

DIVERSITY IMPACT ASSESSMENT

Title of policy/procedure: Professional Standards Reporting
Policy author/assessor: Insp Keyser
Department: Professional Standards Department
Date of assessment: 21 March 2006

PART ONE

Aims of the Policy/Function

1.1 Identify the aims of the policy or function.

The CRE and HMIC recommend that procedures are in place to allow staff to report inappropriate behaviour by colleagues. This is also a key part of the ACPO Corruption Prevention Strategy. This policy sets out how staff can make such reports, and the support which should be available to them subsequently.

[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?

This policy has the potential to affect all staff, volunteers and contractors, regardless of age, disability, etc. Organisations such as HMIC, IPCC, Federation, Superintendent's Association and Unison will all have an interest

[See Notes](#)

Age None identified

Disability National Disabled Police Association

Faith or Religion

None identified

Gender (including transgender) British Association of Women Police Officers

Race

Black Police Association

Sexual Orientation 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> <p>Whilst there is much research on police corruption as a whole (more in other countries than in the UK) and risks are identified (Home Office publication 11/03 "Police Corruption in England and Wales: An Assessment of the Current Evidence) – there is nothing specifically on issues around diversity and reporting. However, the below publications show that there is some concern that discrimination, whether deliberate or unwitting, still exists</p> <p>See Notes</p>
Age None identified
Disability None identified
Faith or Religion None identified
Gender (including transgender) None identified
<p>Race</p> <p>The Lawrence enquiry highlighted 'institutional racism' within the police, which may touch on individual behaviour.</p> <p>The Times reports: 15th March 2006 that a 'white man wins payout in job race bias.' 30th June 2005 'Met officers win payout at race tribunal'</p>
<p>Sexual Orientation</p> <p>The Times reports on the 2nd December 2005 'Sexism and homophobia still endemic in police forces'</p>
<p>2.2 What qualitative information is available about the subject matter of the policy/function and its effect on each diversity target group?</p> <p>Whilst there is much research on police corruption as a whole (more in other countries than in the UK) and risks are identified (Home Office publication 11/03 "Police Corruption in England and Wales: An Assessment of the Current Evidence) – there is nothing specifically on issues around diversity and reporting.</p> <p>See Notes</p>
Age None identified
Disability None identified

Faith or Religion None identified
Gender (including transgender) Studies into domestic violence
Race None identified
Sexual Orientation None identified
2.3 What are the gaps in the available data?
See Notes
Age None identified
Disability None identified
Faith or Religion None identified
Gender (including transgender) Studies into domestic violence (one of the identified risks to police corruption) do not address the issue of staff reporting inappropriate behaviour
Race None identified
Sexual Orientation None identified
2.4 Have you considered doing new research? If not, state why not.
See Notes
Age None identified
Disability None identified
Faith or Religion None identified

<p>Gender (including transgender) There are other methods of reporting domestic violence which are frequently used. Research is not likely to take us any further forward. Monitoring the use of the confidential reporting line for issues relating to domestic violence will allow an assessment of whether further research can be justified. There are no resources available at this time</p>
<p>Race None identified</p>
<p>Sexual Orientation None identified</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>See Notes</p>
<p>Age None identified</p>
<p>Disability None identified</p>
<p>Faith or Religion None identified</p>
<p>Gender (including transgender) None identified</p>
<p>Race None identified</p>
<p>Sexual Orientation None identified</p>
<p>3.2 If the answer to 3.1 is yes, is there any negative impact which is intended or justified under law? Explain.</p> <p>See Notes</p>

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

Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A
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 style="padding-left: 40px;">The policy is intended to have a positive impact upon all staff by making reporting easier and clearly stating how they should be treated subsequently, thus making TVP a more ethical place within which to work. It does not single out one any of the diversity groups, but makes clear that all types of discrimination should be reported.</p> <p>See Notes</p>
Age None identified
Disability None identified
Faith or Religion None identified
Gender (including transgender) None identified
Race None identified
Sexual Orientation None identified

<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> <p>If there are no such amendments, please say so.</p>
<p>Age None identified</p>
<p>Disability None identified</p>
<p>Faith or Religion None identified</p>
<p>Gender (including transgender) None identified</p>
<p>Race None identified</p>
<p>Sexual Orientation None identified</p>
<p style="text-align: center;">Amendments to policy</p>
<p>5.1 Which diversity target groups were identified as being negatively affected by the policy or function?</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>
<p>Age None identified</p>
<p>Disability None identified</p>
<p>Faith or Religion None identified</p>
<p>Gender (including transgender) None identified</p>
<p>Race None identified</p>
<p>Sexual Orientation None identified</p>
<p>5.2 Have you removed or reduced the possibility of negative impact by making changes to the policy or function?</p>

<p>Explain what changes were made. The existing policy provided confidential reporting lines within the PSD office and CCMT members. These were never used. By introducing a new scheme with Crimestoppers, it is hoped that staff will feel more confident to report anonymously. The negative impact of no-one reporting has been reduced, to the benefit of everyone, not just those in the target diversity groups.</p>
<p>Age None identified</p>
<p>Disability None identified</p>
<p>Faith or Religion None identified</p>
<p>Gender (including transgender) None identified</p>
<p>Race None identified</p>
<p>Sexual Orientation None identified</p>
<p>5.3 If changes were considered but not made, explain why this was the case.</p>
<p>Age None identified</p>
<p>Disability None identified</p>
<p>Faith or Religion None identified</p>
<p>Gender (including transgender) None identified</p>
<p>Race None identified</p>
<p>Sexual Orientation None identified</p>

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 N/A
Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A

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	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	0	0	0	2	2	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	0	0	0	0	0	0
Add your scores for each column	Total score	2	2	2	4	4	2

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

Formal consultation

6.1 Has the policy or function been consulted upon?

If not state why not. When the original policy was drafted, the Federation and Unison were consulted. This policy is driven by HMIC and IPCC who have questioned why little or no use was made of the confidential reporting lines. As a result, changes have been made in the way in which reports can be made. It is not considered necessary to consult with the interested groups as it is generally accepted that this is a positive policy which can only make positive impact.

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

<p>6.2 What was the outcome of the consultation?</p> <p>State briefly what the recommendations or comments arising from the consultation consisted of.</p> <p>See Notes</p>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
<p>6.3 Has the policy or function been revised or amended as a result of the consultation?</p> <p>State how</p>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation

<p>6.4 Have the results of the consultation been fed back to the consultees? How?</p> <p>See Notes</p>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
Monitoring
<p>7.1 Make monitoring arrangements</p> <p>Will monitoring be at force, BCU/ Dept level? Monitoring means scrutinising, following up and evaluating the policy/function</p> <p>It should be comprehensive enough to inform future policy making and development. This policy will be reviewed annually by the head of PSD. Additionally, the head of the PSD Operations Team will monitor its use with every report which it receives. The Head of PSD will be responsible for monitoring the policy as it is implemented across the force. Data will be collated about the diversity target groups of those making a report (where identified) and those subject of the report.</p> <p>See Notes</p>
Age
Disability
Faith or Religion

Gender (including transgender)
Race
Sexual Orientation

