

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.

<b>Name(s) of completing officer(s):</b>	<b>Claire Appleby and Ruth Scott</b>
<b>Date of completion:</b>	
<b>Name of policy being assessed:</b>	<b>Priority Setting for Policing in Northumbria</b>

- 1 Please provide a brief description of the aims of this *policy* (i.e. purpose and outcomes).**  
 To set, in line with Northumbria Police and other stakeholders (i.e. Crime and Disorder Reduction Partnerships, residents, businesses, national government, local government) the strategic policing priorities for Northumbria.
- 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 takes place in relation to the priorities, which are set i.e. via the Your Views Count survey and ad hoc consultation with stakeholders. However, no consultation has taken place with regard to the process of priority setting i.e. who is consulted, how consultation takes place etc.
- 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.**  
 Concern has arisen from members of Crime and Disorder Reduction Partnerships regarding the input of stakeholders in the priority setting process.
- 6 Please state how this *policy* will/is implemented, including any necessary training required.**  
 The Force's Strategic Framework informs the priority setting process. Members are engaged in this process and, and after full consultation agree the annual policing priorities.

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		✓	Not applicable.
User satisfaction		✓	Satisfaction with the policing priorities is 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*.

<b>EIA Matrix</b>				
<b>Group</b>	<b>Positive Impact</b>	<b>Negative Impact</b>	<b>Evidence of Impact (i.e. rights, resources, access, participation, consultation, accommodation, learning, culture, values, norms, relations between groups, relations between groups and NPA)</b>	<b>Evidence of the consequences /expectations of the policy resulting from the groups needs, experiences and priorities</b>
<b>Men</b>			<p>NPA set the strategic policing priorities for Northumbria in line with Northumbria Police's Strategic Management Framework (SMF). The SMF is cognisant of both internal and external factors and aims to deliver priorities which secure effective, economic and efficient policing in Northumbria. In light of this, the process of priority setting has the potential to positively impact each equality target group.</p> <p>However, due to the nature of priority setting (i.e. it is an umbrella term for a plethora of processes) it is not feasible to impact assess it within the constraints of this proforma. Rather each process involved in priority setting (for example, consultation, meetings, reporting and distributing information etc) must be independently assessed in terms of its potential positive and negative impacts on each of the equality strands.</p>	
<b>Women</b>				
<b>Asian or Asian British</b> (Indian, Pakistani, Bangladeshi, other Asian background)				
<b>Black or Black British</b> (Caribbean, African, other Black background)				
<b>Chinese</b>				
<b>Mixed</b> (White & Black Caribbean, White & Black African, White & Asian, other Mixed background)				
<b>White</b> (British, Irish, other White background)				
<b>Gypsy/Traveller</b>				
<b>Sensory disability</b> (blindness, deafness, or a severe vision or hearing impairment)				
<b>Learning disability</b> (imperfect ability to listen, think, speak, read, write, spell or do maths)				
<b>Physical disability</b> (condition that substantially limits one or more basic physical activities)				
<b>Psychiatric disability</b> (mental/emotional illness)				
<b>Neurological disability</b> (brain injury)				
<b>Gay/Lesbian</b>				
<b>Bisexual</b>				
<b>Transgender</b>				
<b>Older (50+)</b>				
<b>Young Adults (17-25)</b>				
<b>Children (0-16)</b>				
<b>Religion/faith/belief</b> (Jewish, Christian, Muslim, Hindu, Rastafarian, Sikh, Buddhist)				
<b>Student</b>				

<b>Rural</b>			
<b>Urban</b>			
<b>Homeless</b>			

**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?

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.**

Results have been published on the NPA website and communicated to Police Authority 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)