

DIVERSITY IMPACT ASSESSMENT (please complete electronically)

Title of policy/procedure: Serious Sexual Assault Investigations
Policy author/assessor: Roger Hepworth
Department: Force Crime Management Unit
Date of assessment:

PART ONE

Aims of the Policy/Function

1.1 Identify the aims of the policy or function.

- Improving the investigation of serious sexual offences
- Improving treatment of victims who make allegations of serious sexual offences
- Effective action against offenders so that they can be held accountable through the criminal justice system
- Increase confidence in the criminal justice system and to encourage more victims to report serious sexual offences to the Police
- Use existing national systems to record information and intelligence that will assist in the identification of linked serious sexual offences
- Adopt a pro-active multi-agency approach in the development of services to victims

[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

The Charity: Victim Support (see More young people and vulnerable witnesses seek support in court, says UK crime charity (29 November 2006); New Victim Support card asks young victims, 'Are you OK?' (21 November 2006); Victims' charities welcome recommendation to include under 16s in crime figures (17 November 2006))

Disability

The Charity: Victim Support (see Young victims and disability on agenda at UK crime charity's national conference (30 June 2005) and Disability Rights Commission and Thames Valley Police Disability Working Group
Faith or Religion The Charity: Victim Support and the Force Chaplaincy group
Gender (including transgender) Equal Opportunities Commission; Victim Support and Thames Valley Police Women's Network
Race Commission for Racial Equality, local Race Equality Councils, Thames Valley Black Police Association and Victim Support
Sexual Orientation Terrence Higgins Trust, Stonewall and Victim Support (see Victim Support's new guidance on homophobic crime promotes charity's 'lesbian, gay, bisexual and transgender-friendly values' (16 November 2006))
Evidence
2.1 What quantitative information is available about the subject matter of the policy/function and its effect on each diversity target group? Linking serious sexual assaults through behaviour (Home Office Research Study No.215); Sexual Offenders – measuring reconviction, re-offending and recidivism (Home Office Research Study No.183) – the latter study suggests that research on a national level should be conducted. At the website of Victim Support there appear to be studies commented upon on all the six strands of diversity. The key data problem appears to be that re-offending information is relatively inaccessible to researchers, whereas reconviction data is systematically recorded. See Notes
Age See above
Disability See above
Faith or Religion Little if any research
Gender (including transgender) See above
Race See above
Sexual Orientation

See above
<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>The studies noted under 2.1 appear to be a mixture of qualitative and quantitative research.</p> <p>See Notes</p>
<p>Age See above</p>
<p>Disability See above</p>
<p>Faith or Religion Little if any research</p>
<p>Gender (including transgender) See above</p>
<p>Race See above</p>
<p>Sexual Orientation See above</p>
<p>2.3 What are the gaps in the available data? Research centred on the gender strand is numerous – whilst there is little research on the other six strands – religion and faith appear to be bottom of the list as to research interest.</p> <p>See Notes</p>
<p>Age See above</p>
<p>Disability See above</p>
<p>Faith or Religion See above – gap on this strand is very wide</p>
<p>Gender (including transgender) See above</p>
<p>Race See above</p>

Sexual Orientation See above
2.4 Have you considered doing new research? If not, state why not. No, not necessary as sufficient research already in public domain.t
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
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.
See Notes
Age Unlikely – the policy seeks to introduce Specially Trained Officers – who can consult with interested groups mentioned above both within Force and without (for example, the charity Victim Support)
Disability Unlikely – the policy seeks to introduce Specially Trained Officers – who can consult with interested groups mentioned above both within Force and without (for example, the charity Victim Support)
Faith or Religion Unlikely – the policy seeks to introduce Specially Trained Officers – who can consult with interested groups mentioned above both within Force and without (for example, the charity Victim Support)

<p>Gender (including transgender) Unlikely – the policy seeks to introduce Specially Trained Officers – who can consult with interested groups mentioned above both within Force and without (for example, the charity Victim Support)</p>
<p>Race Unlikely – the policy seeks to introduce Specially Trained Officers – who can consult with interested groups mentioned above both within Force and without (for example, the charity Victim Support)</p>
<p>Sexual Orientation Unlikely – the policy seeks to introduce Specially Trained Officers – who can consult with interested groups mentioned above both within Force and without (for example, the charity Victim Support)</p>
<p>3.2 If the answer to 3.1 is yes, is there any negative impact which is intended or justified under law?</p> <p>Explain.</p> <p>See Notes</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>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.</p> <p>Give examples.</p> <p>See Notes</p>
<p>Age</p>

Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
3.4 Are there other factors that might explain the negative impact?
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
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>The Policy in general is there to support victims and to provide guidance for the effective investigation of Serious Sexual Assaults in particular:</p> <ol style="list-style-type: none"> 1. Para. '1.2' - each case is to be treated on its own individual merits – as each diversity strand sees each case being treated upon its individual merits rather than on the issue of the diversity strand itself – justice and fairness will be apparent.

2. Para. '2.0' – improving investigations – treatment – effective action – leading to increasing confidence – exploiting national systems - and pro-active approach.
3. Para. '3.2': Reference to identification of 'vulnerable adults', children and 'racially-hostile offences'.
4. Para. '3.3': 'incurs obligations' provides a strong appropriate message for investigations into this area.
5. Para. '3.4.': 'positive... reassurance... to the victim, the victim's family and witnesses echoing recommendations in The Stephen Lawrence Inquiry and applying them in this field of investigation.
6. Para. '3.5': 'Victims who are particularly vulnerable may be victimised a number of times on separate occasions and possibly by different offenders.'
7. Para. '3.6': 'They should follow the premise that victim reports are accurate' further supporting Para. '3.5'.
8. Para. '3.7': 'In cases where the victim states that they do not require medical assistance, officers should make a judgment of the victim's ability to make this decision at the time.' In other words leadership to be shown by our officers.
9. Para. '3.8': Victim's needs first showing clear priority.
10. Para. '3.12': A Detective Inspector must be informed instigating clear supervision at the outset.
11. Para. '3.14': STOs will provide excellent care for victims as well as supporting the investigation.

[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? **Not applicable**

If there are no such amendments, please say so.

Age

No amendments
Disability No amendments
Faith or Religion No amendments
Gender (including transgender) No amendments
Race No amendments
Sexual Orientation No amendments
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 None
Disability None
Faith or Religion None
Gender (including transgender) None
Race None
Sexual Orientation None
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 None

Disability None
Faith or Religion None
Gender (including transgender) None
Race None
Sexual Orientation None
5.3 If changes were considered but not made, explain why this was the case. No changes were considered
Age None
Disability None
Faith or Religion None
Gender (including transgender) None
Race None
Sexual Orientation None
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 Not applicable
Disability Not applicable

Faith or Religion Not applicable
Gender (including transgender) Not applicable
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	0	0	0	0	0	0
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
Does the policy, when properly followed, allow for the exercise of discretion by the person implementing it?	Yes = 1 No = 0 Comments	1	1	1	1	1	1
Do you perceive the function to be politically or socially sensitive?	Yes = 2 No = 0 Comments	1	1	1	1	1	1
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	0	0	0	0	0	0
	Comments						
Insert your answer to Question 5.2 above (Yes/Partly/No)	Yes = -2 Partly = -1 No = 0 Comments	0	0	0	0	0	0

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	3	3	3	3	3	3
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.

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
6.4 Have the results of the consultation been fed back to the consultees? How? See Notes
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
Sexual Orientation