

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 Martin Jarrett
Date of completion:	
Name of policy being assessed:	Best Value Review

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

The purpose of a best value review is to improve the effectiveness, efficiency and economy of the function under review. A Review Team does this by challenging the way things are done, consulting stakeholders on their needs, comparing with others who provide similar services to see what can be learned and investigating how competition could be used to support improvement. The strategic nature of NPA means that looking for opportunities to collaborate with others is also vital.

Each review must deliver credible recommendations and Improvement Plans that will be implemented and will result in sustainable, significant improvements in the function reviewed. Every best value review should make a difference and should result in change that will lead to improvements in outcomes in both the short and long term.

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.

Internal consultation, with officers of Northumbria Police Authority and Northumbria Police, has taken place. Best Value Review Development Days were held and officers debated the process and devised appropriate strategies.

In addition, as Best Value is a legal requirement (Local Government Act 1999) consultation has been undertaken as part of the policymaking process.

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.

Best Value Reviews are carried out in line with the appropriate legal guidance. The Police Authority has an experienced Principal Officer whose remit involves participation in Best Value Reviews.

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 people involved in the Best Value Review process i.e. consultation is recorded.
Performance targets		✓	There are no performance targets associated with undertaking a Best Value Review. However, improvement plan actions, emanating from the Best Value Review process do have associated performance targets that are monitored and managed appropriately.
User satisfaction		✓	User satisfaction in terms of the Best Value Review process is not monitored. However, improvements emanating from each Best Value Review do have associated satisfaction targets that are recorded and monitored.
Complaints	✓		All complaints are recorded.
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			The Best Value Review process has the potential to positively impact on each equality target group as it aims to improve the effectiveness, efficiency and economy of the function under review - challenging the way things are done, consulting stakeholders on their needs, comparing with others who provide similar services to see what can be learned and investigating how competition could be used to support improvement.	
Women				
Asian or Asian British (Indian, Pakistani, Bangladeshi, other Asian background)			All of the elements which form a Best Value Review i.e. consultation, internal and external meetings, providing and distributing information etc, are processes in their own right and consequently are assess independently, therefore they do not need to be evaluated within this matrix, as this would be a duplicate of information.	
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				
Sensory disability (blindness, deafness, or a severe vision or hearing impairment)				
Learning disability (imperfect ability to listen, think, speak, read, write, spell or do maths)				
Physical disability (condition that substantially limits one or more basic physical activities)				
Psychiatric disability (mental/emotional illness)				
Neurological disability (brain injury)				
Gay/Lesbian				
Bisexual				
Transgender				
Older (50+)				
Young Adults (17-25)				
Children (0-16)				
Religion/faith/belief (Jewish, Christian, Muslim, Hindu, Rastafarian, Sikh, Buddhist)				
Student				

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
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).
Not applicable
- 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 State 2: Full Assessment of this *policy*:

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.

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

The Best Value Review function comprises of several processes. Each process has been individually assessed in terms of its own value and consequently a Stage 2: Full Impact Assessment of the Best Value process would be a duplication of work. This will be reviewed May 2007.

Signed:
Policy Officer

Signed:
Senior Policy Officer

Signed:
Assistant Clerk (Policy)