



**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?

CUSTODY PROCEDURAL GUIDE V1.7 : Update original document with new guidance and information on custody procedures that is relevant to and affects the role of HQ CJ custody staff and operational officers.

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).

Yes : Guidance in the custody procedure guide could affect the way people are dealt with on the basis of their health issues, disabilities, gender, age, mental health issues and vulnerability. The document has been updated to ensure that custody procedures treat everyone considerately and in accordance with their needs, recognising the differences and adapting procedures to ensure Nottinghamshire Police provide an effective, efficient prisoner handling service, complying with current law, legislation and the Safer Detention guidelines from the Home Office, including reference to reports from the IPCC, regarding deaths in police custody, the Bradley report, McPherson report and the advice in Mental Health Act revised codes of practice, with the aim of reducing the numbers of deaths in police custody and protecting people who are vulnerable or have mental health disorders and health problems.

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).

Yes it can be justified : The effects of the updated custody procedural guide can be justified on the grounds that the guidance contained is reasonable and proportionate in treating some people differently and providing in accordance with their needs, e.g. items required for female hygiene, cleaning requirements in cells, providing mattresses and pillows identifying and managing any perceived risks towards vulnerable persons, mental health issues and appropriate use of hospital mental health units, specific legal rights and guidance regarding offences involving knives, tagging procedures, Military AWOL/desterters offences and guidance, providing guidance to

custody staff and operational officers on the care and medical treatment required for individuals who have been subject to TASER. Providing advice and updated information on embassies and consulates.

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

HQ CJ Training Senior Learning Development Officer, Foreign National Crime Unit (FCD). Occupational Health & Safety, Police Federation HQ CJ sgts reps and inspector reps, CYRR and HQ CJ Diversity champion. Chief Inspector Ken Heydon HQ CJ (south), Chief Insp Mark Wakeland HQ CJ (north), Paul Saint CJ Development Manager, Jane Dean Head of CJ. Ian Brown Local Security Management Specialist NHS Trust Rampton Hospital. Updates to document acceptable, no issues identified, no suggested amendments.

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?

None.

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

Custody Procedural Guide is subject to constant monitoring by HQ CJ training combined with feedback from custody staff and effects scrutinised by consultation with CYRR and HQ CJ Diversity Champion and CJ management.

Assessed by:	Sgt 1973 J.M.Smith HQ CJ Policy & Mental Health
Date	2nd June 2010