

DIVERSITY IMPACT ASSESSMENT

Title of policy/procedure: No Smoking Policy
Policy author/assessor: Alison Clements
Department: Human Resources – Policy Development
Date of assessment: April 2007

PART ONE
Aims of the Policy/Function
<p>1.1 Identify the aims of the policy or function.</p> <p>The intention of this policy is to ensure a healthy and safe working environment, and to fulfil our obligations under The Health Act 2006 and The Health and safety at Work Act 1974.</p> <p>The aim of this policy is:</p> <p style="padding-left: 40px;">To achieve a healthy and safe working environment for all members of Thames Valley Police (TVP), our visitors and detainees under our custody and control.</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 Thames Valley Police staff. Members of the public who visit police premises or come into contact with police personnel, our premises and/or vehicles. People who have contact with detainees of TVP – Force Medical Officers, health care professionals, solicitors, visitors, security officers (this list is not exhaustive). Force HR Departments and Force Business Managers APA – Association of Police Authorities ACPO – Association of Chief Police Officers</p>

TVPA - Thames Valley Police Authority
 Unison and Police Federation
 Health and Safety Officers
 Fire Wardens and Security Officers
 Managers and Supervisors.

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
Early 20s most likely to smoke
 Since the early 1990s in Great Britain the prevalence of cigarette smoking has been higher among 20 to 24 year olds than in any other age groups. (National Statistics).
Over 60s least likely to smoke
 The over 60s are more likely than younger people to have smoked at some time in their lives. However, they are more likely than younger people to have given up, and only 14 per cent smoked in 2004/05, the smallest proportion for any age group. (National Statistics).
35 to 59 age group smoke the most cigarettes
 Both men and women smokers, aged 35 to 59 smoked the most. Male smokers in this age group smoked around 17 cigarettes a day, and women around 14 a day. (National Statistics).

Age makeup of staff within TVP (April 2007)

Age Range	POLICE	P STAFF	PCSO	SPECL	TEMP	VOLUN	Grand Total
0		16			162	160	338
16-24	286	231	70	80	58	42	767
25-34	1543	763	59	80	109	30	2584
35-44	1498	756	71	86	93	48	2552
45-54	969	683	37	45	84	55	1873
55-64	37	512	9	7	45	120	730
Grand Total	4333	2961	246	298	551	455	8844

Disability

No freely available data could be found on the subject smoking in relation to disability.

The below table indicates the number of staff within TVP who have indicated they have a disability (April 2007).

Disabled	POLIC	CIVIS	PCSO	SPECL	TEMP	VOLUN	Grand Total
Y	13	19	1		1	10	44
	4320	2942	245	298	550	445	8800
Grand Total	4333	2961	246	298	551	455	8844

Faith or Religion

No freely available data could be found on the subject smoking in relation to faith and religion.

