

Humberside Police Authority Equality Impact Assessment Template

This template is to be completed for submission with all new Humberside Police Authority policies from 31st May 2005. See accompanying guidance notes. It should also be completed for any full assessment of existing functions, policies or practices. All questions should be considered from the perspective of all six strands of diversity, Race, Disability, Gender, Religion and Belief, Sexual Orientation and Age

1. Set up the Equality Impact Assessment team

This should be determined by the Communities and Partnership Committee of Humberside Police Authority. It should be a mix of officers and members with specialists co-opted to the team as appropriate.

Identify all members of the EIA team:

Neil Kingston

Victoria Wise

All Members of the Communities and Partnership Committee

2. Identify main aims of the function / policy

2.1 Identify the aims and projected outcomes of the policy

The Police Authority has a number of statutory functions that either directly or indirectly relate to this function:

- Secure an efficient and effective police service for the area
- Agree the police budget and set the police precept. Monitor the budget thereafter.
- Publish a rolling 3-year policing plan – the budget should align with the priorities and targets in the plan to ensure resources are allocated to address what is in the plan

The budget setting process within Humberside Police Authority is an ongoing process culminating in the need to agree the budget

2.1 Identify the aims and projected outcomes of the policy

and council tax precept for the following year by March 2008. Members are updated on issues in the medium term financial plans on a regular basis as they are identified. Members come together for two workshops in January to discuss policing priorities and likely level of resources which is then based on assumptions set out in the Medium Term Financial Strategy which incorporates the revenue budget and the capital programme. Members will review the assumptions underpinning the developing budget and provide a steer to the Chief Constable in relation to potential development areas, police officer / police staff numbers, capital programmes etc. This ensures that the budget presented to the full Police Authority meeting in February of each year reflects the previous discussions and informs the setting of the budget for the forthcoming year.

There is no actual written down policy or procedure relating to budget setting although a timetable is provided to Members of the Finance Committee. Activity relating to budget setting and monitoring forms part of the regular business of the full Authority (which determines the budget) and the Finance Committee (which has responsibility for monitoring the budget throughout the year).

2.2 Which individuals and organisations are likely to have an interest in or likely to be affected by the policy

Police Authority Members and Officers
Force Chief Officer Group and relevant budget holders
Other stakeholders such as elected members of local authorities
The wider population of the Humberside Policing area.

3. Consider the Evidence

3.1 What relevant quantitative data has been considered?

Statutory calculations require agreement of the council tax for a Band D property, although the majority of the population of the Humberside policing area live in Band A or B properties. In 2008/09 a Band D precept of £156.31 meant that Band A households paid £104.21 and Band B £121.58.

The Humberside Police Authority precept sits approximately mid-range when compared to others in England and Wales. The Government can and has exercised capping powers in relation to police authorities. The MTFS assists the Authority and Force to respond to the Chief Constable's resource requirements to deliver the requirements of the Policing Plan and helps to maximise the use of resources both internal and external over the medium term and enables changes to be undertaken in a planned manner.

The top policing priorities for 2008/09 discussed at the Performance Committee in January 2008 were:

- Confidence in local policing
- Minority ethnic police service representation
- Alcohol-related anti-social behaviour incidents
- Criminal damage
- Business crime
- Domestic violence

The Police Authority has a duty to consult with representatives of non-domestic ratepayers in the area and the Revenue Budget and Precept Report for 2008/09 as well as the MTFs were shared with the Chamber of Commerce and the Federation of Small Businesses.

Budget monitoring is a standing item at every Finance Committee meeting with further information made available to key Members outside of the normal quarterly reporting cycle. The purpose of these reports is to identify both over and under spends and what action is being taken to get the budget back on track.

3.2 What relevant qualitative data has been considered?

Relevant assumptions within the Force budget papers leading up to the setting of the 2008/09 budget included:

- Police officer pay increases of 2.5% and 2.25% for police staff.
- General price increases (non pay) of 2.3%

Prioritised growth areas proposed by the Force for 2008/09 included:

- The need to invest in regional working, principally on Strategic Roads Policing and Serious and Organised crime. Business cases such as those on hi-tech crime, internet sex offenders, money laundering and business continuity approved by the Police Authority address the most high risk areas.
- Continuation of significant developments on neighbourhood policing and citizen focused funded initially in 2007/08 through the creation of a Community Safety Unit.
- Future focus on the quality of leadership in the Force through the Leadership Project
- Consolidation of the resources dedicated to business change under the 'One Team' Programme.

Significant investment through the use of reserves is also being made in Business and Workforce Modernisation initiatives. Budget consultation with the public of the Humberside policing area included participation in the East Riding of Yorkshire Council budget conferences. Feedback from consultation events and partners is provided to Members at the priorities workshop in January. This also includes information from Police Authority surveys and other initiatives such as participation in the ERYC budget conferences.

3.3 What gaps in data / information were identified?

The Force's Business case scoring matrix has no criteria which considers the impact on equality and diversity issues. This could include a Force Equality Impact Assessment on growth bids so there is wider thought process than simply cost / finance. In addition none of the budget papers viewed makes any reference to equality and diversity related information. All Police Authority Committee reports now include a specific section dealing with the equality and diversity implications of proposed actions. More background information should be provided to Members when they are making decisions about the budget and precept.

More comprehensive environmental scanning may pick up further topics, but narrative could include further detail on:

- Influx of migrant workers, asylum seekers and refugees into Humberside
- Every Child Matters and the implications for young people (resourcing implications, compliance issues)
- 'Prevent' and 'Pursue' and other strategies in relation to counter terrorism
- Use of translation services / interpreters
- DDA compliance, although DDA issues in relation to the capital programme would be identified.

3.4 What consideration has been given to commissioning research?

Each year the Police Authority attempts to engage with as wide a cross-section of the public as possible using a variety of methods. This is to ensure that Members' views can be influenced by a more representative sample of people living and working in the Humberside Policing area. This will be part of the aim of the emerging Community Engagement Strategy for the Police Authority and consideration is currently being given to entering into a Service Level Agreement (SLA) with Humberside All Nations Alliance (HANA) to further enhance the Authority's consultation with 'usually excluded' groups.

4. Assess likely Impact

4.1 From the analysis of data and information has any potential for differential / adverse impact been identified?

Race: There may be a disproportionate impact on people from different racial groups in respect of the Authority's investment in Neighbourhood Policing (including PCSO's) depending more upon where they live rather than their ethnicity. More deprived, higher crime areas are likely to have larger Neighbourhood Policing teams covering smaller geographic areas than more affluent, lower crime areas. Lower educational attainment, employment rates and income within some minority ethnic groups will mean that this group may also be adversely impacted by decisions on the distribution / deployment of the budget which includes what the Authority sets as the council tax precept. The business case proposal to provide funding for an Assessment and Quality Assurance Unit should enable internal verification of work based assessment across the Force for areas such as IPLDP, ICIDP and the Police Race and Diversity Learning and Development Programme (PRDLDP). The Authority have also raised the issue about under-representation of Black and Minority Ethnic (BME) staff in Humberside Police and have included this as a priority within the local domain of the Assessment of Policing and Community Safety (APACS).

Disability: The budget does not make any specific reference to investment that will impact positively on people with disabilities. People with disabilities may also be adversely affected by decisions on the distribution / deployment of budget resources which includes that which the Authority sets as the council tax precept. The surveys undertaken on behalf of the police authority do not currently capture whether the respondent is disabled or not.

Gender: Any impact is likely to be as a result of operational policing decisions rather than specific investment by the Police Authority. The budget process should perhaps reflect the requirements for equal opportunities both internal and external and gender balance within the workforce. The budget allowed for the creation of 1½ Office Manager posts for the Sexual Assault Referral Centres (SARC) which together with the use of volunteer care workers, will allow the centre to provide a 24/7 service. In terms of the MRUK public opinion survey 56% of the 1500 respondents were female.

Religion and Belief: Any impact is likely to be as a consequence of operational policing decisions rather than specific investment by the Police Authority.

Sexual Orientation: Any impact is likely to be as a consequence of operational policing decisions such as reporting homophobic / transphobic incidents rather than specific investment by the Police Authority.

Age: The 2008/09 budget included specific reference to investment in resources to counter child exploitation that will impact on children and young people. Older people may also be impacted (positively or negatively) by the operational policing decisions as

opposed to the budget itself.

4.2 Explain intentional impact

Race: The geographical impact of neighbourhood policing could intentionally impact on people from Black and Minority ethnic backgrounds but as we don't as yet have sophisticated community profiles it is difficult to be sure.

