

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 Members

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

To appoint, in line with the Authority's Standing Orders and Financial Obligations, 17 Northumbria Police Authority Members every 4 years (unless requirement dictates otherwise i.e. Member resigns etc.). Membership is to consist of 9 constituent council members, 3 magistrates from constituent areas and 5 independent members.

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 Members is conducted in line with appropriate legal requirements (i.e. Police Act 1996 and the Justice of Peace Act 1976) 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 Members (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 Members is in line with the legal requirements stated in the Authority's Standing Orders and Financial Obligations.

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/interest parties, including 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)	✓	✗	✓ The Standing Orders state that members should represent the interests of a wide range of people and have a wide range of skills, knowledge and experience. This has the potential to positively impact in terms of: relations between groups, relations between groups and NPA, learning etc.	<ul style="list-style-type: none"> • Provision of information in race specific languages. • Advertisement of posts in specific locations. • Interpretation service availability. 		
Black or Black British (Caribbean, African, other Black background)	✓	✗			✗ Access to appropriate information to enable participation (i.e. language), i.e. in process.	
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/work location.	
Sensory disability (blindness, deafness, or a severe vision or hearing impairment)	✓	✗			✗ Access to appropriate information to enable participation, i.e. in process.	<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. in process	<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)	✓	✗			✗ Access to meetings to enable participation i.e. in process	<ul style="list-style-type: none"> • Video conferencing facilities.
Psychiatric disability (mental/emotional illness)	✓	✗			✗ Application requirements i.e. ability to participate in majority of meetings, discharge of functions etc.	
Neurological disability (brain injury)	✓	✗	✗ Access to appropriate information to enable participation i.e. in process			
Gay/Lesbian	✓					
Bisexual	✓					
Transgender	✓					
Older (50+)	✓	✗	✗ Application requirements (i.e. no applications over age of 70).			

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
	High	Low	High		
Young Adults (17-25)	✓		✗	✗ Application requirements (i.e. no applications under age of 21).	
Children (0-16)	✓				
Religion/faith/belief (Jewish, Christian, Muslim, Hindu, Rastafarian, Sikh, Buddhist)	✓		✗	✗ Participation in meetings during religious times/days.	<ul style="list-style-type: none"> • Job specification to adhere to religious customs and practices (i.e. meeting times/dates etc.)
Student	✓				
Rural	✓		✗	✗ Access to meeting locations, time of travel.	<ul style="list-style-type: none"> • Video conferencing facilities.
Urban	✓				
Homeless	✓		✗	✗ Application requirements i.e. residency/work location.	

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).
- Gypsy/Traveller and Homeless – intended/legal – if a person has not been resident or working within the authority area for over twelve months.
 - 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.
 - Older People and Younger People - intended/legal – if a person is older or younger than the age dictated by legislation.
 - Religion/Faith/Belief – not intended/illegal.
 - Race – not intended/illegal.
 - Rural - 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)