

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:	Monitoring and Scrutiny of Northumbria Police

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

NPA is responsible for ensuring, through processes of monitoring and scrutiny, that the Chief Constable and Force are accountable and deliver transparent, effective and efficient policing services to the people of Northumbria.

Monitoring and scrutiny of Northumbria Police covers all areas of business (operational and corporate) and an assessment of these areas will not be given here. This EIA relates solely to the Authority's processes of monitoring and scrutiny.

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.

NPA Officers and Northumbria Police Officers prepare reports/deliver presentations to the Authority on a monthly basis. This enables Members to monitor and scrutinise performance.

Members receive training, attend seminars and lead on specific areas (i.e. diversity, performance management etc.)

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		✓	No performance targets are associated with monitoring and scrutiny.
User satisfaction			Not applicable
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>NPA ensure through an established format of reporting that issues of diversity and human rights, arising from Force business, are identified and scrutinised appropriately in order to secure efficient and effective service delivery. Each relevant element of Force business, which is monitored and managed by NPA, should be impact assessed by the Force and scrutinised by the Authority. It is not the Authority's role to EIA Force business but to ensure that the processes used to EIA policies are efficient and effective.</p> <p>In order to do this the Authority's monitor and scrutinise the Force's implementation of the Race, Disability and Gender Duties and the implementation of the Race Equality Programme for the Police.</p> <p>In light of this it is not appropriate to equality impact assess the process of monitoring and scrutiny as equality impact assessment is integral to the process of Northumbria Police business.</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*: Not applicable

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.

Results have been published on the NPA website and communicated to NPA members.

10 Please state the next Stage 1: Screening review date for this *policy*:
May 2007.

Signed:
Policy Officer

Signed:
Senior Policy Officer

Signed:
Assistant Clerk (Policy)