

NPA is required, under the Race Relations (Amendment) Act 2000, to assess each *policy* for its relevance to the Act. NPA go beyond this statutory duty and assess each of its *policies*, for their relevance to the equality strands of gender, race, disability, age, religion or faith and sexual orientation. In order to assess whether your *policy* is relevant, and requires Stage 2: Full Assessment, please complete this proforma and forward it to Victoria Jackson, Policy Officer, who will complete a Policy Relevance Assessment and provide you with feedback.

Name(s) of completing officer(s):	Victoria Jackson and Mike Aynsley
Date of completion:	
Name of policy being assessed:	Appointment of Chief Officers

1 Please provide a brief description of the aims of this *policy* (i.e. purpose and outcomes).

To appoint chief officers, in line with appropriate employment practice, to Northumbria Police Force.

2 Has consultation on this *policy* (i.e. with other departments, authorities, organisations, equality target groups) taken place?

Yes **No** (go to question 4) **Don't Know** (go to question 4)

3 If yes, please state what/who this consultation has/will involved, when it took place and the outcome.

The appointment of Chief Officers is conducted in line with appropriate employment practice and consequently consultation has been undertaken as part of the policymaking process.

However in terms of consultation about the specific processes undertaken by Northumbria Police Authority Officers, in terms of the appointment of Chief Officers (i.e. recruitment material, advertising, selection panel procedure, location etc.) no formal consultation has taken place.

4 Is there evidence of any public concern, regarding discrimination, associated with this *policy*?

Yes **No** (go to question 6) **Don't Know** (go to question 6)

5 If yes, please state what this public concern involves and if it is likely to be specific to Northumbria.

Not applicable.

6 Please state how this *policy* will/is implemented, including any necessary training required.

The appointment of chief officers is in line with relevant employment practice. Officers who are involved in this process receive training as deemed appropriate.

7 Please complete this table stating if this *policy* is/will be monitored and, if so, how this is/will be done.

Area of Monitoring	Policy monitored?		Means of Monitoring (i.e. is monitoring specific to equality target group?)
	Yes	No	
Service take-up	✓		The number of applicants, including their age, gender, and disability is recorded.
Performance targets		✓	There are no performance targets associated with this policy.
User satisfaction		✓	User satisfaction is not recorded/monitored.
Complaints		✓	Complaints are recorded, but not monitored.
Other (specify)	Not applicable		

8 Please complete this EIA Matrix, explaining where:

- a) The *policy* could have a positive impact or contribute to: promoting equality; promoting equal opportunities; and/or improving relations within any equality target group.
- b) The *policy* could have a negative impact on any equality target groups.
- c) The needs, experiences and priorities of any equality target group has consequences for the *policy*.

EIA Matrix						
Group	Positive Impact	Negative Impact	Evidence of Impact (i.e. rights, resources, access, participation, consultation, accommodation, learning, culture, values, norms, relations between groups, relations between groups and NPA)	Evidence of the consequences /expectations of the policy resulting from the groups needs, experiences and priorities		
Men	✓					
Women	✓					
Asian or Asian British (Indian, Pakistani, Bangladeshi, other Asian background)	✓	✗	✗ Access to appropriate information to enable participation (i.e. language) and for participation in assessments.	<ul style="list-style-type: none"> • Provision of information in race specific languages. • Advertisement of posts in specific locations. 		
Black or Black British (Caribbean, African, other Black background)	✓	✗				
Chinese	✓	✗				
Mixed (White & Black Caribbean, White & Black African, White & Asian, other Mixed background)	✓	✗				
White (British, Irish, other White background)	✓					
Gypsy/Traveller	✓	✗			✗ Application requirements i.e. residency	
Sensory disability (blindness, deafness, or a severe vision or hearing impairment)	✓	✗			✗ Access to appropriate information to enable participation, i.e. assessments. Application requirements i.e. sickness absence, discharge of functions etc.	<ul style="list-style-type: none"> • Sign language facilitator. • Hearing loop provision. • Braille.
Learning disability (imperfect ability to listen, think, speak, read, write, spell or do maths)	✓	✗			✗ Access to appropriate information to enable participation, i.e. assessments. Application requirements i.e. sickness absence, discharge of functions etc.	<ul style="list-style-type: none"> • Graphically illustrated information (i.e. minutes etc.). • Sign language facilitator. • Time specific interview panels.
Physical disability (condition that substantially limits one or more basic physical activities)	✓	✗			✗ Physical access issues to enable participation, i.e. assessments. Application requirements i.e. sickness absence, discharge of functions etc.	<ul style="list-style-type: none"> • Video conferencing facilities. • Home working option.
Psychiatric disability (mental/emotional illness)	✓	✗			✗ Application requirements i.e. sickness absence, discharge of functions etc.	<ul style="list-style-type: none"> • Home working option.
Neurological disability (brain injury)	✓	✗	✗ Access to appropriate information to enable participation, participation in assessments. Application requirements i.e. sickness absence, discharge of functions etc.	<ul style="list-style-type: none"> • Home working option. 		
Gay/Lesbian	✓					
Bisexual	✓					

