

Equality Impact Assessment Results

Name of Policy	Fairness at Work
Description and explanation of the proposed policy, putting it in its wider policy and legislative context	<p>It is the intention of this organisation to encourage members of staff to resolve any problems informally, as the early, satisfactory resolution of problems will help create a better working environment for everyone.</p> <p>The organisation aims to encourage dialogue between colleagues and therefore the procedures outlined in this document are not intended to prevent staff querying issues with a manager, or another department. Good communication and honesty are the key, not only to this process, but also to good general working relationships.</p> <p>Staff are expected to use the resolution process reasonably and appropriately and managers are expected to do their utmost to resolve any Fairness at Work issues at the earliest stage possible.</p> <p>The organisation has a duty of care to all members of staff and will therefore take seriously and investigate any issues that are potentially unfair as soon as a member of staff is made aware of it, whether informally or formally, rather than let the situation escalate.</p>
Brief explanation of how the policy was assessed for its likely effects on different racial groups with clear references to the information and research used as a benchmark.	Research was undertaken into legislative compliance and the changes to employment law. Best practice was also taken into consideration through consulting with other forces and outside organisations. Home Office guidance was also used to compile the procedure.
Brief description of the consultation methods used, and a summary of the overall findings	<p>Consulted members of Independent Advisory Groups, Nottinghamshire Police support networks, plus Police Federation, UNISON, HR Departments and Superintendent's Association requesting feedback.</p> <p>Presented procedure electronically to the support networks plus Police Federation, UNISON, HR Departments and Superintendent's Association requesting feedback</p>
Summary of the different views expressed.	<p>Some views expressed:</p> <p>2.3 Gaps in data/information</p> <p>'I feel confident that the staff who will have responsibility in applying new legislation relating to sexual orientation</p>

	<p>will be fully briefed. Can I be confident that staff who might be <i>victims</i> of discrimination would also be fully aware of the legislation? When I have been involved in training on this area, I have been reminded again and again that professionals, whom one would expect to have this knowledge, often possess it only partially.</p> <p>3.1 Ensure differential/adverse impact is not an issue</p> <p>I'm not happy with the use of the word "ensure". It is a worthy aspiration, but probably not realistic in practice. While a significant number of LGBT staff feel that they cannot come out, this will continue to have an effect on their responses to issues relating to sexual orientation and to their confidence in broaching such issues.</p> <p>Section 4: Legislative Compliance</p> <p>B) I haven't looked at the Sex Discrimination Act 1975 or the Race Relations Act 1976, but I doubt whether sexual orientation would be mentioned in a 30-year-old Act. It isn't mentioned in the 1994 Disability Discrimination Act. Should other Acts be referred to here?</p> <p>1.2. General statement.</p> <p>Paragraphs 1+3 encourage unfairness to be 'Pointed out in an appropriate way'. Whilst this should be encouraged I feel using the formal procedure should be given equal standing. Whilst this is the case later in the procedure some people may not read that far into the procedure if they feel they cannot 'point out the unfairness in an appropriate way' for whatever reason.</p> <p>1.3.3 (e) I would not agree that bullying is "especially in front of their colleagues." One to one bullying is not uncommon.</p> <p>Otherwise I feel that the policy takes regard to sexual orientation issues adequately. '</p>
<p>The conclusions reached through the assessment and consultation as to the likely effects of the proposed policy on meeting each part of the race equality duty.</p>	<p>Consideration has been given to whether individuals who fall within these strands of equality (age, disability, gender, race) are feeling it necessary to use the fairness at work procedure more than other members of staff but no evidence has been found that this is the case. Gaps were found in the old procedure because of legislation changing. These included new definitions for</p>

	<p>indirect and direct discrimination and other strands of equality law were covered by the legislation, namely religion and belief and sexual orientation.</p> <p>As disclosure of disability, religion/belief and sexual orientation are voluntary it is likely that there are gaps in data as not all staff which to disclose.</p>
Any modifications of the policy introduced as a result of the assessment and consultation, or alternative or additional measures.	<p>Following research any new requirements were introduced into the procedure. These included correct definitions, guidance to individuals and correct stages of a grievance</p> <p>The HR database is being updated to include sexual orientation as a category added so that if a member of staff discloses said information it can be recorded. The other strands are already included on the database.</p>
An explanation of whether and how the adopted policy differs from the original proposal	None.
A statement of the plans for monitoring the policy when it is put into effect	The aim of the procedure is to treat all members of staff fairly and in accordance with the stages as described in the procedure and monitoring will continue to ensure that differential/adverse impact is not an issue
Please provide a statement of what you plan to do next	Monthly reports are required from each Division/Department H R Manager and these are analysed by the Employee Relations and Equalities Department and shared with HR teams, support networks, the Head of Personnel and Focus. Contractors and agency staff may use this procedure, however it is expected that they would use their primary employer's procedures. No monitoring has been requested by Nottinghamshire Police in this respect.