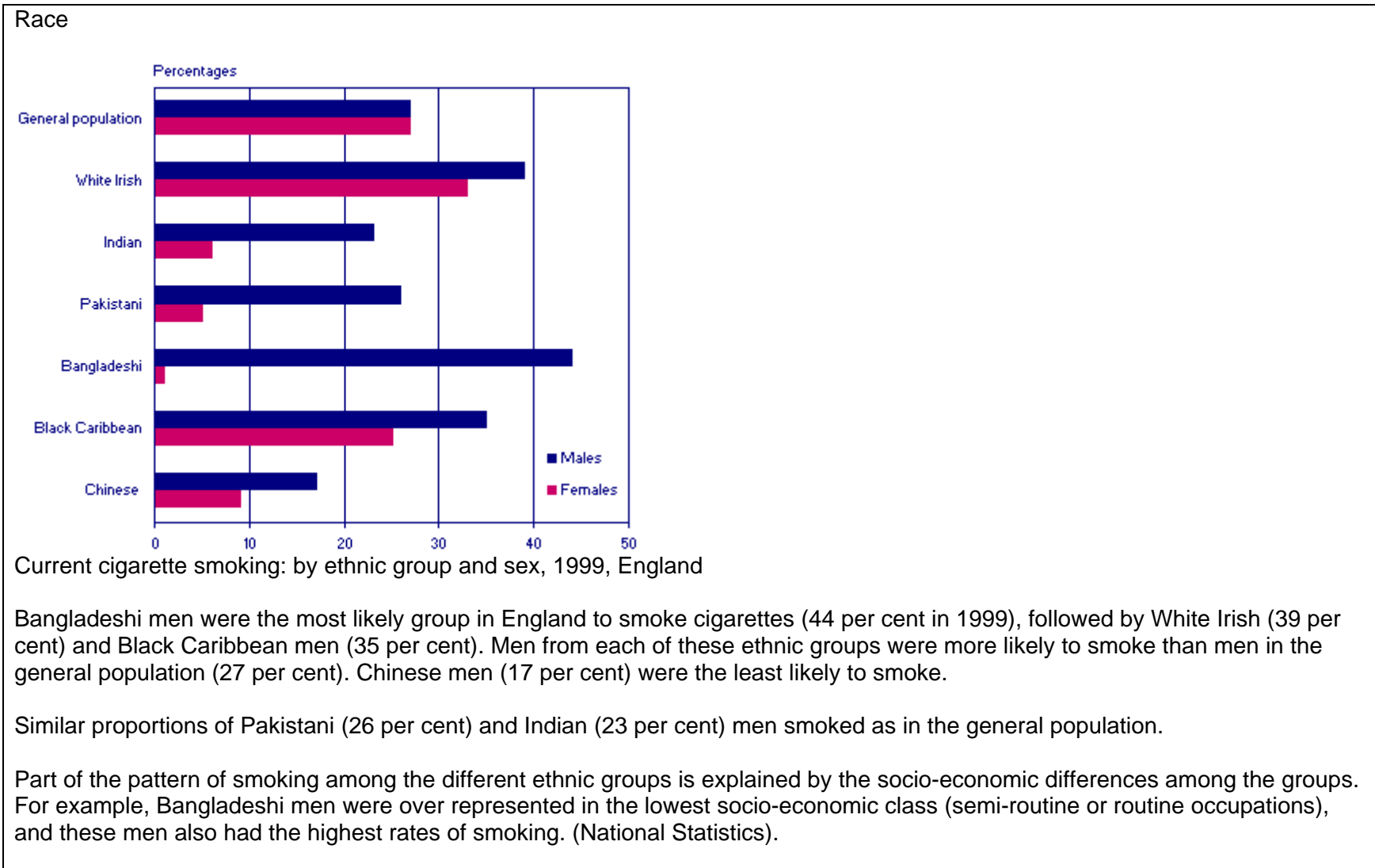
Gender (including transgender)

Men versus women

In 2004/05, 26 per cent of men and 23 per cent of women were cigarette smokers, compared with the early 1970s when around 50 per cent of men and 40 per cent of women smoked. Male smokers smoked more cigarettes a day on average than female smokers. In each year since 1998/99, men smoked on average 15 cigarettes a day compared with 13 for women. (National Statistics).

Gender makeup of staff within TVP (April 2007)

Gender	POLICE	P STAFF	PCSO	SPECL	TEMP	VOLUN	Grand Total
Female	1156	1884	119	101	248	255	3763
Male	3177	1077	127	197	291	199	5068
Unknown					12	1	13
Grand Total	4333	2961	246	298	551	455	8844



NOT PROTECTIVELY MARKED

Current ethnic makeup of staff within TVP (April 2007)

Ethnic Grp	POLICE	P STAFF	PCSO	SPECL	TEMP	VOLUN	Grand Total
Any Other Asian Background	9	3	1	2	3	6	24
Any Other Black Background	4	2			1	1	8
Any Other Mixed Background	26	16			1		43
Any Other White Background	97	56	10	7	5	17	192
Bangladeshi		2				2	4
Black African	6	3				3	12
Black Caribbean	23	12	1	2		2	40
Chinese	2	7		1		1	11
Indian	35	44	5	4		10	98
Not Stated	151	48	1		9	19	228
Other Ethnic Group	6	7	1		2	5	21
Pakistani	13	11	3	5		12	44
White and Asian	13	3	1	3	1	1	22
White and Black African	7	3	1				11
White and Black Caribbean	20	11	2	2		1	36
White British	3869	2695	218	269	70	367	7488
White Irish	52	34	2	2	1	3	94
#N/A		4		1	458	5	468
Grand Total	4333	2961	246	298	551	455	8844

Sexual Orientation

No freely available data could be found on the subject smoking in relation to sexual orientation.

