positive impact
<p>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?</p> <p>Say how.</p> <p>The purpose of the Honour Based Violence Policy is to identify potential and actual adult and child victims from diverse communities and reduce the risk of harm by communicating and facilitating best practice and the effective use of police powers.</p>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
<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>

If there are no such amendments, please say so.
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
Amendments to policy
5.1 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

Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
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
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.
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](#)

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
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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	1	0	1	1	1	1
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	0	0	0	0	0	0
Do you perceive the function to be politically or socially sensitive?	Yes = 2 No = 0	2	0	2	2	2	2
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	0	0	0	0	0	0
Add your scores for each column	Total score	3	0	3	3	3	3
Impact Level:	1-3 = Low 4-5 = Medium 6-8 = High						

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.

[See Notes](#)

Age

Disability

Faith or Religion

Gender (including transgender)

Race

Sexual Orientation

6.2 What was the outcome of the consultation?

State briefly what the recommendations or comments arising from the consultation consisted of.

[See Notes](#)

Age

Disability

Faith or Religion

Gender (including transgender)

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

Sexual Orientation
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. See Notes
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation