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Equality Impact Assessment (EIA)

JOINT STRATEGIC RISK MANAGEMENT POLICY

(Police and Crime Commissioner and Chief
Constable)

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What is an EIA?

An EIA is an evidence based assessment of how a policy or activity will positively support Gwent Police’s general equality duties, as well as identify any potential negative disproportionate impact on people or groups of people.

The EIA will also outline any steps to redress this.

For ease of reference, within this document the term ‘policy or activity’ will be used, but must be taken to mean any functions, activities or decisions that may affect external communities or internal personnel.

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1.0 Identification section

Title: Risk Management

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Chief Officer Lead: DCC

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Department Responsible: Service Development

Document Lead: Research Officer

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2.0 Purpose

Please answer all of the following questions, using guidance information in section 6 to help you with your responses.

2.1 Aims

What are the aims of the policy or activity and how do they fit with the wider aims of the organisation?

This policy aims to ensure that there is a planned and systematic approach to identify, evaluate and manage the range of risks and opportunities facing the organisation. The policy is underpinned by the Joint Strategic Risk Management Strategy that outlines the responsibilities, process and structure for delivering effective risk management. The organisation has legal requirements in respect to equality. The organisation makes every effort to maintain standards and ethical behaviour, seeking to ensure honesty and integrity in delivering a quality service.

2.2 Motivators

What are the motivators or driving forces in the development of this policy or activity?

“Risk management is a central part of any organisation’s strategic management. It is the process whereby organisations methodically address the risks attaching to their activities with the goal of achieving sustained benefit within each activity and across the portfolio of all activities. The focus of good risk management is the identification and treatment of these risks.”

2.3 Equality duties

This section outlines if and how this policy or activity helps support Gwent Police’s equality duties.

2.3.1 How does this policy or activity help to eliminate discrimination, harassment and victimisation?

Through the identification of strategic risks to the organisations and management of those risks jointly with the Police and Crime Commissioner.

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2.3.2 How does this policy or activity help to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it?

Through a coordinated approach to risk the organisation will seek to maximise the quality and efficiency of its service which incorporates the principles of equality.

2.3.3 How does this policy or activity help to foster good relations between persons who share a relevant protected characteristic and persons who do not share it?

The reputation of Gwent Police is founded on public confidence. Gwent police through its planning, business processes, and engagement with the community will ensure that good relations are secured with persons who share relevant protected characteristics.

3.0 Assessment

This section assesses whether there any aspects of the policy or activity, including how it is delivered, or accessed, that could contribute to inequality or discrimination.

3.1 Age

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

Discrimination risks can arise throughout employment relationships and in the way the organisation potentially provides its service. For instance beginning before an individual has been recruited, throughout their employment and continuing after the relationship has ended. Understanding and managing equality obligations and the associated risks is key to providing services and being fair. This policy does not have a negative impact on people who share this protected characteristic.

3.2 Disability

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

Discrimination risks can arise throughout employment relationships and in the way the organisation potentially provides its service. For instance beginning before an individual has been recruited, throughout their employment and continuing after the relationship has ended. Understanding and managing equality obligations and the associated risks is key to

providing services and being fair. This policy does not have a negative impact on people who share this protected characteristic.

3.3 Gender reassignment

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

Discrimination risks can arise throughout employment relationships and in the way the organisation potentially provides its service. For instance beginning before an individual has been recruited, throughout their employment and continuing after the relationship has ended. Understanding and managing equality obligations and the associated risks is key to providing services and being fair. This policy does not have a negative impact on people who share this protected characteristic.

3.4 Marriage and civil partnership

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

Discrimination risks can arise throughout employment relationships and in the way the organisation potentially provides its service. For instance beginning before an individual has been recruited, throughout their employment and continuing after the relationship has ended. Understanding and managing equality obligations and the associated risks is key to providing services and being fair. This policy does not have a negative impact on people who share this protected characteristic.

3.5 Pregnancy and maternity

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

Discrimination risks can arise throughout employment relationships and in the way the organisation potentially provides its service. For instance beginning before an individual has been recruited, throughout their employment and continuing after the relationship has ended. Understanding and managing equality obligations and the associated risks is key to providing services and being fair. This policy does not have a negative impact on people who share this protected characteristic.

3.6 Race

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

Discrimination risks can arise throughout employment relationships and in the way the organisation potentially provides its service. For instance beginning before an individual has been recruited, throughout their employment and continuing after the relationship has ended. Understanding and managing equality obligations and the associated risks is key to providing services and being fair. This policy does not have a negative impact on people who share this protected characteristic.

3.7 Religion or belief

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

Discrimination risks can arise throughout employment relationships and in the way the organisation potentially provides its service. For instance beginning before an individual has been recruited, throughout their employment and continuing after the relationship has ended. Understanding and managing equality obligations and the associated risks is key to providing services and being fair. This policy does not have a negative impact on people who share this protected characteristic.

3.8 Sex

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

Discrimination risks can arise throughout employment relationships and in the way the organisation potentially provides its service. For instance beginning before an individual has been recruited, throughout their employment and continuing after the relationship has ended. Understanding and managing equality obligations and the associated risks is key to providing services and being fair. This policy does not have a negative impact on people who share this protected characteristic.

3.9 Sexual orientation

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

Discrimination risks can arise throughout employment relationships and in the way the organisation potentially provides its service. For instance beginning before an individual has been recruited, throughout their employment and continuing after the relationship has ended. Understanding and managing equality obligations and the associated risks is key to providing services and being fair. This policy does not have a negative impact on people who share this protected characteristic.

3.10 Welsh Language

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

Discrimination risks can arise throughout employment relationships and in the way the organisation potentially provides its service. For instance beginning before an individual has been recruited, throughout their employment and continuing after the relationship has ended. Understanding and managing equality obligations and the associated risks is key to providing services and being fair. This policy does not have a negative impact on people who share this protected characteristic.

4.0 Actions and outcomes

This section lists any actions that will need to be taken in order to address any adverse impact that has been identified.

4.1 Action Plan

Impact identified: No action is required as this policy has been drafted to deal with issues associated with risk of which equality forms a part.

5.2 Outcomes

This section summarises the outcome of the policy or activity following this assessment.

There is no major change needed to the policy or activity

5.3 Review

This assessment will be reviewed in conjunction with the policy or where required.