

## EQUALITY IMPACT ASSESSMENT

TITLE OF POLICY/PROCEDURE:	Process used for Performance Management
NAME OF AUDITOR:	Johanna Burne
FIN OF AUDITOR:	10675
DATE COMPLETED:	24 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.

The procedure is the process used in Surrey Police Authority (SPA) to monitor and manage Surrey Police performance and then to tackle any issues of underperformance. The process also includes the setting of targets for the policing plan, against which to monitor performance.

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

Members and officers of the Authority.  
Senior officers and managers in Surrey Police  
All Surrey Police employees  
General public

### 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**

The current police priorities include providing services to all fairly. Monitoring of performance includes monitoring customer service by all 6 equality and diversity strands.

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	
<ul style="list-style-type: none"> <li>• Young people (up to age 17)</li> </ul>	Low
<ul style="list-style-type: none"> <li>• Older people (aged 50 and over)</li> </ul>	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.

No reason for the performance process to affect minority groups differently. Under-performance scrutinised across the board. Areas such as customer service are monitored by diversity strands where information is available.

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.

No concern expressed to date.

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.

By ensuring that targets set include equality targets and ensuring performance monitoring takes account of equality and diversity.

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

Performance management process is reviewed every 3 years.

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

Please select: NO / YES 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, A/ Chief Executive  
Gill Scott-Moore – lead member for performance

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

None.

**Select the method of publication for this assessment.**

SPA website.