



**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?

PS96 / PD 537 - Notifiable Associations for Police Officer and Police Staff policy and procedures - to provide guidance to all personnel as to what could be interpreted as a 'Notifiable Association' for the purposes of these procedures and to identify the procedures that should be followed by all personnel should they consider themselves or suspect another member of staff to have a notifiable association.

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).

No. The information submitted will be risk assessed and the person informed of the result of the risk assessment.

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).

No.

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

All staff associations and support groups have been consulted. The Police Federation required that a list of spent convictions within the documents, however, all relevant associations should be reported regardless of whether any conviction would be considered spent under the Rehabilitation of Offenders Act. It is necessary to identify any potential risk as a result of an association with person known to have criminal convictions. This rationale has now been agreed with the Police Federation. HQ (PSD) have agreed to be involved in any educative process relating to the introduction of this policy and procedure.

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?

This procedure will have no effect upon equality or diversity as each case will be individually considered and risk assessed.

Assessed by:	Dianne Heywood
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Date	September 2009
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