Disability: Investment in DDA compliance is required by law and recent refurbishments at Hessle are evidence of this.

Gender: See 5.1

Religion and Belief: None

Sexual Orientation: None

Age: See 5.1

5. Consider Alternatives

5.1 Summarise what changes have been made to the policy to remove or reduce the potential for differential / adverse impact?

When making budget decisions members are mindful that any increase in the rate they set may make paying the council tax more difficult for some groups of people, primarily those people on low or fixed incomes who do not receive council tax benefit for whatever reason. This type of discussion is common in debates at resources workshops and budget setting meetings and will influence how Members vote at the meeting which determines the budget and council tax precept rate rise.

5.2 Summarise changes to the policy to remove or reduce the potential for differential / adverse impact that were considered but not implemented, and explain why this is the case

The change to the scoring matrix to accommodate equality and diversity has been considered and will be discussed at the Communities and Partnership meeting on 2nd September 2008.

5.3 If potential for differential / adverse impact remains explain why implementation is justifiable in order to meet the wider policy aims

The Police Authority has to set a police budget that enables the Force to meet national and local policing priorities as well as other unavoidable new areas of expenditure, for example brought about by the need to comply with legislative changes or new Home Office / NPIA codes of practice. Resources are generally deployed at the discretion of the Chief Constable in accordance with his direction and control powers. The focus on ensuring an efficient and effective policing service for all the people of Humberside is the overriding purpose of the Police Authority. Members bear this responsibility in mind when balancing budget growth with efficiency savings within the budget.

6. Consult Formally

6.1 Has the function / policy been subject to consultation? If no, why not. If yes, state which individuals and organisations were consulted and what form the consultation took

Sections 3.1 and 3.2 detail the recent budget consultation undertaken by the Police Authority with members of the public. During 2007/08 residents in the Humberside policing area participated in a variety of consultative fora arranged by the Police Authority and partners. In addition the Police Authority shares its budget proposals with internal staff associations, the local authorities, press organisations and various educational establishments.

6.2 What was the outcome of the consultation?

See 3.1 and 3.2

6.3 Has the function / policy been reviewed and / or amended in the light of outcomes of consultation?

Members receive all the consultation findings as part of the material presented to members during the budget setting process. This information contributes to the decision making process as part of the development of the Policing Plan. The findings influence Members views but are considered in addition to the need to ensure an efficient and effective police service.

6.4 Have the results of the consultation been fed back to the consultees?

Not directly although the information from all Police Authority Committee meetings are available on the Authority's website. The Police Authority also publishes a press release in connection with the budget.

7. Decide whether to adopt the Policy

7.1 Provide a statement outlining the findings of the impact assessment process. If the policy has been identified as having a possibility to adversely impact upon diverse communities, the statement should include justification for the implementation.

This equality impact assessment has shown that the police budgets impacts on different groups in ways other than just affordability of the precept increase. The impact is likely to change year on year depending on the principal areas of new investment identified through the Force business case prioritisation process. To help ensure equality and diversity issues are fully taken into account during this process the scoring matrix could be adapted to include impact on equality and diversity.

Some gaps have been identified which could inform Members about other significant factors which may have been taken into consideration by the Force but not made explicit in the paperwork.

The equality impact assessment acknowledges that affordability issues may not be eliminated even though this is a factor that Members take into account when making their decision.

8. Make Monitoring Arrangements

8.1 What consideration has been given to piloting the policy?

N/A – this is an existing function

8.2 What monitoring will be implemented at a national level by the policy owning agency and / or other agency?

The Government and other agencies such as CIPFA produce regular statistics on precept and council tax levels (and increases) and invoke capping limits where appropriate.

8.3 Is this policy intended to be implemented by local agencies that have a statutory duty to impact assess policies? If so what monitoring requirements are you placing on that agency?

Local Authorities also come under the equality legislation that requires them to impact assess policies and functions. They will undertake their own monitoring so no extra requirements are necessary.

9. Publish Assessment Results

9.1 What form will the publication of the impact assessment take?

The impact assessment will be circulated as part of the Committee papers to various organisations and will be published on the Authority's website. An annual summary of impact assessments is also published in the Authority's Annual Report.

Date Completed: 14 August 2008

Signed / date (Completing Officer) Neil Kingston

Signed / date (Chief Executive) John Bates