



**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?

UNSATISFACTORY PERFORMANCE / ATTENDANCE PROCEDURE

The Home Office has stated that the failure of Police Officers to perform duties to a specified standard or failure to achieve satisfactory attendance will not always require disciplinary action to be taken against an officer. This is the basis for the introduction of the new Unsatisfactory Performance / Attendance Procedures. The procedures address the need to protect the rights of individual officers, whilst meeting the requirements of a modern police service.

Police Officers who have completed their probationary period and officers up to and including the rank of Superintendent will be affected by this procedure.

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).

The procedure should ensure that all Officers are dealt with in a consistent and fair manner. The procedure has a section on monitoring and now reads: -

4.2.13 Monitoring

All actions taken in relation to UPP / UAP should be reported to the relevant HR Team in order that they can be recorded on NSPIS HR. Actions will be recorded under the Performance Action Plans tab or the Sickness Privilege or Warnings tab. The Employee Relations and Equalities section will monitor that these procedures are being carried out in a fair and consistent manner and in compliance with the Force's commitment to equality and diversity and that they are compliant with employment legislation.

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).

This procedure should not affect staff differently and will be monitored by the ER&E section to ensure compliance. There is an appeals process at every

stage in the procedure and if staff feel that they have been treated differently they will be able to follow the Force's Fairness at work procedure. Throughout the process they can have a 'Friend' or staff association representative present.

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

Head of HR
HR Managers
Personnel Officers
Force Solicitor
Federation
Superintendents' Association
Unison
DAWN
OUT
BPA
WIN
Plus information sessions have been held by Insp Payne from PSD forcewide which have incorporated aspects of this procedure.

Only minor amendments were needed, which have been incorporated into the document, e.g. OUT did not like the use of his / her so the wording has been changed.

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?

See above

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

Records will be maintained on the NSPIS HR system which will enable reports to be produced on a regular basis to check and monitor the effects on equality and diversity.

Assessed by:	JANET WITHAM - EMPLOYEE RELATIONS AND EQUALITY
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