



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.

Title of policy/procedure:	Threats to Life Policy
Department:	Investigative Services
Date:	15 th December 2011

1. Identify the aims and purpose of the policy

This guidance is primarily aimed at providing a framework and operational guidance in response to dealing with a threat made by one person against the life of another person. The threat is a threat of some intended future action reasonably believed to be taken against the victim that would result in the death or a serious life threatening injury to the person subject of the threat.

The policy and supporting procedures emphasise the key issues of:

- Protecting the public;
- Identifying the level of risk and keeping that level under review
- Intervening early to prevent risk to life from the actions of another person and to have clear processes about how intelligence is gathered and used to intervene with violent offenders, victims and those vulnerable to victimisation;
- Preventing an escalation of the level of risk associated with the threat;
- Being robust in our response to offenders;
- Being proactive in providing services for victims, and;
- Finding innovative solutions to difficult issues.

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

Members of the Public

Staffordshire Police: 101 - or in an Emergency: 999

All other UK Law Enforcement Agencies

All Staffordshire police officers and police staff.

Local Councils

Staffordshire Police Authority Local partnerships

Staffordshire Police Federation

Superintendents Association

Staffordshire Multicultural Association

UNISON Staffordshire

Staffordshire Police LGBT Association.

Staffordshire Christian Police Association

Staffordshire Police Disability Support Group.

Staffordshire Police Multicultural Association

Staffordshire Association for Women in Policing

8 District Councils

Her Majesty's Inspector of Constabulary (HMIC)

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.

Threat to life issues can affect any person at any time of their life regardless of socio economic group

There are no indications that members of protected groups are any more likely to be the subject of Threats to Life issues covered by this policy and procedures than any other individual. The groups most commonly affected by 'Threat to Life' issues are those persons who are actively engaged in an emotive dispute of some kind; are involved in crime; have been the subject of domestic violence from a partner or ex-partner.

This policy represents a change from existing arrangements and introduces a more comprehensive risk assessment of the situation and management by named officers up to the rank of Superintendent

As a guide to the number of cases to which this policy might apply an assessment has been made during previous years of the number of times a 'Threat to Life warning Notice' has been issued to those whose life was assessed to be under

threat. The 'Threat to Life Notice' is a written notice served by the Police on someone who is believed to be under threat. The notice urges the subject to take measures to protect themselves and offers Police support in implementing safety measures.

The figures from previous years for threat to life issues are:-

- (1) 2011 - 41
- (2) 2010 - 113
- (3) 2009 - 60
- (4) 2008 - 52

As a result of this policy and procedures the numbers are expected to fall with the introduction of a commonly applied risk assessment process and senior management governance.

3.1 Age

Threat to life issues can affect any person at any time of their life regardless of age group. There are no indications that members of protected groups are any more likely to be the subject of Threats to Life issues covered by this policy and procedures than any other individual.

3.2 Disability

Threat to life issues can affect any person at any time of their life regardless of if they have disability. There are no indications that members of protected groups are any more likely to be the subject of Threats to Life issues covered by this policy and procedures than any other individual.

3.3 Race

Threat to life issues can affect any person at any time of their life regardless of their race. There are no indications that members of protected groups are any more likely to be the subject of Threats to Life issues covered by this policy and procedures than any other individual.

3.4 Religion or Belief

Threat to life issues can affect any person at any time of their life regardless of their religion or belief. There are no indications that members of protected groups are any more likely to be the subject of Threats to Life issues covered by this policy and procedures than any other individual.

3.5 Sex

Threat to life issues can affect any person at any time of their life regardless of their sex. There are no indications that members of protected groups are any more likely to be the subject of Threats to Life issues covered by this policy and procedures than any other individual.

3.6 Sexual Orientation

Threat to life issues can affect any person at any time of their life regardless of their sexual orientation. There are no indications that members of protected groups are any more likely to be the subject of Threats to Life issues covered by this policy and procedures than any other individual

3.7 Transgender

Threat to life issues can affect any person at any time of their life regardless of if they are Transgender. There are no indications that members of protected groups are any more likely to be the subject of Threats to Life issues covered by this policy and procedures than any other individual.

