

## Equality Impact Assessment Results

Name of Policy	PD 114 Procedure on the use of Sexual Offence Liaison Officers (SOLO)																																													
Description and explanation of the proposed policy, putting it in its wider policy and legislative context	<p><b>Aims</b></p> <ul style="list-style-type: none"> <li>• To improve the quality of investigations and enhance victim care in relation to victims of serious sexual assault.</li> <li>• To support victims through the investigative and prosecution process.</li> </ul> <p><b>Outcomes</b></p> <ul style="list-style-type: none"> <li>• Increase reported incidents of serious sexual assaults.</li> <li>• Increase number of detections of reported serious sexual assault.</li> <li>• Increase number of those convicted at court of serious sexual assault.</li> </ul> <p><b>Affected</b></p> <ul style="list-style-type: none"> <li>• Victims of Serious Sexual Assault</li> <li>• Frontline operational staff including Divisional CID, Control Room.</li> </ul> <p><b>Interested</b></p> <ul style="list-style-type: none"> <li>• Force Medical Examiners, Voluntary support Agencies, CPS</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>Although some specific data is either not collected or not listed as considered, much consideration has been given to the needs of victims who are members of minority groups.</p> <table border="1" data-bbox="625 1281 1006 1837"> <thead> <tr> <th>Age</th> <th>Female</th> <th>Male</th> </tr> </thead> <tbody> <tr><td>0-4</td><td>1</td><td>0</td></tr> <tr><td>5-9</td><td>1</td><td>5</td></tr> <tr><td>10-14</td><td>34</td><td>2</td></tr> <tr><td>15-19</td><td>63</td><td>1</td></tr> <tr><td>20-24</td><td>34</td><td>0</td></tr> <tr><td>25-29</td><td>19</td><td>1</td></tr> <tr><td>30-34</td><td>20</td><td>0</td></tr> <tr><td>35-39</td><td>6</td><td>1</td></tr> <tr><td>40-44</td><td>4</td><td>0</td></tr> <tr><td>45-49</td><td>4</td><td>2</td></tr> <tr><td>50-54</td><td>4</td><td>0</td></tr> <tr><td>55-59</td><td>1</td><td>0</td></tr> <tr><td>60-64</td><td>0</td><td>0</td></tr> <tr><td>65-69</td><td>0</td><td>0</td></tr> </tbody> </table> <p>Offence is more prevalent in women</p> <p>Number of Examination suites around the Force area:</p>	Age	Female	Male	0-4	1	0	5-9	1	5	10-14	34	2	15-19	63	1	20-24	34	0	25-29	19	1	30-34	20	0	35-39	6	1	40-44	4	0	45-49	4	2	50-54	4	0	55-59	1	0	60-64	0	0	65-69	0	0
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	<p>Speaking Up For Justice Suites (SUFJ) are located at:  16 Grantham Rd, Bingham  Wollaton  Worksop  West Bridgford</p> <p>Victim Examination Suites (VE Suites) are located at:  Holmes House  Carlton  Oxclose Lane</p> <p>SUFJ suites are all designed to cater for persons with disabilities.</p> <p>This procedure dictates that specially trained officers (SOLO) are the only staffs who have direct contact with the victim after reporting. Each SOLO attends a tailored course delivered 'in house' but based on the Home Office recommended course developed by Derbyshire Police.</p> <p>Both male and female rape is discussed on the course and guest speakers from Rape crisis and Victim support have an input.</p> <p>One of the interview scenarios is based around a homophobic sexual assault.</p> <p>One of the core roles of the SOLO is to obtain a witness statement from the victim. During the training of the planning of the interview race/gender/culture are discussed at great length.</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>Page 2.</p> <p>There is no acknowledgement of under-reporting. It is well known that, for example, many female rape victims do not report rape. It is likely- given society's attitude and prevalent views on "masculinity"- that under-reporting of male rape is even greater as a proportion.</p>

Having said that, the police can only use the figures that they receive.

Page 3

Where sexual offences have been included in data under "homophobic incidents" the sexual orientation of the victim will probably have been noted or assumed, even though sexual orientation details are not collected across the board.

Page 4.

It would be useful to know more detail about the "in house" course, which each SOLO receives. Is there the equivalent of the National Curriculum's programme of study/attainment targets? Has the Gai project been approached to provide an input? They have, I believe, received specific training on this issue and have been contacted by victims of sexual offences.

Page 5.

Gay men and lesbians may well have a preference for a SOLO of a specific gender.

Page 6.

Some gay men and lesbians (not all) may feel more comfortable if dealt with by someone who shares their sexual orientation. It is understood that these ideals may be difficult to achieve.

Page 7.

I notice that in terms of consultation an "in house" LGB/LGBT organisation (OUTNetwork) has been consulted, but no external LGB/LGBT organisation.

Procedure.

Page 4.

**If the report is made personally.**

I assume that this means that the person has presented herself/himself at a police station. Though the procedure rightly says that the victim should immediately be taken out of the public area, that does not eliminate the initial problem of perhaps queuing and then indicating your

	<p>situation while others from the general public can hear.</p> <p>Page 5.</p> <p>Responsibilities</p> <p>4<sup>th</sup> bullet point</p> <p>Does the word “seize” have a technical meaning within the police? To a lay person, it has almost violent associations. The word is used again in reference to the suspect. “Obtain and secure” is the sort of expression I would prefer.</p> <p>Page 8</p> <p>Victim care</p> <p>What are “special measures”</p> <p>‘This procedure appears to enhance the quality of support for people of varying sexual orientation.’</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>It is not known if the remaining victim examination suites are suitable for use by persons with disabilities.</p> <p>Research into the facilities at the VE suites by buildings could be commissioned at no extra cost to the Force.</p> <p>The Procedure requires SOLOs to take victims to in force victim suites. As such those suites not equipped for use by disabled persons could have an adverse impact on the comfort of the victim.</p> <p>The use of SOLOs is recognised as good practice in the ‘Joint Inspection into the Investigation and Prosecution of Cases involving Allegations of Rape April 2002’.. The implementation of the use of SOLOs does not change the use of the victim suites, as it was already common practice to use these facilities for victims of Serious sexual assault.</p> <p>All the SOLOs are volunteers, with the vast majority being female. If a victim requests an officer of a specific gender effort is made to facilitate this request but not always successfully.</p> <p>The procedure will be amended to ensure victims with disabilities will only be taken to SUFJ suites. This could,</p>

	however, potentially increase travelling time.
Any modifications of the policy introduced as a result of the assessment and consultation, or alternative or additional measures.	None. (Not applicable)
An explanation of whether and how the adopted policy differs from the original proposal	None. (Not applicable)
A statement of the plans for monitoring the policy when it is put into effect	The use of SOLOs is Home Office supported and recognised as good practice. Although the procedure specifically mentions victims should be taken to victim suites this is no change from current arrangement, as such, this procedure does not change the status quo in this area. However, it has highlighted a need to specify which suites should be used by disabled persons to reduce the adverse impact of using a less appropriate suite.
Please provide a statement of what you plan to do next	Regular meetings are held with SOLOs to obtain feedback on the implementation of the procedure. This is also a recommendation of the above report.