

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 Paula Morgan
Date of completion:	
Name of policy being assessed:	Consulting Internal and External Stakeholders

- 1 Please provide a brief description of the aims of this *policy* (i.e. purpose and outcomes).**
 To establish the views of the communities in Northumbria on a range of policing issues (i.e. policing priorities, satisfaction, quality of service, stop and search, reorganisation etc.) via a variety of means (post, panel, website, e-mail, telephone).
- 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.**
 Consultation on quality of service and stop and search has been undertaken as part of the policymaking process. However the methods through which NPA consult i.e. the processes employed have not been consulted upon.
- 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 Authority employs an experience consultation officer who coordinated all consultation and liaises with Northumbria Police as appropriate. At present the Authority does not have a formal communication and consultation strategy.

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 participating in consultation is recorded and monitored.
Performance targets		✓	Not monitored
User satisfaction		✓	Not monitored
Complaints		✓	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	✓	x	<p>Consultation has the potential to positively and negatively impact on each equality target group. The majority of processes involved in consultation (i.e. meetings, processing incoming information, reporting and distributing information) are processes in their own right and consequently are evaluated independently. Therefore they do not need to be evaluated here as this would be a duplication.</p> <p>However, the science of consultation (i.e. choosing the sample) is specific to the consultation process and needs to be equality impact assessed as such to evaluated potential positive and negative impact. An overview of evidence of impact might include low turn out/participation by a number of equality target groups.</p>	
Women	✓	x		
Asian or Asian British (Indian, Pakistani, Bangladeshi, other Asian background)	✓	x		
Black or Black British (Caribbean, African, other Black background)	✓	x		
Chinese	✓	x		
Mixed (White & Black Caribbean, White & Black African, White & Asian, other Mixed background)	✓	x		
White (British, Irish, other White background)	✓	x		
Gypsy/Traveller	✓	x		
Sensory disability (blindness, deafness, or a severe vision or hearing impairment)	✓	x		
Learning disability (imperfect ability to listen, think, speak, read, write, spell or do maths)	✓	x		
Physical disability (condition that substantially limits one or more basic physical activities)	✓	x		
Psychiatric disability (mental/emotional illness)	✓	x		
Neurological disability (brain injury)	✓	x		
Gay/Lesbian	✓	x		
Bisexual	✓	x		
Transgender	✓	x		
Older (50+)	✓	x		
Young Adults (17-25)	✓	x		
Children (0-16)	✓	x		
Religion/faith/belief (Jewish, Christian, Muslim, Hindu, Rastafarian, Sikh, Buddhist)	✓	x		
Student	✓	x		

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	✓	x		
Urban	✓	x		
Homeless	✓	x		

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).
Unintentional/ 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?

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*: 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.

NPA Website and Communicated to Members.

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

To be scheduled following the completion of Stage Two Full Assessment.

Signed:
Policy Officer

Signed:
Senior Policy Officer

Signed:
Assistant Clerk (Policy)