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

Internet research of policing and Government statistical web sites has not identified that protected groups are potentially disproportionately more affected than other groups by being subject of threats to life. However it is recognised that measures to protect members of protected groups must be tailored to cater for their particular need in order for the measures to be effective to enable the subject to be protected and to achieve some peace of mind

It is recognised that harassment and hate crime is a concern; there are other policies in place to address that particular area of police service provision.

4.2 Disability

Internet research of policing and Government statistical web sites has not identified that protected groups are potentially disproportionately more affected than other groups by being subject of threats to life. However it is recognised that measures to protect members of protected groups must be tailored to cater for their particular need in order for the measures to be effective to enable the subject to be protected and to achieve some peace of mind

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4.3 Race

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protect members of protected groups must be tailored to cater for their particular need in order for the measures to be effective to enable the subject to be protected and to achieve some peace of mind

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4.4 Religion or Belief

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It is recognised that harassment and hate crime is a concern; there are other policies in place to address that particular area of police service provision.

4.5 Sex

Internet research of policing and Government statistical web sites has not identified that protected groups are potentially disproportionately more affected than other groups by being subject of threats to life. However it is recognised that measures to protect members of protected groups must be tailored to cater for their particular need in order for the measures to be effective to enable the subject to be protected and to achieve some peace of mind

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4.6 Sexual Orientation

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4.7 Transgender

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and to achieve some peace of mind

It is recognised that harassment and hate crime is a concern; there are other policies in place to address that particular area of police service provision.

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

There was no consultation in relation to any of the protected groups.

5.2 Disability

There was no consultation in relation to any of the protected groups.

5.3 Race

There was no consultation in relation to any of the protected groups.

5.4 Religion or Belief

There was no consultation in relation to any of the protected groups.

5.5 Sex

There was no consultation in relation to any of the protected groups.

5.6 Sexual Orientation

There was no consultation in relation to any of the protected groups.

5.7 Transgender

There was no consultation in relation to any of the protected groups.

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)

This policy and procedures are engaged when the Police know of the existence of a

real and immediate threat to a person's life from the actions or intended actions of another person that would result in the death or serious bodily injury of the subject of the threat. This is particularly so when the person making the threat is identified as having the means and the motive to carry out the threat.

Being intelligence and evidence based the Police response is fairly systematic. There are not wide or many opportunities for applying discretion about whether to offer support to members of protected groups; where the need is identified the support will be offered. The Police will become involved by assessing the threat and risk to that person on the basis of information and intelligence. Each separate report of a threat to life is risk assessed according to set criteria. Once the level of the threat has been identified control measures are devised to protect the individual. Such control measures must be proportionate to meet the level of threat. The subject of the threat can of course decline Police assistance. It is at the point of identifying control measures that being a member of a protected group is actively taken into consideration. Any proposed control measures adopted must take account of the needs of the person under threat for those measures to be effective. For example a person with a disability may not be able to protect themselves as readily as someone without a disability.

6.1 Age

It is not possible to indicate all available control measures for those people for whom age increases the impact on them should a threat materialise. Control measures to minimise the threat would have to take account of vulnerabilities due to frailty, mobility, hearing and sight including psychological impact of the threat. There may be a need to consult specialist security advisers regarding the operation of physical security to premises or devices designed to alert the subject of the threat to suspicious activity.

6.2 Disability

It is not possible to indicate all available control measures for those people for whom their disability increases the impact on them should a threat materialise. Control measures to minimise the threat would have to take account of vulnerabilities due to mobility, hearing and sight including psychological impact of the threat. There may be a need to consult specialist security advisers regarding the operation of physical security to premises or devices designed to alert the subject of the threat to suspicious activity.

