



# Staffordshire Police Equality Impact Assessment



The purpose of this EIA is to ensure you consider any equality issues as part of your decision making when developing / reviewing your policy / procedure.

Please complete the sections below and send to the Equality and Diversity unit to be quality assured. New / revised policies cannot be published on the policy database until the EIA has passed the quality assurance process.

<b>Title of policy/procedure:</b>	HRD 12 - INTERNAL POLICE PROMOTION
<b>Department:</b>	HRD
<b>Date:</b>	September 2012

## 1. Identify the aims and purpose of the policy

To support Staffordshire Police Workforce Planning Model through a programme of work-based assessment for Police Officers qualified nationally to the next rank and who are seeking promotion. This programme will apply to Sergeant to Inspector promotions initially, it is anticipated that this could be applied to other ranks when appropriate.

This process of which the first programme will be a pilot, provides a more structured and objective approach to selection to the next rank by observed competence in the role over a period of 12 months conducted by trained Assessors and a qualified Internal Verifier who is independent. Each candidate will also be assigned a mentor to support them through the programme.

## 2. Identify the individuals and organisations who are likely to have an interest in, or be affected by the policy.

- Eligible Police Sergeants or other ranks

- Trained assessors
- Work-based Assessment Manager
- L&D Staff
- Trained Mentors.
- Senior stakeholders
- Staff associations

### **3. Data**

Summarise the findings of any monitoring data / information which you have considered regarding the impact of this policy on people from all or any of the protected groups. This could include national or local data.

#### **3.1 Age**

Work-based assessment against National Occupational Standards (NOS) was introduced as a National Police Promotions Framework (NPPF) Trial in 2009. The comprehensive equality impact assessment (EIA) conducted by the National Police Improvement Agency (NPIA) compared the replacement of the Objective Structured Performance Related Examination (OSPRE) Part II, with Work-based Assessment. The requirements of the NPPF (Standards and processes) were found not to disadvantage anyone from a particular group. According to data included in the NPIA NPPF EIA the choice of promotion process had little or no impact on the distribution of under represented officers within the rank structure.

Our own research with participating forces in the trial indicated that work-based assessment methodology improved the perception of increased objectivity in a competitive selection process and that assessment of competence in the workplace has greater predictive validity.

Staffordshire Police has conducted a programme of work-based assessment for Policing Qualifications for Student Officers since 2006 in conjunction with the external awarding body OCR. The force has been subject to the OCR assessment and verification procedures to ensure consistency of assessment decisions for all staff including all protected groups. Staffordshire Police has achieved direct claims status which demonstrates that the assessment and verification process has met scrutiny by an external awarding body. This policy follows all of the principles of our previous validated experience of work-based assessment.

This programme is initially a pilot in order to collate data and monitor equality issues in the application of the policy.

Where staff are concerned about their future eligibility based on a gap in skills or knowledge, line managers will facilitate appropriate development opportunities based on individual needs. This will ensure that candidates will have had relevant development opportunities based on their selected career pathways.

The principle of reasonable adjustment applies to all Staffordshire Police Development Programmes which includes all work-based assessment procedures.

### **3.2 Disability**

Work-based assessment has been utilised for a Staffordshire Police Sergeant as an alternative to Part II of the National OSPRE Examination. This experience provided organisational learning of the benefits of work-based assessment in providing a more flexible approach that allows individual needs to be accommodated whilst competence is assessed.

The expertise and experience of this individual was sought as part of the development of this process.

See 3.1 above

### **3.3 Race**

See 3.1 above

### **3.4 Religion or Belief**

See 3.1 above

### **3.5 Sex**

See 3.1 above

### **3.6 Sexual Orientation**

See 3.1 above

### **3.7 Transgender**

See 3.1 above

## **4. Research**

Summarise the findings of any research you have considered regarding this policy for all or any of the protected groups. This could include information you have obtained from other sources eg. ACPO, Home Office.

### **4.1 Age**

#### **Local Research**

Engagement with stakeholders has identified a number of risks which have been documented together with their mitigation; this risk register will be monitored during the pilot by a senior stakeholder group.

Focus groups have been held to which all eligible candidates were invited who expressed the following concerns:

- Expected to express their full range of competence during a 45 minute interview.
- Unequal allocation of acting duties i.e. some had no acting opportunities some had been acting for a considerable time.
- Previous acting experience had no status within the interview process.
- All concerns pertaining to the new process are already contained within the risk register.

They also expressed the following perceived benefits:

- Increased objectivity in the assessment of competence against known standards.
- The individual has greater control of the pace and direction of their own career pathway.
- Transparency in the pool of competition
- Recognition that the most skilful and motivated staff will be successful.

#### **National Research**

Staffordshire Police Promotions Process whilst not replacing OSPRE Part II is aligned to the National Police Promotion Framework i.e. work-based Assessment against National Occupational Standards. Therefore has taken into consideration all of the elements contained within the National Equality Impact Assessment.

Research was undertaken with all of the 'Trial' participating forces to see if there was anything further we could learn from their experience to add to our risk register. In addition we reviewed all of the existing evaluation reports that have been conducted by NPIA.

**4.2 Disability**

See 4.1

**4.3 Race**

See 4.1

**4.4 Religion or Belief**

See 4.1

**4.5 Sex**

See 4.1

**4.6 Sexual Orientation**

See 4.1

**4.7 Transgender**

See 4.1

**5. Consultation**

Summarise the opinions of any consultation for all or any of the protected groups.

Who was consulted and how e.g. survey, discussion, forum.

If there was no consultation please justify why.

**5.1 Age**

Full consultation was undertaken with Police Federation and Superintendents association as the policy was developed and supported at sign off at Chief Officers Monthly Meeting (COMM).

The focus groups had representation from a number of protected groups.

**5.2 Disability**

See 5.1

**5.3 Race**

See 5.1

**5.4 Religion or Belief**

See 5.1

**5.5 Sex**

See 5.1

**5.6 Sexual Orientation**

See 5.1

**5.7 Transgender**

See 5.1

**6. Conclusions**

Taking into account the results of the monitoring, research and consultation, set out how the policy impacts or could impact on people from the following protected groups? (Include positive and/or negative impacts)

**6.1 Age**

It is not anticipated that a policy of introducing work-based assessment against NOS for Police promotion candidates will have specific positive or negative impact in relation to protected groups. Opportunities to participate and assessment criteria will apply equally to all candidates who choose to enter the programme.

**6.2 Disability**

See 6.1

**6.3 Race**

See 6.1

**6.4 Religion or Belief**

See 6.1

**6.5 Sex**

See 6.1

**6.6 Sexual Orientation**

See 6.1

**6.7 Transgender**

See 6.1

**7. Decisions**

If the policy will have a negative impact on members of one or more of the protected groups, explain how the policy will change or why it is to continue in the same way.

If no changes are proposed, the policy needs to be objectively justified.

As data becomes available through the pilot, the procedure will be reviewed, evaluated and if necessary, amended.

**8. Monitoring arrangements**

If the policy is new what consideration has been given to piloting the policy?

If monitoring is not already in place what arrangements have been made to monitor the effects of the policy on equality and diversity?

The initial work-based assessment programme will be conducted as a pilot which will allow data collection to support a robust monitoring process.

**This equality impact assessment will be published on the force website.**

EIA Form Dated  
01/11/11

Not Protectively Marked