

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:	Support Services Agreements

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

Gateshead Council, as lead authority for Northumbria Police Authority, has provided support services covering a range of functions to the Authority and Chief Constable, since 1986. This is in accordance with sections 17 and 18 of the Police Act 1996. The services provided by the Council are carried out under Support Services Agreements (SSAs). SSAs are reviewed annually and for 2006/07 include:

- Financial Management Services;
- Financial Processes and Administrative Services;
- ICT Services;
- Clerk to the Authority Services;
- Legal Services;
- Personnel and Management Services;
- Architect and Technical Services; and
- Treasury Management Services.

The delivery of each SSA has different potential positive and negative impacts on each equality target group. These impacts must be assessed independently through Gateshead Council's Equality Impact Assessment process and will not be examined here. Rather, this assessment is based on the Authority's role in the SSA process overall i.e. the Authority's approval and monitoring of each SSA and the potential positive and negative impact of this on each equality target group and the SSA provider.

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.

SSAs are conducted in accordance with sections 17 and 18 of the Police Act 1996 and therefore consultation in terms of the legal policymaking process has taken place. However, no consultation on the process of establishing, assessing and reviewing SSAs, in terms of the Authority's processes, has taken place.

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.

This policy is reviewed annually in light of performance targets and standards, and cost of services. Implementation is carried out by the service provider on behalf of the Authority and is monitored and managed by the Authority to ensure its effectiveness and efficiency.

At present the Authority does not assess the potential for SSAs to be delivered via other means (i.e. the private sector).

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	n/a	n/a	Not applicable.
Performance targets	✓		An annual performance monitoring report is presented to the Authority which details achievement against service standards detailed within the SSAs.
User satisfaction		✓	SSAs are not monitored in terms of user satisfaction.
Complaints		✓	Any 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 Authority agrees SSAs based solely on their ability to deliver the most efficient and effective services for local people, therefore there is a potential positive impact on all equality groups in terms of service delivery.</p> <p>At present the Authority only considers Gateshead Council as a provider of SSAs, therefore potential negative impact on all equality target groups in terms of service delivery as the whole market (in terms of SSA provision) is not asked to tender.</p> <p>As NPA are the commissioning body for SSAs it is essential that before agreeing SSAs they identify if an SSA provider has complied with EIA for the service they are going to provide.</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	✓	✗		

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	✓	×		
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).
The potential negative impacts identified in the EIA Matrix are not intended.
- 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*:

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.

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)