

## EQUALITY IMPACT ASSESSMENT

<b>TITLE OF POLICY/PROCEDURE:</b>	Surrey Police Authority Business Plan
<b>NAME OF AUDITOR:</b>	Johanna Burne
<b>FIN OF AUDITOR:</b>	10675
<b>DATE COMPLETED:</b>	26.11.09

### SECTION ONE – INITIAL ASSESSMENT TO BE COMPLETED BY (OR ON BEHALF OF) POLICY / PROCEDURE OWNER

**Identify the aims and projected outcomes of the policy / procedure.**

To produce a business plan for the forthcoming year to direct the business of the police authority. Includes objectives and action plans for the authority.

**Which individuals and organisations are likely to have an interest in or are likely to be affected by the policy / procedure?**

Authority members  
 Authority staff  
 Force senior officers  
 Force and partner consultation officers  
 Surrey community and residents

### SECTION 2 – IMPACT ON DIVERSITY

**This policy / procedure must work towards eliminating discrimination, promoting equal opportunity and promoting good relations between the community and Surrey Police Authority.**

**Is there any reason why this policy / procedure would not achieve this? Please explain your justification below.**

Please select: NO

The procedure actively works towards achieving these aims but setting out values (including inclusivity), standards of conduct (including respect for others) and actions to promote equality and diversity.

**Is there any potential implication for differential / adverse impact on people based on the following. Please indicate no impact / low / medium / high**

Gender	
Sexuality	
Disability	
Age	
<ul style="list-style-type: none"> <li>• Young people (up to age 17)</li> </ul>	
<ul style="list-style-type: none"> <li>• Older people (aged 50 and over)</li> </ul>	
Religion	
Race	

Is there any evidence that this policy / procedure will have an intentional impact, internally or externally, on people based on their:

Gender	No
Sexuality	No
Disability	No
Age	
• Young people (up to age 17)	Potentially – by actions to consult specifically with young people
• Older people (aged 50 and over)	No
Religion	No
Race	Potentially – by actions to carry out consultation specifically with visible ethnic minority communities.

If you have answered 'YES' to any of the above questions, please explain the evidence / reasoning behind your answers below:

Part of the authorities action plan is to consult generally with Surrey's communities then hold specific consultation events e.g. focus groups with parts of the community that are "usually excluded" from consultation. The Authority's consultation plans have identified particular groups to consult with include visible minority ethnic communities, young people and lesbian, gay and transgender communities.

### SECTION THREE – CONSULTATION AND CONSIDERATION

Is there any evidence or reason to believe that some minority groups could be differently affected, either personally or negatively? (e.g. lower participation or success rates)

Please select: YES – see section two above.

Please specify the reasoning / evidence behind your decision, including evidence of any consultation that has taken place.

YES – see section two above.

Is there likely to be any public concern that functions / policies are being operated in a discriminatory manner (e.g. expressed in media / research papers etc)

Please select: NO

Please specify the reasoning / evidence behind your decision, including evidence of any consultation that has taken place.

Is there any opportunity to better promote equality of opportunity?

Please select: YES

Please specify the reasoning / evidence behind your decision including evidence of any consultation that has taken place.

Through consultation plans (see above)  
Through setting out values and standards in the business plan  
Through training members in equality and diversity  
Through monitoring performance against the authority's single equality scheme.

What monitoring arrangements have been established for this policy or procedure?

The business plan is formally monitored by the authority in workshop session twice a year. The actions contained within the plan are built into authority panel work plans, added into staff objectives and are included in the authority's task and action list.

If the policy / procedure discriminates against certain groups, can it be justified because of the overall objectives?

Please select: N/A

If you have selected YES, please provide evidence of your reasoning below.

List those who were consulted in carrying out this assessment.

Alison Bolton (Acting Chief Executive)  
Peter Williams (Authority Chairman)  
Katie Kempen (Partnerships Policy Officer)  
Paul Rowan (Communications and Consultation Officer)

List any changes that will be made as a result of this assessment / consultation

Select the method of publication for this assessment.

Police Authority website.