

**DIVERSITY IMPACT ASSESSMENT** (please complete electronically)

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Title of policy/procedure: <b>Production of E-fits</b>
Policy author/assessor: <b>Inspector Roy Atwell</b>
Department: <b>Headquarters Criminal Justice</b>
Date of assessment: <b>30/03/07</b>

**PART ONE**

**Aims of the Policy/Function**

**1.1** Identify the aims of the policy or function.  
This policy aims to ensure that E-fits (computer generated representations of an unknown person) are generated in circumstances whereby the integrity of the image and witness are of the highest quality in order to ensure that they can be utilised as a valuable aid in detecting crime.  
[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?  
All witnesses to crime, which will include members of the public, as well as police officers, police support staff, and employees of other enforcement agencies.  
[See Notes](#)

**Age**  
Issues concerning the handling of persons with mobility or age-related issues may arise, although many appointments to carry out E-fits will take place in the home or other agreed location mutually convenient for the witness and the E-fit operator.

**Disability**  
Issues concerning disability may arise, although many appointments to carry out E-fits will take place in the home or other agreed location mutually convenient to the witness and the E-fit operator. Interpreting services are accessible forcewide in terms of hearing or other impairment and this can be arranged in advance of the appointment.

**Faith or Religion**  
Appointments will be made at mutually convenient times for the E-fit operator and the witness in order to minimise any disruption to

a witness's faith or religious observance.
<p><b>Gender (including transgender)</b>  The likelihood of significant issues in relation to gender is felt to be very low, given that witnesses are co-operating with police E-fit operators voluntarily and by arrangement. It is recognised that the force has only a very small number of E-fit operators and anecdotal evidence suggests that this has not been problematic to date.</p>
<p><b>Race</b> The likelihood of significant issues in relation to race is felt to be very low, given that witnesses are co-operating with police E-fit operators voluntarily and by arrangement. It is recognised that the force has only a very small number of E-fit operators and anecdotal evidence suggests that this has not been problematic to date.</p>
<p><b>Sexual Orientation</b>  The likelihood of significant issues in relation to sexual orientation is felt to be very low, given that witnesses are co-operating with police E-fit operators voluntarily and by arrangement. It is recognised that the force has only a very small number of E-fit operators and anecdotal evidence suggests that this has not been problematic to date.</p>
<b>Evidence</b>
<p><b>2.1</b> What <b>quantitative</b> information is available about the subject matter of the policy/function and its effect on each diversity target group?  None available  <a href="#">See Notes</a></p>
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?

Consultation has yielded some anecdotal evidence with only positive comments received.

[See Notes](#)

Age

Disability

Faith or Religion

Gender (including transgender)

Race

Sexual Orientation

**2.3** What are the gaps in the available data?

Quantitative and qualitative data unavailable so that we are presently unable to identify gaps in data.

[See Notes](#)

Age

Disability

Faith or Religion

Gender (including transgender)

Race

Sexual Orientation

**2.4** Have you considered doing new research? If not, state why not.

Considered, but not presently viable due to lack of resources/budgets.

[See Notes](#)

Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
<b>Assess the likely impact – negative impact</b>
<p><b>3.1</b> 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><u>On the balance of probabilities, this policy is unlikely to have a negative impact on any of the strands of diversity.</u> <a href="#">See Notes</a></p>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation

<p><b>3.2</b> If the answer to 3.1 is yes, is there any negative impact which is intended or justified under law? N/A Explain. <a href="#">See Notes</a></p>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
<p><b>3.3</b> 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. N/A Give examples. <a href="#">See Notes</a></p>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation

<p><b>3.4</b> Are there other factors that might explain the negative impact?  N/A</p>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
<b>Assess the likely impact – positive impact</b>
<p><b>4.1</b> 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?  Yes  Say how.  It is intended that the professional manner in which E-fit operators following this policy should carry out E-fit's with witnesses should aim to reassure members of the public who witness a crime, including the diversity and minority target groups. This will ensure that a clear message is delivered that every effort will be made to secure witness evidence and bring offenders to justice for racially-motivated or homophobically-related offences and for crime in general. Vulnerable witnesses are specifically catered for in the policy in terms of Gateway Officers and Special Measures meetings and the importance of Victim Care is emphasised within the policy.  <a href="#">See Notes</a></p>
<p>Age  The policy caters for Vulnerable Witnesses in terms of Gateway Officers and Special Measures Meetings and the importance of Victim Care is emphasised within the policy.</p>
<p>Disability  The policy caters for disability in terms of Gateway Officers and Special Measures Meetings and the importance of Victim Care is emphasised within the policy.</p>

<p>Faith or Religion</p> <p>The policy caters for Faith or Religion in terms of Gateway Officers and Special Measures Meetings and the importance of Victim Care is emphasised within the policy.</p>
<p>Gender (including transgender)</p> <p>The policy caters for gender and transgender issues in terms of Gateway Officers and Special Measures Meetings and the importance of Victim Care is emphasised within the policy.</p>
<p>Race</p> <p>The policy caters for race in terms of Gateway Officers and Special Measures Meetings and the importance of Victim Care is emphasised within the policy. Interpreters are available forcewide, together with advisory groups including the Diversity Team at HQ Kidlington.</p>
<p>Sexual Orientation</p> <p>The policy caters for Sexual Orientation in terms of Gateway Officers and Special Measures Meetings and the importance of Victim Care is emphasised within the policy.</p>
<p><b>4.2</b> 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> <p>N/A</p> <p>If there are no such amendments, please say so.</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><b>Amendments to policy</b></p>
<p><b>5.1</b> Which diversity target groups were identified as being negatively affected by the policy or function?</p> <p>N/A</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>

Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
<b>5.2</b> Have you removed or reduced the possibility of negative impact by making changes to the policy or function? N/A Explain what changes were made.
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
<b>5.3</b> 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
<p><b>5.4</b> If the possibility of negative impact remains despite amendments, explain why implementing the policy is justifiable to meet the wider policy aims.</p> <p>N/A</p> <p>What alternative options have you considered for delivering the policy or function's aims?</p> <p><a href="#">See Notes</a></p>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation



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

**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
<b>6.3</b> 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
<b>6.4</b> Have the results of the consultation been fed back to the consultees? How?
Age
Disability
Faith or Religion
Gender (including transgender)
Race

Sexual Orientation
<b>Monitoring</b>
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.  <a href="#">See Notes</a>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation