

EQUALITY IMPACT ASSESSMENT

TITLE OF POLICY/PROCEDURE:	Performance Management Training for Members
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.

To train members of the authority in performance management of Surrey Police.

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

Members of Surrey Police Authority SPA
Secretariat staff of SPA
Senior managers in 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**

Performance management training gives members the skills to oversee force performance in all aspects e.g. crime levels, confidence, customer satisfaction etc.

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:

Although there is unlikely to be an impact on any particular group, the training may not currently be accessible to any future members with different languages to English or disability such as blindness. Although, if members with these requirements were to join the Authority the training would be adapted to meet those needs.

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 evidence of concerns to date.
As noted above, if trainers or trainees were to have particular needs in the future e.g. training to be provided in a particular format, this would need to be taken into account.

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 concerns expressed to date.

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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.

Training does not currently cover equality of opportunity or looking at equal provision of service. For example, the training does not currently cover looking into differences in customer satisfaction, stop and search dates etc for different groups. This should be built into next training package.

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

Training will be reviewed for each member induction session.

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.

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List those who were consulted in carrying out this assessment.

Alison Bolton
Erika Faris
Gill Scott-Moore

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

Future changes to performance training to include performance monitoring of equality targets and equality of service provision.

Select the method of publication for this assessment.

SPA website.