It is recognised that hate crime may escalate to the point where information or intelligence is received that indicates a direct Threat to Life of an individual which would trigger a response under this policy. The policy and its procedures are intended to ensure that all factors are taken into consideration to identify the risk posed to any individual. This includes an assessment of the direction from where the threat comes. The threat may come from a group or an individual who practice or advocate hate crime which could potentially escalate the Threat level and the resulting control measures.

6.3 Race

Control measures to minimise the threat would have to take account of cultural differences, perceptions of trust and the impact on relations with the wider community. Collaboration with the wider community may be required depending on the subject's agreement. It is essential to ensure control measures are understood for them to be effective; there may be a need to involve intermediaries, voluntary groups and to make use of interpreters or those having skills and experience of social and cultural norms within a particular racial group. A collaborative approach between members of that racial group supported by the Police may be an effective option to protect the subject but such collaboration must not be allowed to develop into vigilantism which is to be avoided by maintaining confidence in Police measures, good communication and information sharing between all parties.

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6.4 Religion or Belief

Control measures to minimise the threat would have to take account of religious practices and places of religious significance where those practices are observed. Cooperation of the intended subject is vital if control measures to protect them are to be effective. As above with Race a collaborative approach with other members of that Religious or belief Group may be an option but vigilantism must be avoided by maintaining confidence in Police measures, good communication and information sharing between all parties.

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6.5 Sex

Control measures to minimise the threat would have to take account of the sex of the person under threat particularly if this was also in combination with religious belief or race issues. The considerations above regarding race and religion may also be a factor in relation to sex. For example if the control measures are to support a female from a particular ethnic minority group who is of Muslim faith there are considerations about the installation and review of physical control measures such as target hardening. Such actions may not involve direct consultation with the female subject

of the threat but through a male intermediary. A female may be under threat by refusing to participate in an arranged marriage, where there is information or intelligence that she may be the subject of an 'Honour' based attack, specialist support from voluntary groups may be required to assist as part of control measures.

6.6 Sexual Orientation

Control measures to minimise the threat may need to take into account the sexual orientation of the subject. Cooperation of the intended subject is vital if control measures to protect them are to be effective. As above with Race a collaborative approach with other members of that sexual orientation group may be an option but vigilantism must be avoided by maintaining confidence in Police measures, good communication and information sharing between all parties.

It is recognised that hate crime may escalate to the point where information or intelligence is received that indicates a direct Threat to Life of an individual which would trigger a response under this policy. The policy and its procedures are intended to ensure that all factors are taken into consideration to identify the risk posed to any individual. This includes an assessment of the direction from where the threat comes. The threat may come from a group or an individual who practice or advocate hate crime which could potentially escalate the Threat level and the resulting control measures.

6.7 Transgender

Officers will be made aware that the subject of a Threat to Life who has changed gender or is undergoing such procedures will always be referred to both personally and in any documentation by the titles relevant to their chosen gender. Any control measures adopted must take account of the chosen gender in terms of privacy or preferred gender of an officer or staff member liaising with the subject of the threat.

It is recognised that hate crime may escalate to the point where information or intelligence is received that indicates a direct Threat to Life of an individual which would trigger a response under this policy. The policy and its procedures are intended to ensure that all factors are taken into consideration to identify the risk posed to any individual. This includes an assessment of the direction from where the threat comes. The threat may come from a group or an individual who practice or advocate hate crime which could potentially escalate the Threat level and the resulting control measures.

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.

The policy will not have a negative impact on members of any protected group.

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 policy is an update to existing practices to adopt the same risk assessment process and management of Threats to Life across the whole area of Staffordshire Police.

Threat to Life policy and procedures will be an agenda item during Intelligence management development meetings to review the operation of this policy and make any recommendations for changes. The Director Of Intelligence or Deputy will Chair such meetings. Subject to identified business benefits and costs consideration will be given to formulating a Threat to Life management group to meet at least twice a year to discuss the operation and effectiveness of the Threat to Life Policy and its procedures.

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

EIA Form Dated
01/11/11