

PART ONE

INITIAL EQUALITY IMPACT ASSESSMENT AND SIGNIFICANCE TEST

The Initial Equality Impact Assessment and Significance Test templates should be completed prior to seeking authority to proceed with the development of the following documents:

- Strategies
- Plans, including Contingency Plans
- Project Initiation Documents
- Policies and Procedures

The Initial Equality Impact Assessment and Significance Test grading will always be agreed by three people. This will give integrity and consistency to the process and will draw on the experience, knowledge and common sense judgement of more than a single individual. The following will usually be the posts involved in the process;

Policy and Procedure

- Policy or Procedure Owner or Holder
- Policy Officer
- Diversity Officer

Other Corporate Documents

- Corporate Document Owner
- Corporate Document Developer
- Diversity Officer

Advice on the types of information available to assist in the completion of the templates can be obtained from the Policy or Diversity Units.

It is recognised that there will be occasions when the knowledge and experience of the staff members involved in the Equality Impact Assessment process will be such that there may not be a need to undertake any initial research or consultation in order to complete the Initial Equality Impact Assessment. This is acceptable provided that the reasons are accurately recorded in the workbook.

INITIAL EQUALITY IMPACT ASSESSMENT TEMPLATE**1.1 Summarise the main aim(s) or purpose of the corporate document.**

Main aim(s) or purpose, including any benefits or outcomes	Date
<p>The purpose of the policy is to provide guidance and information on sickness management for police staff and police officers.</p> <p>Benefits:</p> <p>Managers: guidance on how to manage individuals during and on return from a period of sickness; guidance on informal and formal management of individuals with unsatisfactory levels of attendance, etc.</p> <p>Individuals: guidance on reporting sickness, and what to expect during and on return from a period of sickness; information on sick pay, ill health retirement, etc.</p> <p>HR Department: informal and formal attendance management procedures; Occupational Health referrals; sick pay information; recuperative and restricted duties; sickness triggers for action; attendance criteria for selection.</p> <p>Outcomes:</p> <ul style="list-style-type: none"> • Reduced levels of sickness absence • Consistent application of sickness management and related procedures throughout the organisations • Clear guidance for management, individuals and HR to follow • Responsibilities clearly laid out within policy 	25.01.12

1.2 Identify individuals and organisations internally and externally that are likely to have an interest in, or be affected by, the corporate document. Where a review is being undertaken, if appropriate, highlight any changes to who might have an interest in the document.

Interested individuals and organisations	Date
<u>Internal</u>	
<ul style="list-style-type: none"> • Police officers • Police staff • Managers • HR Department • Chief Officers • Unison 	25.01.12

<ul style="list-style-type: none"> • Police Federation • Superintendents Association • Staff Network Groups • Police Authority 	
<u>External</u>	
<p>Members of the public: reducing levels of sickness will increase productivity through reduced abstraction rates, improved morale within departments, impacting positively on service provided to customers (who may also be potential recruits).</p> <p>Ex-staff and ex-officers: low levels of sickness absence and an effective sickness management policy will promote the Constabulary as a good employer in the labour market.</p> <p>Other forces: an effective sickness management policy sets a standard of best practice against other forces, improving reputation and promoting itself as a desirable potential transfer destination.</p>	25.01.12

1.3 Who implements the corporate document and who is responsible for the corporate document?

This includes shared documents, documents that affect contractors or other public or private bodies: for example Group 4 Security, Multi Agency Protocol or PFI.

Implements: Managers, HR Department, Occupational Health, Chief Officers
Responsible: HR Department, Chief Officers

1.4 What factors could contribute or detract from the outcomes?

The desired outcomes could be affected negatively by anyone involved in sickness management procedures - particularly line managers - who fails to consistently implement the actions required by the policy and its guidance documents.

1.5 Are there any concerns that the corporate document could have a differential impact on any of the following groups and is there evidence to support this?

Group	Yes	No	Evidence	Date
Age		X	There is no evidence to support any concern that older people may be more likely to be subject to medical conditions which necessitate the implementation of attendance management procedures	25.01.12
Disability		X	There is no evidence to support any concern that disabled people may be more likely to be subject to attendance management procedures	25.01.12
Gender reassignment		X	Absences associated with changing gender will not trigger the Constabulary's procedure for dealing with persistent or high levels of absence	25.01.12
Marriage and civil partnership		X		25.01.12
Pregnancy and maternity		X	Pregnancy-related absences are considered differently to other sickness absence	25.01.12
Race		X		25.01.12
Religion or		X		25.01.12

belief				
Sex		X	There is no evidence to support any concern that women of 'menopausal age' are more likely to be subject to attendance management procedures	25.01.12
Sexual orientation		X		25.01.12
Family Status e.g. dependants or caring responsibilities		X		25.01.12
Economic Status		X		25.01.12

1.6 Could the differential impact identified in 1.5 above amount to there being potential for adverse impact and, if so, can this be justified on any of the following grounds:

- promoting good relations between diverse communities;
- promoting equality of opportunity;
- eliminating unlawful discrimination;
- eliminating unlawful harassment;
- encouraging participation in public life;
- addressing the specific needs of disabled people.

