



RIDE ALONG SCHEME **PROCEDURE**

Equality Impact Assessment

PRINTED VERSIONS OF EIAs SHOULD NOT BE RELIED UPON. THE MOST UP TO DATE VERSION CAN BE FOUND ON THE INTRANET POLICIES SITE, TOGETHER WITH THE POLICY AND/OR PROCEDURE.

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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:	Ride Along Scheme
Reference:	202/3 b issue 2
Chief Officer Lead:	Assistant Chief Constable
Service Area Owner:	Chief Superintendent (Head, Neighbourhood Policing & Partnerships)
Department Responsible:	Neighbourhood Policing & Partnerships
Implementation Date:	17 October 2016
Review Date:	01 October 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 Ride Along Scheme enables members of the public to experience first-hand what local Officers are dealing with on a daily basis. It allows people to join Officers and Staff as they carry out a variety of roles and to observe their work.
- Members of the public are required to complete an application form, available online, to be assessed for participation. Areas of observation may include:
 - The work of a Neighbourhood Policing Team.
 - How Police Officers respond to emergency calls.
 - How the Forces Communications Suite deals with calls from members of the public and deploys Officers and Staff.

2.2 Motivators

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

- The Ride Along Scheme has been developed in order to:
 - Increase public understanding of the demands, priorities and response of Gwent Police.
 - Increase understanding of the role of Gwent Police and how local communities are effectively policed.
 - Receive feedback from communities on the way Gwent Police carries out its day to day work.
 - Increase confidence in local policing.
 - Improve transparency.

2.3 Equality Duties

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

- The Ride Along Scheme allows members of the public to observe everyday working practices. This includes the way that we interact with communities, the practices and attitudes of individual Officers/Staff and the way we deal with people. Feedback is a crucial part of the Scheme and allows observers to comment on, and where possible, improve, the way we deal with incidents and communities without prejudice.
- The Scheme will also allow the public to observe activities like stop and search, one of the more controversial policing practices, to allow for increased transparency in the way we deploy this policing tactic.

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?

- As part of the Scheme's application process, observers are required to complete a monitoring form. This ensures that Gwent Police are able to measure the Protected Characteristics of people applying to participate, market more effectively to under-represented communities and reconsider the application process if necessary to increase participation from particular communities.

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?

- It is hoped that the Scheme will increase public confidence in Gwent Police, more generally as it is a demonstration of a commitment to transparency, and specifically for those observers that take part. Feedback will be collated and can be measured against the Protected Characteristics of participants in order to ascertain whether this is the case.

3.0 Assessment

3.1 Age

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

- The Scheme has a minimum age limit of 18
- Younger people, from aged 16, may be able to participate under particular conditions. This is necessary for safety reasons and to ensure the necessary vetting checks can be performed.
- Further opportunities for young people to be involved with Gwent Police and observe policing practices are provided through our Police Cadet Scheme.

3.2 Disability

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

- As part of the application process, applicants are requested to provide details of any access requirements. Wherever possible these will be met, and reasonable adjustments made to accommodate disabled people where necessary.
- The welfare of the participant will always be paramount and there may be occasions where certain aspects of policing activity may not be suitable for disabled people, in order to ensure their personal safety and that of the officers responsible for them. In these circumstances an alternative suitable observation opportunity will be arranged.
- Disabled people are particularly encouraged to participate in the Scheme, as victim satisfaction surveys report lower levels of satisfaction and confidence in Gwent Police than those reported by non-disabled people.

3.3 Gender Reassignment

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

- Transgender candidates are particularly encouraged to participate in the Scheme, firstly to improve the confidence of those communities in Gwent Police, and secondly to provide feedback on our practices to ensure they

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are inclusive and sensitive to the needs of transgender people (if they feel comfortable to do so).

- Information regarding a person's gender identity is requested on the application monitoring form, however this is completely voluntary, and where given, will not be passed on.

3.4 Marriage and Civil Partnership

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

- There is no evidence to suggest that the Scheme will have a negative disproportionate impact on people because of their marital or civil partnership status.

3.5 Pregnancy and Maternity

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

- If an applicant is pregnant, this will not exclude them from participating in the scheme. A suitable observation opportunity will be provided based on acceptable risk to both the participant and the Officers/Staff responsible for them.

3.6 Race

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

- There is evidence to suggest that people from a BME background are disproportionately represented within the criminal justice system. As participation in the Scheme is dependent on relevant vetting checks, this may be a barrier which is more likely for some communities than others. A negative vetting result will not automatically exclude someone from participating in the Scheme; each case will be individually reviewed and risk assessed to negate the possibility of unfairly excluding someone from participating.
- BME candidates are particularly encouraged to participate in the Scheme as nationally those communities report lower levels of satisfaction and confidence in the Police than those reported by non-BME communities. Observation of stop and search provides a particular opportunity to increase the confidence of BME communities in a practice that has often been perceived as discriminatory.

3.7 Religion or Belief

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

- There is no evidence to suggest that the Scheme will have a negative disproportionate impact on people because of their religion or belief.

3.8 Sex

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

- There is no evidence to suggest that the Scheme will have a negative disproportionate impact on people because of their sex.

3.9 Sexual Orientation

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

- LGB candidates are particularly encouraged to participate in the Scheme, as nationally, those communities report lower levels of satisfaction and confidence in the Police than those reported by non-LGB communities. There is much long-standing evidence to suggest that LGB people still view the Police as having a heterosexual, male-dominated culture which is not responsive or sensitive to their individual needs. The Ride Along Scheme provides an important opportunity to improve this perception, as well as learn and improve based on community feedback.
- Information regarding a person's sexual orientation is requested on the application monitoring form, however this is completely voluntary, and where given, will not be passed on.

3.10 Welsh Language

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

- Information on the Ride Along Scheme is currently published in English only

4.0 Actions and Outcomes

4.1 Action Plan

4.1.1

(i) Impact identified:

- Limited marketing to specific communities that traditionally have lower levels of confidence in the Police.

(ii) Action:

- Additional marketing of the scheme through Neighbourhood Policing Team engagement and links through Community Cohesion Team.

(iii) Rationale:

- To ensure people that share Protected Characteristics are aware and engaged with the Scheme.

(iv) Completion date:

- ASAP

(v) Review date:

- One year from implementation.

4.1.2

(i) Impact identified:

- Requirement to ensure that data regarding the recorded Protected Characteristics of participants is used to improve marketing of the scheme to under participating groups and to ensure confidence levels have increased.

(ii) Action:

- Scheme Lead to ensure data relating to Protected Characteristics of participants is regularly reviewed.

(iii) Rationale:

- As (i)

(iv) Completion date:

- ASAP

(v) Review date:

- One year from implementation.

4.1.3

(i) Impact identified:

- Information provided in English only.

(ii) Action:

- Website information and application form to be translated into Welsh.

(iii) Rationale:

- To ensure compliance with Welsh Language legislation.

(iv) Completion date:

- ASAP

(v) Review date:

- One year from date of implementation.

4.1.4

(i) Impact identified:

- Possible risk of sensitive information regarding participants' gender identity and/or sexual orientation being disclosed to members of Gwent Police

(ii) Action:

- Scheme Lead to ensure data relating to Protected Characteristics of participants is kept confidential, and to ensure that the Ride Along Policy details that this is the case.

(iii) Rationale:

- To ensure personal information is handled sensitively and appropriately.

(iv) Completion date:

- ASAP

(v) Review date:

- One year from date of implementation.

4.2 Outcomes

- Change to Policy, Procedure or Activity required?

Minor

- 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 October 2018.