

DIVERSITY IMPACT ASSESSMENT (please complete electronically)

Title of policy/procedure: Stress Management Guidelines
Policy author/assessor: John Ryan, Welfare Manager
Department: Corporate Health and Support Services
Date of assessment: 21 st October 2006

PART ONE

Aims of the Policy/Function

1.1 Identify the aims of the policy or function.

To provide an awareness of stress and its causes

Provide advice on strategies to manage stress

Provide advice on response to traumatic incidents

[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](#)[All members of Thames Valley Police](#)

Age
N/A

Disability
N/A

Faith or Religion
N/A

Gender (including transgender)
N/A

Race

N/A
Sexual Orientation N/a
Evidence
2.1 What quantitative information is available about the subject matter of the policy/function and its effect on each diversity target group? 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
2.2 What qualitative information is available about the subject matter of the policy/function and its effect on each diversity target group? See Notes
Age No data Available
Disability
Faith or Religion No data available
Gender (including transgender) No data available

Race No data available
Sexual Orientation No data available
2.3 What are the gaps in the available data? See Notes
Age None available
Disability None available
Faith or Religion None available
Gender (including transgender) None available
Race None available
Sexual Orientation None available
2.4 Have you considered doing new research? If not, state why not. These Guidelines have been drawn up in consultation with a clinical psychologist employed by Thames Valley Police, and will be reviewed annually. See Notes
Age None available
Disability None available
Faith or Religion None available
Gender (including transgender) None available
Race None available
Sexual Orientation None available

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
Nil

Disability
Nil

Faith or Religion
Nil

Gender (including transgender)
Nil

Race
Nil

Sexual Orientation
Nil

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
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

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

Disability

Faith or Religion

Gender (including transgender)

Race

Sexual Orientation

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

None

Disability

None

Faith or Religion

None

Gender (including transgender)

None

Race

None

Sexual Orientation None
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 N/A
Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A
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.
Age N/A
Disability N/A
Faith or Religion N/A
Gender (including transgender) N/A
Race N/A
Sexual Orientation N/A
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
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	0	0	0	0	0	0
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	1	1	1	1	1	1
Do you perceive the function to be politically or socially sensitive?	Yes = 2 No = 0	0	2	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	4	2	2	2	2
Impact Level:	1-3 = Low 4-5 = Medium 6-8 = High	Low	Medium	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 Human Rights Lawyer, Data Protection, Health and Safety, Federation, UNISON, Diversity.](#)

Age
As above

Disability As above
Faith or Religion As above
Gender (including transgender) As above
Race As above
Sexual Orientation As above
6.2 What was the outcome of the consultation? State briefly what the recommendations or comments arising from the consultation consisted of. See Notes See audit sheet regarding changes requested, comments made
Age As above
Disability As above
Faith or Religion As above
Gender (including transgender) As above
Race As above
Sexual Orientation As above
6.3 Has the policy or function been revised or amended as a result of the consultation? State how Yes see audit sheet
Age As above
Disability As Above

Faith or Religion As above
Gender (including transgender) As above
Race As above
Sexual Orientation As above
6.4 Have the results of the consultation been fed back to the consultees? How? Second consultation process engaged,after discussion to outline basic policy. See Notes
Age As above
Disability As above
Faith or Religion As above
Gender (including transgender) As above
Race As above
Sexual Orientation As above
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 Department level. Review set for one yar after policy sign off.

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