NOT PROTECTIVELY MARKED

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
Disability None
Faith or Religion None
Gender (including transgender) None
Race None
Sexual Orientation None
2.3 What are the gaps in the available data? There are considerable gaps in the available data across all strands of diversity.
Age There are considerable gaps in the available data across all strands of diversity.
Disability There are considerable gaps in the available data across all strands of diversity.
Faith or Religion There are considerable gaps in the available data across all strands of diversity.
Gender (including transgender) There are considerable gaps in the available data across all strands of diversity.
Race There are considerable gaps in the available data across all strands of diversity.
Sexual Orientation There are considerable gaps in the available data across all strands of diversity.
2.4 Have you considered doing new research? If not, state why not.
Age

NOT PROTECTIVELY MARKED

<p>In part; the policy was brought in to comply with two pieces of legislation – The Health Act 2006 and The Health and safety at Work Act 1974. Research was considered but it was felt it would not alter the necessity to comply with the law or TVP’s obligation to provide a safe and healthy work environment for all.</p>
<p>Disability In part; the policy was brought in to comply with two pieces of legislation – The Health Act 2006 and The Health and safety at Work Act 1974. Research was considered but it was felt it would not alter the necessity to comply with the law or TVP’s obligation to provide a safe and healthy work environment for all.</p>
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<p>Gender (including transgender) In part; the policy was brought in to comply with two pieces of legislation – The Health Act 2006 and The Health and safety at Work Act 1974. Research was considered but it was felt it would not alter the necessity to comply with the law or TVP’s obligation to provide a safe and healthy work environment for all.</p>
<p>Race In part; the policy was brought in to comply with two pieces of legislation – The Health Act 2006 and The Health and safety at Work Act 1974. Research was considered but it was felt it would not alter the necessity to comply with the law or TVP’s obligation to provide a safe and healthy work environment for all.</p>
<p>Sexual Orientation In part; the policy was brought in to comply with two pieces of legislation – The Health Act 2006 and The Health and safety at Work Act 1974. Research was considered but it was felt it would not alter the necessity to comply with the law or TVP’s obligation to provide a safe and healthy work environment for all.</p>
<p>Assess the likely impact – negative impact</p>
<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>Age No</p>

NOT PROTECTIVELY MARKED

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.
Age Not applicable but if there was it would be justifiable under the law.
Disability Not applicable but if there was it would be justifiable under the law.
Faith or Religion Not applicable but if there was it would be justifiable under the law.
Gender (including transgender) Not applicable but if there was it would be justifiable under the law.
Race Not applicable but if there was it would be justifiable under the law.
Sexual Orientation Not applicable but if there was it would be justifiable under the law.
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

NOT PROTECTIVELY MARKED

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 No
Disability No
Faith or Religion No

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Gender (including transgender) No.
Race No.
Sexual Orientation No.
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.
Age No such amendments could be made.
Disability No such amendments could be made.
Faith or Religion No such amendments could be made.
Gender (including transgender) No such amendments could be made.
Race No such amendments could be made.
Sexual Orientation No such amendments could be made.
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

NOT PROTECTIVELY MARKED

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
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 PROTECTIVELY MARKED

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

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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	1	1	1	1	1	1
Does the policy or function affect the public served by TVP?	Yes = 1 No = 0	1	1	1	1	1	1
Does the policy or function involve the use of a statutory power?	Yes = 1 No = 0	1	1	1	1	1	1
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	0	0	0	0	0	0

