

## DIVERSITY IMPACT ASSESSMENT

Title of policy/procedure: Service Confidence Procedure
Policy author/assessor: Head of Professional Standards
Department: Professional Standards
Date of assessment: April 2006

### PART ONE

#### Aims of the Policy/Function

**1.1** Identify the aims of the policy or function.

To maintain public confidence in the police by providing a mechanism whereby staff can be monitored if there is information, but not evidence, that their integrity is in question.

[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 individuals. Staff associations

[See Notes](#)

Age

Not identified

Disability

National Disabled Police Association

Faith or Religion

Association of Muslim Police in light of current climate

Gender (including transgender)

British Association of Women Police Officers

Race

BPA

Sexual Orientation

GPA

Evidence
<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?</p> <p><a href="#">See Notes</a></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><b>2.2</b> What <b>qualitative</b> information is available about the subject matter of the policy/function and its effect on each diversity target group?</p> <p><a href="#">See Notes</a></p>
<p>Age None identified</p>
<p>Disability The policy allows for staff to be posted to a specific role/area. This will need to take into account any needs that this group may have.</p>
<p>Faith or Religion The Press report that Muslim people are being victimised due to their perceived links to terrorism. There is potential for distrust amongst this group, which might manifest itself in rumours of Muslim staff linked to extreme beliefs. This is a very tenuous link, but one to be mindful of.</p>
<p>Gender (including transgender) None identified</p>
<p>Race</p>

None identified
Sexual Orientation None identified
<b>2.3</b> What are the gaps in the available data?  <a href="#">See Notes</a>
Age Not identified
Disability Not identified
Faith or Religion Not identified
Gender (including transgender) Not identified
Race Not identified
Sexual Orientation Not identified
<b>2.4</b> Have you considered doing new research? If not, state why not. Research of relevant websites, etc has been carried out, and there does not appear to be any data relevant to this policy. Resource constraints prevent further research. <a href="#">See Notes</a>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
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.

[See Notes](#)

Age  
No

Disability  
No – if properly followed. Paragraph 5.9 relates to the issue of postings where staff have a mobility clause

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.

[See Notes](#)

Age  
NA

Disability  
NA

Faith or Religion  
NA

Gender (including transgender)  
NA

Race  
NA

Sexual Orientation NA
<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.  Give examples.  <a href="#">See Notes</a>
Age NA
Disability NA
Faith or Religion NA
Gender (including transgender) NA
Race NA
Sexual Orientation NA
<b>3.4</b> Are there other factors that might explain the negative impact?
Age NA
Disability NA
Faith or Religion NA
Gender (including transgender) NA
Race NA
Sexual Orientation NA

**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.

[See Notes](#)

Age  
Nothing identified

Disability  
Nothing identified

Faith or Religion  
Nothing identified

Gender (including transgender)  
Nothing identified

Race  
Nothing identified

Sexual Orientation  
Nothing identified

**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  
Nothing identified

Disability  
Nothing identified

Faith or Religion  
Nothing identified

Gender (including transgender)  
Nothing identified

Race  
Nothing identified

Sexual Orientation Nothing identified
<b>Amendments to policy</b>
<b>5.1</b> 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 Nothing identified
Disability Nothing identified
Faith or Religion Nothing identified
Gender (including transgender) Nothing identified
Race Nothing identified
Sexual Orientation Nothing identified
<b>5.2</b> Have you removed or reduced the possibility of negative impact by making changes to the policy or function?  Explain what changes were made.
Age NA
Disability NA
Faith or Religion NA
Gender (including transgender) NA
Race NA
Sexual Orientation NA

<b>5.3</b> If changes were considered but not made, explain why this was the case.
Age NA
Disability NA
Faith or Religion NA
Gender (including transgender) NA
Race NA
Sexual Orientation NA
<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.  What alternative options have you considered for delivering the policy or function's aims?  <a href="#">See Notes</a>
Age NA
Disability NA
Faith or Religion NA
Gender (including transgender) NA
Race NA
Sexual Orientation NA

<b>IMPACT LEVEL – (CONSULTATION)</b>							
	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	0	0	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	2	2	2
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. To go out to consultation once submitted to Policy Management Unit

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><b>6.2</b> What was the outcome of the consultation?</p> <p>State briefly what the recommendations or comments arising from the consultation consisted of.</p> <p><a href="#">See Notes</a></p>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
<p><b>6.3</b> 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
<b>6.4</b> Have the results of the consultation been fed back to the consultees? How?  <a href="#">See Notes</a>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
<b>Monitoring</b>
<b>7.1</b> 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. Monitoring the policy will be at departmental level. <a href="#">See Notes</a>

Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation

