



Police National Computer (PNC)

Equality Impact Assessment

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What is an EIA?

An EIA is an evidence-based assessment of how a Policy, Procedure 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, Procedure or Activity’ will be used, but must be taken to mean any functions, activities or decisions that may affect external communities or internal personnel.

1.0 Identification Section

Policy/Procedure Title:	Police National Computer (PNC)
Reference:	133/14 issue 4
Chief Officer Lead:	Assistant Chief Constable
Service Area Owner:	Head, Criminal Justice and Data Management & Information Security
Department Responsible:	Data Management & Information Security
Implementation Date:	12 January 2016
Review Date:	01 January 2018

2.0 Purpose

2.1 Aims

What are the aims of the Policy, Procedure or Activity and how do they fit with the wider aims of the organisation?

- The Policy (on use of the PNC) aims to provide guidance and instruction on the use of the various applications that can be accessed on the PNC and outline the procedures applicable to its use within Gwent Police. This policy should be read in conjunction with national PNC Policy.

2.2 Motivators

What are the motivators or driving forces in the development of this Policy, Procedure or Activity?

- To formulate and promulgate 'best practice' in the use of PNC locally within Gwent Police in order to comply with National PNC Policy.
- To identify where PNC could be used more efficiently and identify areas of weakness preventing effective use of PNC and areas for improvement in order to benefit front line officers and Police Staff.
- To ensure PNC practices and processes are up to date, effective and efficient in delivering data quality and timeliness to the required standards.

2.3 Equality Duties

This section outlines if and how this Policy, Procedure or Activity helps support Gwent Police's equality duties.

2.3.1 How does this Policy, Procedure or Activity help to eliminate discrimination, harassment and victimisation?

- The PNC Policy will include the above mentioned areas, and in doing so will show the force's commitment to eliminate discrimination, harassment and victimisation.

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

- The PNC Policy aims to protect all areas of society as outlined above.

2.3.3 How does this Policy, Procedure or Activity help to foster good relations between persons who share a relevant protected characteristic and persons who do not share it?

The Policy has due regard to the requirements of s. 149 Equality Act 2010:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under this Act.
- Advance equality of opportunity between person who share a relevant protected characteristic and those who do not share it.
- Foster good relations between persons who share a relevant characteristic and persons that do not share it.

3.0 Assessment

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

3.1 Age

Could the Policy, Procedure or Activity have a negative disproportionate impact on people who share this protected characteristic?

- No, the PNC Policy is aimed at protecting all members of the community, including vulnerable adults and young persons.

3.2 Disability

Could the Policy, Procedure or Activity have a negative disproportionate impact on people who share this protected characteristic?

- No. However, as an organisation we seek to reassure visually impaired people that assistance will be provided e.g. large print format, accessible IT systems and websites.

3.3 Gender Reassignment

Could the Policy, Procedure or Activity have a negative disproportionate impact on people who share this protected characteristic?

- No, the PNC Policy will seek to ensure that their gender history is protected.

3.4 Marriage and Civil Partnership

Could the Policy, Procedure or Activity have a negative disproportionate impact on people who share this protected characteristic?

- No this Policy is unlikely to have a negative impact.

3.5 Pregnancy and Maternity

Could the Policy, Procedure or Activity have a negative disproportionate impact on people who share this protected characteristic?

- No this Policy is unlikely to have a negative impact.

3.6 Race

Could the Policy, Procedure or Activity have a negative disproportionate impact on people who share this protected characteristic?

- No this Policy is unlikely to have a negative impact.

3.7 Religion or Belief

Could the Policy, Procedure or Activity have a negative disproportionate impact on people who share this protected characteristic?

- No this Policy is unlikely to have a negative impact.

3.8 Sex

Could the Policy, Procedure or Activity have a negative disproportionate impact on people who share this protected characteristic?

- No this Policy is unlikely to have a negative impact.

3.9 Sexual Orientation

Could the Policy, Procedure or Activity have a negative disproportionate impact on people who share this protected characteristic?

- No this Policy is unlikely to have a negative impact.

3.10 Welsh Language

Could the Policy, Procedure or Activity have a negative disproportionate impact on people who share this protected characteristic?

- No, the PNC Policy will follow the Welsh Language Scheme.
- Gwent Police is able to provide a translated copy of the Policy/Procedure to any individual requiring it.

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

(i) Impact identified:

-

(ii) Action:

-

(iii) Rationale:

-

(iv) Completion date:

-

(v) Review date:

-

4.2 Outcomes

This section summarises the outcome of the Policy, Procedure or Activity following this assessment.

- Change to Policy, Procedure or Activity required?

No

- Major change needed to the Policy, Procedure or Activity?

No

- The Policy, Procedure or Activity has been adjusted to mitigate adverse impact

N/A

- The Policy, Procedure or Activity continues despite potential for impact

N/A

- The Policy, Procedure or Activity has been removed due to actual or potential unlawful discrimination

N/A

4.3 Review

This assessment and the Policy, Procedure or Activity will be reviewed by 01 January 2018.