



**EAST MIDLANDS REGIONAL COLLABORATION  
EQUALITY IMPACT ASSESSMENT**

**Q1. What is the Policy or Procedure title, what is its purpose or objective and who will be affected by it?**

Bank / Public Holiday Arrangements – Police Staff

**Q2. Is there any evidence that this Policy or Procedure could affect some people differently on the basis of race, gender, disability, age, religion or belief, or sexual identity? Provide details of who and how they could be affected and data or information to support this (e.g. demographics, crime statistics, staff information).**

No

**Q3. If the Policy or Procedure could affect some people differently can this be justified on the grounds of eliminating unlawful discrimination, promoting equality of opportunity or promoting good relations between persons of different groups? (Please provide an explanation).**

The document aims to ensure that all Police Staff are treated in a fair and consistent manner when they are required to work on Bank / Public holidays. Legislation relating to this issue has been researched and incorporated into the document.

**Q4. Who has been consulted on this Policy or Procedure and what were the findings of the consultation?**

Head of HR  
HR Managers  
Personnel Officers  
Force Solicitor  
Federation  
Superintendents' Association  
Unison  
DAWN  
OUT  
BPA  
WIN

Some feedback was received in relation to clarifying issues to make them easier to understand. No major issues raised.

**Q5. What amendments to the Policy or Procedure have been made as a result of the consultation or data analysis? Has this been fed-back to those consulted?**

Clarification of issues has now been incorporated into the document.

**Q6. What arrangements have been made to monitor the effects of the Policy or Procedure on equality and diversity?**

There should be no effects on equality and diversity with the issue of this procedure. However there is an appeals procedure within the document for anyone who feels that they have been treated unfairly.

<b>Assessed by:</b>	<b>Janet Witham</b>
<b>Date</b>	<b>17 March 2009</b>