

DIVERSITY IMPACT ASSESSMENT (please complete electronically)

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| Title of policy/procedure: Guidance to Police Staff and Police Officers called for Jury Service |
| Assessor: Melanie Holdak |
| Department: Employment Relations |
| Date of assessment: September 2007 |

PART ONE

Aims of the Policy/Function

1.1 Identify the aims of the policy or function

[To provide guidance to TVP Police Officers and Police Staff who have been selected for jury service.](#)

1.2 Which individuals and organisations are likely to have an interest in or likely to be affected by the policy or function?

[All Police Officers and Police Staff.](#)
[Human Resources and Personnel staff](#)
[Staff Associations – Unison and Police Federation](#)

[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

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| 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 |
| <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> <ul style="list-style-type: none"> • In the UK 450,000 people are summoned as jurors every year (Source: Personnel Today 21/06/05) • People under 18 and over 70 are not eligible • Every year 185,000 people in England and Wales do jury service (Source: BBC News 16/08/07) <p>On 5th April 2004 section 321 of the Criminal Justice Act 2003 came into force. This section removed the previous entitlement of police officers and staff to be excused from jury service. In TVP from this date until 14th September 2007, Peoplesoft (HR database) recorded two members of staff who undertook jury service for a total of three days.</p> |
| Age There is no quantitative data available specific to this area. |
| Disability There is no quantitative data available specific to this area. |
| Faith or Religion There is no quantitative data available specific to this area. |
| Gender (including transgender) |

There is no quantitative data available specific to this area.

Race

There is no quantitative data available specific to this area.

Sexual Orientation

There is no quantitative data available specific to this area.

2.2 What **qualitative** information is available about the subject matter of the policy/function and its effect on each diversity target group?

Research was carried out between October 2001 – October 2002 by the Home Office to examine juror's perceptions, understanding, confidence and satisfaction in the jury service. The research was conducted in six courts and 361 jurors were interviewed. The key findings are as follows:

- **Perceptions**

- Half of those included in the survey who received a jury summons claimed to be 'enthusiastic' or 'very enthusiastic', while just under a third of respondents claimed to be 'reluctant' or 'very reluctant'.
- Among the main reasons for being reluctant to engage in jury service were work or domestic pressures.
- Inconvenience of undertaking jury service prompted 36% to apply for deferral, excusal or exemption.
- 65% of respondents felt confident about taking on their role as a juror.
- Just under two-thirds of those engaging in jury service had a more positive view of the jury trial system after completing their service than they did before.

- **Understanding**

- In 4% of cases, jurors claimed that they could not hear the evidence properly.
- The vast majority of jurors considered jury trials to be an important part of the criminal justice system, and over two-fifths of these indicated that this was because of the diversity of the jury and its ability to access evidence from different perspectives.

- **Confidence**

- Those who had visited a court in the past, either as victims or witnesses were more likely to leave with a higher level of confidence following their service.
- Black minority ethnic groups were more likely to leave with a higher level of confidence than their white counterparts and Asian minority ethnic groups with the same level of confidence.

- The most important factors or conditions that had a positive influence on juror confidence were:
 - The diversity of people found on juries
 - Perceptions of fairness
 - Professionalism, organisation and competence
 - Information and transparency
 - Juror and staff commitment
 - Due process
- **Satisfaction**
 - Women were more than twice as likely as men to feel very uncomfortable or intimidated at the prospect of meeting families of the accused going to and from the courtroom.
 - Some juror's experiences stress as a consequence of doing their service. The main sources of stress were found to be mainly associated with worry about reaching the 'wrong' verdict (19%) or feeling under pressure to reach a verdict (5%).
 - The most positive aspects of engaging in jury service were found to be having a greater understanding of the criminal court trial (58%), a feeling of having performed an important civic duty (41%) while 22% found it personally fulfilling.
 - The vast majority of respondents (over 95%) considered juries very important, essential, quite important or necessary in our system of justice.

(Source: Home Office: *Juror's perceptions, understanding, confidence and satisfaction in the jury system: a study in six courts*)

Age

There is no qualitative data available specific to this area.

Disability

There is no qualitative data available specific to this area.

Faith or Religion

There is no qualitative data available specific to this area.

Gender (including transgender)

The research carried out by the Home Office does have some limited qualitative data in this area, as shown above.

Race

The research carried out by the Home Office does have some limited qualitative data in this area, as shown above.

Sexual Orientation

There is no qualitative data available specific to this area.

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| 2.3 What are the gaps in the available data? |
| Age No sources of either quantitative or qualitative data were found. |
| Disability No sources of either quantitative or qualitative data were found. |
| Faith or Religion No sources of either quantitative or qualitative data were found. |
| Gender (including transgender) There was only limited quantitative and qualitative data in this area. |
| Race There was only limited quantitative and qualitative data in this area. |
| Sexual Orientation No sources of either quantitative or qualitative data were found. |
| 2.4 Have you considered doing new research? If not, state why not. Further research was considered but not undertaken for the following reasons: <ul style="list-style-type: none"> • It was possible to use the research undertaken by outside groups as part of this diversity impact assessment. • The details of the policy are set out in law which cannot be changed. |
| Age |
| Disability |
| Faith or Religion |
| Gender (including transgender) |
| Race |

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| 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. |
| Age If the policy is properly followed, it would not have a negative impact on age. |
| Disability If the policy is properly followed, it would not have a negative impact on disability. |
| Faith or Religion If the policy is properly followed, it would not have a negative impact on faith or religion. |
| Gender (including transgender) If the policy is properly followed, it would not have a negative impact on gender. |
| Race If the policy is properly followed, it would not have a negative impact on race. |
| Sexual Orientation If the policy is properly followed, it would not have a negative impact on 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. |
| Age Not applicable. |
| Disability Not applicable. |
| Faith or Religion Not applicable. |
| Gender (including transgender) Not applicable. |
| Race Not applicable. |

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| 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?

The guidance states that 'all jurors should expect to be treated equally regardless of the nature of their employment'. This is a positive statement which promotes equality between jurors.

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?

Not applicable.

Age

Not applicable.

Disability

Not applicable.

Faith or Religion

Not applicable.

Gender (including transgender)

Not applicable.

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| Race Not applicable. |
| Sexual Orientation Not applicable. |
| 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 Not applicable. |
| Disability Not applicable. |
| Faith or Religion Not applicable. |
| Gender (including transgender) Not applicable. |
| Race Not applicable. |
| Sexual Orientation Not applicable. |
| 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. |

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| 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. |

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| 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 staff?(i.e. officers or staff) | Yes = 1 No = 0 Comments | 1 | 1 | 1 | 1 | 1 | 1 |
| 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 | 1 | 1 | 1 | 1 | 1 | 1 |

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| 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 Comments | 0 | 0 | 0 | 0 | 0 | 0 |
| Insert your answer to Question 5.2 above (Yes/Partly/No) | Yes = -2 Partly = -1 No = 0 Comments | 0 | 0 | 0 | 0 | 0 | 0 |

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| Insert your answer to Question 4.1 above (Yes/No) | Yes = -1 No = 0 Comments | -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 |

Monitoring

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 policy and DIA review will be carried out annually by the policy author/assessor as appropriate and will examine:

- 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
- Developments with ACPO Policy Unit
- Representations made by individuals and relevant organisations

- Relevant Race Equality data

Age

[As above](#)

Disability

[As above](#)

[As above](#)

Gender (including transgender)

[As above](#)

Race

[As above](#)

Sexual Orientation

[As above](#)