

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 Ruth Scott
Date of completion:	
Name of policy being assessed:	Budget Setting

- 1 **Please provide a brief description of the aims of this *policy* (i.e. purpose and outcomes).**
 To set the annual budget for Northumbria Police.

- 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.**
 Not applicable

- 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 budget is set annually in conjunction with Northumbria Police taking cognisance of Authority and Force requirements and is linked to Northumbria Police Strategic Management through the SSA with Finance, which is monitored.

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			Not applicable
Performance targets	✓		Performance in terms of value for money policing is monitored i.e. cost per head of population
User satisfaction		✓	Not 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	✓	✗	<p>The budget is set by Northumbria Police Authority members, in conjunction with Northumbria Police. The driving aim is to secure value for money and an efficient and effective policing service. Therefore, there is a potential for budget setting to positively impact all equality target groups.</p> <p>It is not the role of Northumbria Police Authority to equality impact assess this policy. NPA must ensure that Northumbria Police and SSA of Finance take cognisance of EIA when preparing budget requests and allocation of monies, i.e. the Force may request additional funds to meet BME recruitment targets, it is the role of the Authority to sanction this and ensure the Force have considered equality and diversity and the effects of this on policing, when agreeing budget allocation.</p>	
Women	✓	✗		
Asian or Asian British (Indian, Pakistani, Bangladeshi, other Asian background)	✓	✗		
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	✓	✗		
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*: April 2007

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.

The results have been published on the website and communicated to Police Authority Members.

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

To be programmed on completion of Stage 2: Full Assessment.

Signed:
Policy Officer

Signed:
Senior Policy Officer

Signed:
Assistant Clerk (Policy)