



**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?

Guidance on Special Priority Payments and Form G1017 - application form

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).

Police Officers only affected by this procedure and only by role. Elements are in place to avoid discrimination due to maternity, sickness and DDA issues. No one is affected differently due to sexual identity, religion or belief, age, gender or race. The form has been adapted for completion on line to conform with DDA in relation to making reasonable adjustments for cases of dyslexia etc.

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).

As 2 above - the people affected are in roles that have been discussed and agreed upon to warrant a payment under the scheme, which is Home Office backed.

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

Director of HR
Head of HR
HR Managers
Personnel Officers
Federation
Superintendent's Assoc
WIN
DAWN
OUT
BPA

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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?

Slight amendments in relation to wording - thus giving a clearer understanding

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

An appeals process is in place in the document. ER&E are able to get a report off the HR system to ensure compliance and also to undertake an equal pay audit.

Assessed by:	Janet Witham
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