

## Equality Impact Assessment Results

Name of Policy	HQ Specialist Post resourcing
Description and explanation of the proposed policy, putting it in its wider policy and legislative context	<ul style="list-style-type: none"> <li>▪ To ensure that all Police Officers, with the most appropriate skills and experience, have an opportunity to be considered for Specialist Posts ensuring that the organisation recruits the best person for the job.</li> <li>▪ To ensure that officers assigned to Specialist Posts will at all times be capable of returning to operational 'core policing'.</li> <li>▪ To ensure that investment in resources are put to their best use.</li> <li>▪ To enable all Police Officers to pursue career progression and development</li> <li>▪ To allow the deployment of differently skilled and experienced officers to our main core policing activities and, in times of operational need, enable the deployment of the right skills and experiences, at the right time and in the right place.</li> <li>▪ To provide opportunities for all Police Officers to fulfil development and career aspirations.</li> </ul>
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.	<p>Consideration was given as to whether changes to the procedure would result in the numbers of under represented individuals falling by discontinuing Tenure. Generally there is an under-representation of minority staff in specialist posts and monitoring will be undertaken annually to identify any trends or patterns in selection to specialist posts and to the numbers of under – represented staff in specialist posts. It was also identified that the previous processes were potentially discriminating against female staff who were seeking promotion.</p> <p>Prior to introduction 137 Females held tenured posts of which 4 were from the BME community and 631 males of which 20 were from BME community and 4 had not stated their race.</p> <p>If gaps are identified at the time of review then consideration will be given to reintroducing Tenure or other initiatives that will close the gaps. However as</p>

	<p>disclosure is voluntary it is unlikely that a true picture will be possible.</p> <p>Research was undertaken into the processes that were in place at other forces around the country. It was found that many had already discontinued Tenure and this was not having any adverse affect on the number of under represented group individuals working in specialist posts.</p>
<p>Brief description of the consultation methods used, and a summary of the overall findings</p>	<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>
<p>Summary of the different views expressed.</p>	<p>Some views expressed:</p> <p>'Overall a well-balanced procedure. Allocation of officers to be based on suitability for position, with appropriate training to be given when identified. The concept of MPP (minimum posting period) seems fair.</p> <p>No specific mention of "minority groups" is made, nor should it be during selection. "ER &amp; E" may monitor and record data, but should not 'act' on apparent bias until clear evidence of this is seen. With small numbers in minority groups, 'population' statistics may not be followed.</p> <p>The annual period being used, as a basis for MPP is apparently good for minority groups, who may be more liable to work part-time. This may, however, give the impression of part-time workers being perceived as less "value for money" than full time. Such a situation should be avoided, attention being focused on candidate suitability.</p> <p>One possible flaw may arise from bias arising from the Chief Constable. Hopefully, by that position, s/he will have demonstrated lack of bias, but the role carries enormous powers to appoint, with no appeal.'</p> <p>'As far as I can determine this policy takes regard to sexual orientation issues adequately.'</p>
<p>The conclusions reached through the assessment and</p>	<p>No negative impact has been identified through the assessment and consultation.</p>

<p>consultation as to the likely effects of the proposed policy on meeting each part of the race equality duty.</p>	
<p>Any modifications of the policy introduced as a result of the assessment and consultation, or alternative or additional measures.</p>	<p>None (Not Applicable).</p>
<p>An explanation of whether and how the adopted policy differs from the original proposal</p>	<p>None (Not Applicable).</p>
<p>A statement of the plans for monitoring the policy when it is put into effect</p>	<p>It was agreed that this procedure would be reviewed after one year, rather than two years, as is usually the case, to formally review the success/failure of the procedure at attracting individuals from under represented groups to apply for specialist posts.</p>
<p>Please provide a statement of what you plan to do next</p>	<p>At the time of review, a report will be produced to indicate degree of under represented groups recruited to specialist posts since introduction of policy and comparisons will be made with historical information to determine whether less or more under represented individuals have been successful.</p>