

DIVERSITY IMPACT ASSESSMENT (please complete electronically)

Title of policy/procedure: Smoking in Custody Suites
Policy author/assessor: Inspector Roy Atwell
Department: Headquarters Criminal Justice
Date of assessment: 31/05/07

PART ONE

Aims of the Policy/Function

1.1 Identify the aims of the policy or function.

This policy aims to ensure that the force complies with new smoking legislation and it has due regard for the safety and health of all prisoners, members of staff, police officers and visitors to Thames Valley Police Custody Suites in a fair and humane manner.

1.2 Which individuals and organisations are likely to have an interest in or likely to be affected by the policy or function?

All persons within Police Custody Suites and the Custody footprint, including police officers, support staff, detainees, contractors and any other visitors to Custody.

Age

It is felt unlikely that any significant issues will arise concerning the handling of persons with mobility or age-related issues.

Disability

Issues concerning disability are unlikely to arise in relation to this policy.

Faith or Religion

Issues concerning faith or religion are unlikely to arise in relation to this policy.

Gender (including transgender)

There are unlikely to be any significant issues in relation to gender.

Race There are unlikely to be any significant issues in relation to race.

Sexual Orientation There are unlikely to be any significant issues in relation to sexual orientation.
Evidence
2.1 What quantitative information is available about the subject matter of the policy/function and its effect on each diversity target group? None available
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 mainly positive comments received subject to adequate safeguards in relation to human rights and health, including the provision of nicotine replacement products to detainees and smoking advice lines for members of staff.
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.
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.
Age
Disability
Faith or Religion
Gender (including transgender)
Race

Sexual Orientation
Assess the likely impact – negative impact
<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. <u>On the balance of probabilities, this policy is unlikely to have a negative impact on any of the strands of diversity.</u></p>
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
<p>3.2 If the answer to 3.1 is yes, is there any negative impact which is intended or justified under law? N/A Explain.</p>
Age
Disability
Faith or Religion
Gender (including transgender)

Race
Sexual Orientation
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. N/A Give examples.
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
3.4 Are there other factors that might explain the negative impact? N/A
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>No Say how.</p>
Age N/a
Disability N/a
Faith or Religion N/a
Gender (including transgender) N/a
Race N/a.
Sexual Orientation N/a
<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>N/A If there are no such amendments, please say so.</p>
Age
Disability
Faith or Religion
Gender (including transgender)

Race
Sexual Orientation
Amendments to policy
5.1 Which diversity target groups were identified as being negatively affected by the policy or function? N/A Summarise the negative impact for each group (you may do so by reference to your answers at 3.1 above if appropriate)
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation
5.2 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
5.3 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
5.4 If the possibility of negative impact remains despite amendments, explain why implementing the policy is justifiable to meet the wider policy aims. N/A What alternative options have you considered for delivering the policy or function's aims? See Notes
Age
Disability
Faith or Religion
Gender (including transgender)
Race
Sexual Orientation

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

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
6.3 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
6.4 Have the results of the consultation been fed back to the consultees? How?
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