Northumbria Police Authority

Equality Impact Assessment

Stage1: Screening

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, Brian Wilson and Mike Aynsley**
Date of completion:	
Name of policy being assessed:	**Training and Induction**

1 Please provide a brief description of the aims of this *policy* (i.e. purpose and outcomes).
To familiarise new officers and members, with the workings of NPA business so that they can effectively carry out their role.

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.
No bespoke training is currently given, however advice and resources from Gateshead Council is available to NPA officers.

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		✔	Induction of new officers and members is not currently monitored.
Performance targets		✔	No set performance targets to achieve during induction period.
User satisfaction		✔	Not monitored in terms of successful induction.
Complaints		✔	Complaints are not recorded or 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	✓	×	All equality target groups could potentially benefit from a positive impact, from receiving an adequate induction.	Not applicable	
Women	✓	×		Not applicable	Facility for expressing breastmilk
Asian or Asian British (Indian, Pakistani, Bangladeshi, other Asian background)	✓	×		Access to information in specific language. Understanding language colloquialisms	Information in race specific language.
Black or Black British (Caribbean, African, other Black background)	✓	×			
Chinese	✓	×			
Mixed (White & Black Caribbean, White & Black African, White & Asian, other Mixed background)	✓	×		Not applicable	
White (British, Irish, other White background)	✓	×		Not applicable	
Gypsy/Traveller	✓	×		Not applicable	
Sensory disability (blindness, deafness, or a severe vision or hearing impairment)	✓	×		Access to information in Braille, large print, audiotape. Location and accessibility of venue for induction. Timing of induction.	Hearing loop, font and format of text. Location – videolink facility
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	✓	×		Not applicable	
Bisexual	✓	×		Not applicable	
Transgender	✓	×		Not applicable	
Older (50+)	✓	×		Not applicable	
Young Adults (17-25)	✓	×		Not applicable	
Children (0-16)	✓	×		Not applicable	
Religion/faith/belief (Jewish, Christian, Muslim, Hindu, Rastafarian, Sikh, Buddhist)	✓	×		Timing of induction. Information that is included.	Timing in line with user requirements. Facilities – i.e. prayer room
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).
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)