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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	-2	-2	-2	-2	-2	-2
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	1	1	1	1	1	1
Impact Level:	1-3 = Low 4-5 = Medium 6-8 = High	Low	Low	Low	Low	Low	Low

PART TWO																																				
Formal consultation																																				
<p>6.1 Has the policy or function been consulted upon?</p> <p>Yes</p> <p>If not state why not.</p> <p>If yes, state which individuals and organisations were consulted and what form the consultation took.</p> <p>Force HR representatives and representatives from:</p> <table border="0"> <tr> <td>Gay Police Association</td> <td>GPA</td> <td>Alistair Melling</td> </tr> <tr> <td>British Association for Women in Policing</td> <td>BAWP</td> <td>Cecilia Agger</td> </tr> <tr> <td colspan="3">DCI Judith Johnson – BAWP (British Association for Women in Policing)</td> </tr> <tr> <td>Black Police Association</td> <td>BPA</td> <td>Jay Andrews</td> </tr> <tr> <td colspan="3">Inspector Ian Smith – BPA (Black Police Association)</td> </tr> <tr> <td colspan="3">Adrian Bhatti – Force CADO (Community and Diversity Officer)</td> </tr> <tr> <td>Unison</td> <td></td> <td>Rod Matheson</td> </tr> <tr> <td>Police Federation</td> <td></td> <td>Dino Imbimbo</td> </tr> <tr> <td>Employment Relations Team</td> <td></td> <td>Lynne Wainwright, Rebecca Hellens, Mary Sibley</td> </tr> <tr> <td>Employment Lawyer</td> <td></td> <td>Colette Vance</td> </tr> <tr> <td>HR and Business Managers</td> <td></td> <td></td> </tr> <tr> <td>Head of Health and Safety</td> <td></td> <td>Martyn Grant</td> </tr> </table> <p>Consultees were sent a copy of the policy and asked for their comments.</p> <p>Age Only as part of above.</p> <p>Disability Only as part of above.</p>	Gay Police Association	GPA	Alistair Melling	British Association for Women in Policing	BAWP	Cecilia Agger	DCI Judith Johnson – BAWP (British Association for Women in Policing)			Black Police Association	BPA	Jay Andrews	Inspector Ian Smith – BPA (Black Police Association)			Adrian Bhatti – Force CADO (Community and Diversity Officer)			Unison		Rod Matheson	Police Federation		Dino Imbimbo	Employment Relations Team		Lynne Wainwright, Rebecca Hellens, Mary Sibley	Employment Lawyer		Colette Vance	HR and Business Managers			Head of Health and Safety		Martyn Grant
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Faith or Religion Only as part of above.
Gender (including transgender) Only as part of above.
Race Only as part of above.
Sexual Orientation Only as part of above.
6.2 What was the outcome of the consultation? State briefly what the recommendations or comments arising from the consultation consisted of.
Age No amendments necessary
Disability No amendments necessary
Faith or Religion No amendments necessary
Gender (including transgender) No amendments necessary
Race No amendments necessary
Sexual Orientation No amendments necessary
6.3 Has the policy or function been revised or amended as a result of the consultation?
Age No changes were necessary.
Disability No changes were necessary.
Faith or Religion No changes were necessary.
Gender (including transgender) No changes were necessary.

NOT PROTECTIVELY MARKED

Race No changes were necessary.
Sexual Orientation No changes were necessary.
6.4 Have the results of the consultation been fed back to the consultees? How?
Age Yes, via e-mail correspondence.
Disability Yes, via e-mail correspondence.
Faith or Religion Yes, via e-mail correspondence.
Gender (including transgender) Yes, via e-mail correspondence.
Race Yes, via e-mail correspondence.
Sexual Orientation Yes, via e-mail correspondence.
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.
Age The policy will be reviewed on a two yearly basis by the policy creator, Alison Clements, Policy Development Assistant. This Diversity Impact Assessment will be reviewed at the same time as any policy review.
Disability The policy will be reviewed on a two yearly basis by the policy creator, Alison Clements, Policy Development Assistant. This Diversity Impact Assessment will be reviewed at the same time as any policy review.

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