

## EQUALITY IMPACT ASSESSMENT

<b>TITLE OF POLICY/PROCEDURE:</b>	Feeding Back the Results of Consultations
<b>NAME OF AUDITOR:</b>	Paul Rowan
<b>FIN OF AUDITOR:</b>	13386
<b>DATE COMPLETED:</b>	25 February 2010

### 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.

Police Authorities have a duty to consult widely with residents in their respective areas each year. Surrey fulfils its obligation by conducting a range of consultations.

It is accepted good practice in consultations to feed back results to those who have taken part. 'Closing the feedback loop' is a good way to encourage participation in consultation and to underline that SPA is an organisation which listens to and acts on the views of local residents.

SPA sends newsletters to residents who take part in its key consultation – the Citizens Panel (3000 residents surveyed regularly by post). SPA also publicises via the media and other communications how local residents views play a major part in the decisions made around policing priorities and the style of policing in Surrey.

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

The public  
Stakeholders  
SPA Members and Officers  
Surrey Police

### 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: YES / NO

Surrey Police Authority undertakes a range of consultations to make sure that views from a broad cross section of residents are heard. By involving people in policing decisions and telling the community how they are influencing the aims and the style of policing in the county, we are promoting stronger relations and underlining the opportunities available to residents to have a say on policing matters should they so wish.

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

Gender	Low
Sexuality	Low
Disability	Low
Age	
• Young people (up to age 17)	Low
• Older people (aged 50 and over)	Low
Religion	Low
Race	Low

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)	No
• Older people (aged 50 and over)	No
Religion	No
Race	no

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

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### 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: NO / **YES**

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

The Authority's consultations ultimately feed in to the Local Policing Plan for the year. A range of minority groups are included in those consultations. As is the policy for all key documents, we offer the Local Policing Plan in a range of formats and alternative languages on request

However, there are limitations to what alternative formats that the Authority can realistically provide in terms of all of its consultation feedback materials which may mean that some minority groups are less aware of consultation feedback.

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** / YES

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

The Authority makes a conscious effort to consult with residents and stakeholders from a diverse range of communities. We work hand-in-hand with our IAG and other community groups to engage with minority groups in this regard. We will continue to do so to offer the opportunities to consult and to feed back on how these consultations make a difference.

Is there any opportunity to better promote equality of opportunity?

Please select: **NO** / YES

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

The Authority is operating at full capacity in terms of its consultation resources.

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

SPA has detailed demographic information on participants for its Citizens' Panel to help understand minority group involvement in consultation & feedback. SPA officers use this detail to make sure that any groups being under-represented can be picked up and consulted & fed back to separately if required.

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

Please select: **NO** / YES

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

List those who were consulted in carrying out this assessment.

Johanna Burne  
Sarah Haywood

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

Select the method of publication for this assessment.

Online