✓ The application process is open to anyone with the necessary skills and abilities to perform the role. Applicants must demonstrate their commitment to equality and diversity and demonstrate competency against promoting equality, equal opportunities and improving relations between equality groups.

EIA Matrix						
Group	Positive Impact	Negative Impact		Evidence of Impact (i.e. rights, resources, access, participation, consultation, accommodation, learning, culture, values, norms, relations between groups, relations between groups and NPA)	Evidence of the consequences /expectations of the policy resulting from the groups needs, experiences and priorities	
Transgender	✓	×	✓As above	×	• Ability to dress in respect of adopted gender.	
Older (50+)	✓					
Young Adults (17-25)	✓					
Children (0-16)	✓					
Religion/faith/belief (Jewish, Christian, Muslim, Hindu, Rastafarian, Sikh, Buddhist)	✓	×			×	• Ability to dress in respect of religion.
Student	✓					
Rural	✓					
Urban	✓					
Homeless	✓	×			×	

Reflecting on your completion of the EIA Matrix in question 8, please answer the following questions.

- 9** Is the *policy* achieving its aims for all beneficiaries (i.e. recipients) equally?
- Yes (go to question 11) No Don't Know (go to question 11)
- 10** If no, do you know what factors/barriers could have caused the discrepancy between aims and actual outcomes?
Not applicable.
- 11** If a negative impact on any equality target group has been identified please state if it is intended or legal (i.e. it not discriminatory under anti-discrimination legislation) and explain why (i.e. why it is justifiable).
- Homeless – legal/intended – employment legislation re: fixed address
 - Religion - legal/intended – health and safety legislation re: uniform
 - Transgender - legal/intended - health and safety legislation re: uniform
 - Disabilities - Psychiatric and Neurological Disabilities are intended/legal i.e. if a person is unable/unfit to discharge functions. However, potential negative impact with regard to other listed disabilities is not intended/illegal.
 - Gypsy/Traveller – legal/intended – employment legislation re: fixed address
 - Race – not intended/illegal.
- 12** If no evidence, that the *policy* promotes equality, equal opportunities or improves relations within any equality target group, has been identified please state amendments (if any) that could be made to the *policy* to achieve this.
Not applicable.
- 13** Are there any equality target groups, which might be expected to benefit from this *policy* but do not?
- Yes No (finish proforma) Don't Know (finish proforma)
- 14** If yes, do you know why these equality target groups are not benefiting?
Not applicable.

Signed:
Completing officer(s):

Signed:
Senior Policy Officer:

Signed:
Assistant Clerk (Policy)

Policy Relevance Assessment

1 Based upon the answers given in the Stage 1: Screening proforma does the *policy* have significant implications for equality?

Yes No (go to question 7) Don't Know

2 If yes, please indicate if:

- an equality target group will be disadvantaged/negatively impacted by the *policy*
- there is a possibility to further promote equal opportunities and good inter-group relations
- better monitoring data is needed regarding the impact of the *policy*
- more information is needed regarding the impact of the *policy*

3 Please categorise the impact of this significance.

High Medium Low

4 Please indicate if this impact is unintentional and/or illegal (i.e. discriminatory under anti-discrimination legislation).

Intentional/Not Illegal Unintentional/Illegal Don't Know

5 Has this *policy* been scheduled into the Race Equality Scheme EIA Timetable to undergo Stage 2: Full Assessment?

Yes No

6 Please state the deadline for completion of Stage 2: Full Assessment of this *policy*: December 2006

7 Has the completing officer(s) and their line manager been provided with feedback?

Completing Officer Yes No Line Manager Yes No

8 Have the Stage 1: Screening results, for this policy, been published?

Yes No (go to question 10)

9 If yes, please state where the results have been published.

Northumbria Police Authority website and communicated to Police Authority Members.

10 Please state the next Stage 1: Screening review date for this *policy*:

To be programmed following Stage 2 Assessment.

Signed:
Policy Officer

Signed:
Senior Policy Officer

Signed:
Assistant Clerk (Policy)