

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):	Claire Appleby and Brian Wilson
Date of completion:	
Name of policy being assessed:	Custody Visiting Scheme

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

Custody Visitors ensure that people being detained in police custody are being treated fairly and their rights as detainees are being observed.

This impact assessment is being carried out in terms of the potential positive and negative impacts of the policy on custody visitors.

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.

Visitors work in pairs and carry out random thirty-minute inspections of the custody areas of police stations in their local area. They examine cell conditions, identify any faults and problems and checked to see that people are being treated well. Findings are reported to the Police Authority and if necessary taken up with the Chief Constable.

Custody visitors are over 18, live in Northumbria Police area and are vetted by Northumbria Police. They undergo a formal interview and, if appointed, receive an induction and full training. All are subject to a six month probationary period.

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	✓		Applicants are monitored in terms of their gender, ethnic origin and if they have a disability.
Performance targets		✓	No performance targets are associated with this policy
User satisfaction		✓	User satisfaction is not monitored
Complaints		✓	All 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	✓		✓ Male specific custody visitors to deal with men/male issues.	
Women	✓		✓ Woman specific custody visitors to deal with woman/female issues.	
Asian or Asian British (Indian, Pakistani, Bangladeshi, other Asian background)		x	x No language specific literature. x No advertisement in race/language specific magazines etc.	<ul style="list-style-type: none"> • Interpreter. • Language specific literature. • No race/language specific marketing/advertisement.
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)				
Gypsy/Traveller		x	x Application requires residency in Authority area.	
Sensory disability (blindness, deafness, or a severe vision or hearing impairment)		x	x No Braille facility. x No interpreter provision.	<ul style="list-style-type: none"> • Braille information. • Hearing loop provision. • Enlarged font size on presentations and literature.
Learning disability (imperfect ability to listen, think, speak, read, write, spell or do maths)		x	x No tailored information (i.e. graphical information). x Length of time of meetings/interviews/inspections do not consider those with learning disabilities.	<ul style="list-style-type: none"> • Tailored information i.e. graphical illustrations etc.
Physical disability (condition that substantially limits one or more basic physical activities)		x	x Access to Custody Suites not complying to DDA standards. x No video conferencing facility . x No on-line application.	<ul style="list-style-type: none"> • Video conferencing facility. • Access to premises considered. • On-line application/correspondence.
Psychiatric disability (mental/emotional illness)				•
Neurological disability (brain injury)				•
Gay/Lesbian				
Bisexual				
Transgender				
Older (50+)				
Young Adults (17-25)		x	x No applications for under 18s are accepted.	

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
Children (0-16)				
Religion/faith/belief (Jewish, Christian, Muslim, Hindu, Rastafarian, Sikh, Buddhist)		x	x Compulsory attendance at panel meetings, training and inspections, which do not take cognisance of holy times.	<ul style="list-style-type: none"> Holy dates/times to be factored into visits, interviews and meetings.
Student				
Rural		x	x Compulsory attendance at panel meetings, training and inspections – i.e. access.	<ul style="list-style-type: none"> On-line correspondence. Video-conferencing.
Urban				
Homeless		x	x Home address required for application to become a Custody Officer.	

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 - illegal/not intended.
 - Disabilities – illegal/not intended.
 - Gypsy/Traveller – legal/intended – employment legislation re: fixed address.
 - Race – not intended/illegal.
 - Rural – not intended/illegal.
 - Young Adult - legal/intended – employment legislation re: over 18 to apply.
- 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 Police Authority Members

10 Please state the next Stage 1: Screening review date for this *policy*:
To be established following Stage Two Full EIA

Signed:
Policy Officer

Signed:
Senior Policy Officer

Signed:
Assistant Clerk (Policy)