

DIVERSITY IMPACT ASSESSMENT (please complete electronically)

Title of policy/procedure: Identification Procedures
Policy author/assessor: Inspector Danny Hargreaves
Department: Headquarters Criminal Justice
Date of assessment:

PART ONE

Aims of the Policy/Function

1.1 Identify the aims of the policy or function.

To ensure that evidence in respect of identification is secured in a timely fashion in compliance with the relevant codes of practice and that suspects are identified or eliminated from the investigation process.

[See Notes](#)

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](#)

Age **Age Concern, Witness Care Unit**

Disability **Disability Rights Commission,**

Faith or Religion **Force Chaplain,**

Gender (including transgender)
Equal Opportunities Commission

Race
Commission for Racial Equality, Local Race Groups

Sexual Orientation
N/A

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](#)

Age

N/a

Disability

N/a

Faith or Religion

N/a

Gender (including transgender)

N/a

Race

N/a

Sexual Orientation

N/a

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

N/A

Disability

N/A

Faith or Religion

N/A

Gender (including transgender)

N/A

Race

N/A

Sexual Orientation

N/A

<p>2.3 What are the gaps in the available data?</p> <p>See Notes</p>
<p>Age No known available data</p>
<p>Disability See above</p>
<p>Faith or Religion See above</p>
<p>Gender (including transgender) See above</p>
<p>Race See above</p>
<p>Sexual Orientation See above</p>
<p>2.4 Have you considered doing new research? If not, state why not.</p> <p>See Notes <u>The Home Office will be collecting data regarding ethnicity of suspects and witnesses taking part in ID procedures in the future, possibly starting 2008.</u></p>
<p>Age</p>
<p>Disability</p>
<p>Faith or Religion</p>
<p>Gender (including transgender)</p>
<p>Race</p>
<p>Sexual Orientation</p>
<p>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.

[See Notes](#)

Age

No

Disability

No

Faith or Religion

No

Gender (including transgender)

No

Race

No

Sexual Orientation

No

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

Explain. N/A

[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 **N/A**

[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? **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. It is intended that victims of crime and witnesses to crime be requested to aid the police in bringing offenders to justice. It will send out a clear message that that every effort will be made by the police to secure evidence for crimes against diversity target groups and for other crimes in general.

[See Notes](#)

Age [see above](#)

Disability [see above](#)

Faith or Religion [see above](#)

Gender (including transgender) [see above](#)

Race [see above](#)

Sexual Orientation [see above](#)

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 that can be made to the policy as it relates to suspects/offenders and witnesses whose diversity range cannot be controlled by the policy.](#)

Age [see above](#)

Disability [see above](#)

Faith or Religion [see above](#)

Gender (including transgender) [see above](#)

Race [see above](#)

Sexual Orientation see above
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
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? No
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. N/A
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? N/A 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
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

6.1 Has the policy or function been consulted upon?

If not state why not. **No. Because the impact on the various strands of diversity cannot be gauged as the policy relates to persons arrested as suspects and witnesses to offences. The diverse make up of of these people cannot be known until an incident occurs when it will be dealt with in consultation with any relevant organisations if required.**

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 The Home Office has directed that the race of persons involved in ID procedures will be required to be recorded in the near future for a trial period (start in 2008)
Sexual Orientation