	Yes	No	Reason	Date
Is there potential for adverse impact?		No		25.01.12
Can this adverse impact be justified?				

SIGNIFICANCE OF INITIAL EQUALITY IMPACT ASSESSMENT

Based on the information provided in the Initial Equality Impact Assessment template, assess the significance of the impact as either Low, Medium or High.

Guide to assessing significance:

Low – where the answer in respect of all eleven groups in 1.5 above is ‘no’;

Medium – where the answer in respect of between one and four groups in 1.5 above is ‘yes’. However, if the likely adverse impact on any or all of those groups is considered to be particularly significant, it may be appropriate to classify the significance as High;

High – where the answer in respect of between five and eleven groups in 1.5 above is ‘yes’ or where the likely adverse impact on one or more groups is considered particularly significant.

Low: No further assessment required and review every three years.	X
Medium: Requires Full Equality Impact Assessment and relevant consultation in year one and bi-annual review.	
High: Requires Full Equality Impact Assessment and relevant consultation in year one and annual review.	

Equality Impact Assessment - Low Significance

Those corporate documents identified as having a low significance will be developed without the need to complete a Full Equality Impact Assessment. However, if during the course of the corporate document process equality issues are identified then the Initial Impact Assessment and Significance Test should be repeated.

Equality Impact Assessment – Medium and High Significance

The Full Equality Impact Assessment process will commence when approval has been given to develop the corporate document.

The Initial Equality Impact Assessment Template and Significance of Initial Equality Impact Assessment were completed by:

Name: Rebecca Newman
Position: HR Manager (Policy & Reward)
Date: 25/01/12

Name: Abraham Eshetu
Position: Diversity Manager
Date: 30/01/12

Name: DCC Bailey
Position: DCC with HR Portfolio
Date: 01/02/12

PART TWO**FULL EQUALITY IMPACT ASSESSMENT**

All questions should be considered from the perspective of all diversity strands, i.e. age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation and from the perspective of family status e.g. dependants or caring responsibilities and economic status.

2.1 Research

1. What monitoring arrangements are in place? (With new corporate documents there may be no arrangements in place, in which case go to question 2)	
2. What quantitative data has been considered?	
3. What qualitative information has been considered?	
4. Is there a public concern regarding the subject of the corporate document? If so, describe how these concerns have been identified	
5. Provide details of any changes in legislation or national guidance affecting the corporate document	
6. Summarise the findings	
7. Have gaps in the research or data been identified?	

8. Has the corporate document been amended in light of the research findings?	
9. Outline any plans for further research or data collection	

2.2 Consultation

10. Which individuals and organisations internally and externally were consulted or involved and how were they consulted or involved?	
11. Have consultees been informed of the results of consultation or involvement and by what means?	
12. Summarise the key findings or outcomes of the consultation or involvement	
13. Has the corporate document been amended in light of the consultation or involvement?	
14. Is there a need for further consultation?	
The results of consultation should be recorded in Appendix A	

2.3 Equality Analysis and Review

15. Is there any evidence that the corporate document could be perceived as discriminatory or could damage good relations	
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between people of different groups?	
16. What might the negative implications of the corporate document be for the public or Constabulary staff?	
17. What might the positive implications of the corporate document be for the public or Constabulary staff?	
18. Is there any evidence that the corporate document has an adverse impact, directly or indirectly, on any members of the public or Constabulary staff?	
19. What changes, if any, have been made to the corporate document as a result of the Equality Impact Assessment to reduce adverse impact?	
20. What changes, if any, were considered but not implemented?	
21. If the potential remains for the corporate document to have a negative impact on members of one or more groups, explain why implementation is to continue and can this be justified?	
22. If your assessment is	

<p>that the corporate document is likely to have an adverse impact is there an alternative means of achieving the document's aim, objective or outcome?</p>	
<p>23. What changes, if any, need to be made in order to minimise unjustifiable adverse impact?</p>	

2.4 Monitoring

<p>24. What arrangements have been made to monitor the corporate document? Please identify monitoring review dates</p>	
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2.5 Summary

<p>25. Please provide a summary of the findings of the Equality Impact Assessment against the corporate document under each of the eleven diversity strands. This summary will be used by the Constabulary to inform the public and will become a public document.</p>	
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PART THREE

FINAL APPROVAL AND SIGN OFF

Assessment completed by:

Name:

Position:

Date

Signed by Corporate Document Holder:

I am satisfied that [Name of Corporate Document) has been fully Equality Impact Assessed.

Name:

Position:

Date:

APPENDIX A:

**EQUALITY IMPACT ASSESSMENT
CONSULTATION RECORD**

Consultee (internal)	Comment	Action
Consultee (external)	Comment	Action