

## **EQUALITY IMPACT ASSESSMENT – BUDGET SETTING**

### **INTRODUCTION**

1. The purpose of this report is to seek Members' approval to the Equality Impact Assessment (EIA) carried out in respect of the budget setting process.

### **BACKGROUND**

2. Humberside Police Authority, along with many other public authorities, is required to carry out Equality Impact Assessments on all (existing and new) policies and functions. The original duty was created by the Race Relations (Amendment) Act 2000 and has been extended to cover disability and gender through the introduction of subsequent legislation.
3. An Equality Impact Assessment is a way of systematically and thoroughly assessing, and consulting on, the effects that a proposed policy is likely to have on people, due to factors such as their ethnicity, disability, gender, age, religion and belief, and sexual orientation. It can also be used as a way of estimating the likely equality implications of existing functions or policies on people from different backgrounds.

### **OPTIONS / RISK**

4. The vision of the Police Authority is to ensure policing services are delivered with a commitment to the principles of social tolerance, civility and equality in all its forms. As such there is a business and moral obligation to conducting EIA's as well as statutory reasons.
5. Annex A contains the EIA assessment relating to budget setting and monitoring by the Police Authority, one of the Authority's key functions. It is a generic impact assessment and considers the six strands of diversity – ethnicity, disability, gender, age, religion and belief, sexual orientation.
6. The purpose of this particular impact assessment is to ensure that the Authority's processes and practices for setting and monitoring the budget is fair, equitable and fit for purpose. It also helps the Authority fulfil the new statutory function to promote equality and diversity within the police force maintained for its area and within the authority.
7. It is suggested in the Equality Impact Assessment that the Authority should receive more detailed information about some areas of the budget relevant to equality and diversity. This is to ensure that resources are allocated appropriately and to highlight relevant budget pressures. The examples given in section 3.3 of Annex A

include the need to consider equality and diversity issues as part of the Force scoring matrix when determining the most appropriate growth bids to present to the Authority. This should give Members additional reassurance that these issues are at the forefront of Chief Officer's decision making processes. There are other areas of impact which may have been taken into account by the Force but are not explicit within the budget papers considered by Members. These include the impact of migrant workers coming into the Humberside area.

8. The proposed action resulting from this equality impact assessment is that Members ask for the papers for future budget / resources workshops and seminars to include more detail about topics included in Section 3.3 of Annex A, as well as others identified by environmental scanning.

### **FINANCIAL IMPLICATIONS**

9. There are no additional financial implications directly associated with approval of this report. Should the recommendations be accepted then there could be additional time (and therefore cost) required by Chief Officers when considering growth bids to take equality and diversity into account but this is likely to be minimal.

### **LEGAL IMPLICATIONS**

10. As mentioned above at paragraph 2 there are legal imperatives driving the need for public bodies to conduct Equality Impact Assessments. Reports of this nature underline the fact that the Authority takes its general and specific duties seriously.

### **EQUALITY AND DIVERSITY IMPLICATIONS**

11. These are covered in the main body of the report and Annex A.

### **CHILDREN'S ACT IMPLICATIONS**

12. The Children's Act suggests that the Authority should be knowledgeable of the age groups and diversity of children and young people within its area. The decision by Members to approve the recommendations in this report should enhance the Authority's commitment to the Every Child Matters agenda by ensuring the six strands of diversity (including age and ethnicity) are more robustly considered as part of the budget setting and monitoring process.

### **CONCLUSIONS**

13. This report and Annex A demonstrates the Police Authority's commitment to meeting its statutory and moral duties to actively consider the extent to which its policies and functions (current or proposed) have any adverse impact on different groups of people.

### **RECOMMENDATIONS**

14. Members are asked to:

- (i) Approve the impact assessment set out in Annex A
- (ii) Approve the action outlined in paragraph 8 above.

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**Director of Performance and Resources**

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Background Papers: