



# 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:</b> | Missing Persons Policy      |
| <b>Department:</b>      | Investigative Services      |
| <b>Date:</b>            | 25 <sup>th</sup> April 2013 |

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

### Definition

**Missing Person – Anyone whose whereabouts cannot be established and where the circumstances are out of character or the context suggests the person may be a subject of crime or at risk of harm to themselves or others.**

**Unauthorised Absence – A person not at a place they are expected or required to be, when the behaviour is not out of character and there is no apparent risk.**

The purpose of this policy is to adopt a standard, consistent approach to identify when a person is missing or when they should more correctly be considered as absent.

This last category may be used when they are absent from a place where they are supposed to be, their behaviour is not out of character and there is no apparent risk.

This change of approach, underpinned by an ongoing, dynamic risk assessment, will

ensure that investigations are focused on the most vulnerable people, thereby making the best use of resources.

This policy draws a distinction between those persons who are missing and those who are absent.

Any incident classified initially as an unauthorised absence may be reclassified as missing at any time if information is received that changes the initial assessment.

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

All Staffordshire police officers and police staff.

Staffordshire Police and Crime Commissioner

Staffordshire Police Federation

UNISON Staffordshire

Crown Prosecution Service

Staffordshire County Council

Stoke on Trent City Council

8 District Councils of Staffordshire

Her Majesty's Inspector of Constabulary (HMIC)

Home Office

Members of the Public.

## **3. Data**

Overall around 327,000 missing persons incidents were recorded in 2010/11; This means that police in Britain recorded almost 900 missing reports every day, or that someone was recorded missing by the police around every 2 minutes. In 2010/11 some 4436 reports of missing persons were recorded by Staffordshire Police. (National Police Improvement Agency (NPIA) Missing Persons: Data and Analysis 2011)

### **3.1 Age**

In total, children and young people aged under 18 years make up 66 per cent of the missing incidents. The data suggest that children in the 15-17 year old age group are reported missing most frequently, with this group making up 36 per cent of the total missing reports. These figures could include multiple incidents relating to the same young person if they have gone missing repeatedly. The data also shows that in terms of the population a higher percentage of the population of the 12 to 14 and 15 to 17 age groups go missing. (NPIA Missing Persons: Data and Analysis 2011)

### **3.2 Disability**

There is no decisive data that people with disabilities are more at risk than others of going missing

### **3.3 Race**

Data provided by police forces show that the majority of missing persons reports were for White European individuals, followed by reports for African Caribbean individuals. (NPIA Missing Persons: Data and Analysis 2011)

### **3.4 Religion or Belief**

There is no decisive data that members of a particular religious group or belief are more at risk than others of going missing.

### **3.5 Sex**

The policy recognises that both males and females are reported as missing persons. Data shows 51 per cent of the individuals were male and 49 per cent female. This is consistent with the make up of the general population (49 per cent male and 51 per cent female). (NPIA Missing Persons: Data and Analysis 2011)

### **3.6 Sexual Orientation**

There is no decisive data that people of a particular sexual orientation are more at risk than others of going missing.

### **3.7 Transgender**

There is no decisive data that people of the transgender community are more at risk than others of going missing.

#### **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**

This policy recognises the vulnerability and risk surrounding children and the elderly who go missing and a dynamic risk assessment and response procedure is in place to minimise their risk of harm.

#### **4.2 Disability**

The policy considers all issues that arise from dealing with a missing person who requires a particular response or consideration relating to their disability.

#### **4.3 Race**

The policy considers all issues that arise from dealing with a missing person who belongs to a BME group and may require a particular response or consideration. This policy recognises that information gathered from a missing person investigation may indicate involvement in forced marriage or honour based violence, matters that are more prevalent within BME communities. This issue is within the national guidance produced by the National Policing Improvement Agency (NPIA) The Management Recording and Investigation of Missing Persons 2010.

#### **4.4 Religion or Belief**

The policy considers all issues that arise from dealing with a missing person who has particular religious beliefs and may require a particular response or consideration..

#### **4.5 Sex**

The policy considers all issues that arise from dealing with a missing person who may require a particular response or consideration in relation to their sex.

#### **4.6 Sexual Orientation**

The policy considers all issues that arise from dealing with a missing person who may need require a particular response or consideration in relation to their sexual orientation.

#### **4.7 Transgender**

This policy considers all issues that arise from dealing with a missing person who may be from the transgender community and may require a particular response or consideration.

## **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.

The Staffordshire Police Missing Person policy and procedures have been prepared to be compliant with Association of Chief Police Officers (ACPO) and NPIA guidance The Management Recording and Investigation of Missing Persons 2010.

These national documents were developed following national consultation with a wide variety of professional and voluntary bodies including representatives from all protected groups. Locally Staffordshire Police has consulted with Staffordshire Safeguarding Children Board and the City of Stoke on Trent Children and Young People's Services in developing joint policies for dealing with children who are reported missing or absent.

### **5.1 Age**

The Staffordshire Police Missing Person policy and procedures have been prepared to be compliant with ACPO and NPIA guidance. The guidance it contains was formulated following consultation with a wide variety of professional and voluntary bodies including representatives from all protected groups nationally. Locally Staffordshire Police has consulted with Staffordshire Safeguarding Children Board and the City of Stoke on Trent Children and Young People's Services in developing joint policies for dealing with children who are reported missing or absent.

### **5.2 Disability**

The Staffordshire Police Missing Person policy and procedures have been prepared to be compliant with ACPO and NPIA guidance. The guidance it contains was formulated following consultation with a wide variety of professional and voluntary bodies including representatives from all protected groups nationally.

### **5.3 Race**

The Staffordshire Police Missing Person policy and procedures have been prepared to be compliant with ACPO and NPIA guidance. The guidance it contains was formulated following consultation with a wide variety of professional and voluntary bodies including representatives from all protected groups nationally.

#### **5.4 Religion or Belief**

The Staffordshire Police Missing Persons policy and procedures have been prepared to be compliant with ACPO and NPIA guidance. The guidance it contains was formulated following consultation with a wide variety of professional and voluntary bodies including representatives from all protected groups nationally.

#### **5.5 Sex**

The Staffordshire Police Missing Persons policy and procedures have been prepared to be compliant with ACPO and NPIA guidance. The guidance it contains was formulated following consultation with a wide variety of professional and voluntary bodies including representatives from all protected groups nationally.

#### **5.6 Sexual Orientation**

The Staffordshire Police Missing Persons policy and procedures have been prepared to be compliant with ACPO and NPIA guidance. The guidance it contains was formulated following consultation with a wide variety of professional and voluntary bodies including representatives from all protected groups nationally.

#### **5.7 Transgender**

The Staffordshire Police Missing Persons policy and procedures have been prepared to be compliant with ACPO and NPIA guidance. The guidance it contains was formulated following consultation with a wide variety of professional and voluntary bodies including representatives from all protected groups nationally.

### **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 recognised that people of all ages go missing in the UK and that children and young people aged under 18 years make up 66 per cent of the missing incidents. The force policy impacts on this group through emphasis on dynamic risk assessments.

#### **6.2 Disability**

While there is no decisive data that people with disabilities are more likely to be reported missing, the policy considers all issues that arise from dealing with a missing person who

requires a particular response or consideration relating to their disability.

### **6.3 Race**

The policy considers all issues that arise from dealing with a missing person who requires a particular response or consideration relating to their vulnerability and this will include those from BME communities. Forced marriage and honour based violence takes place predominantly within BME communities. The procedures are designed to raise awareness of this to officers in their investigations.

A community impact assessment is completed where the effectiveness of the police response is likely to have a significant impact on the confidence of the community.

### **6.4 Religion or Belief**

While there is no decisive data that people from particular religions or beliefs are more likely to be reported missing, the policy considers all issues that arise from dealing with a missing person who requires a particular response or consideration relating to their religion or belief.

A community impact assessment is completed where the effectiveness of the police response is likely to have a significant impact on the confidence of the community.

### **6.5 Sex**

The policy recognises that both males and females are reported as missing persons and there is no decisive data that one gender is more likely to be reported missing.

### **6.6 Sexual Orientation**

While there is no decisive data that people of a particular sexual orientation are more likely to be reported missing, the policy considers all issues that arise from dealing with a missing person who requires a particular response or consideration relating to their sexual orientation.

A community impact assessment is completed where the effectiveness of the police response is likely to have a significant impact on the confidence of the community.

### **6.7 Transgender**

While there is no decisive data that people from the transgender community are more likely to be reported missing, the policy considers all issues that arise from dealing with a missing

person who requires a particular response or consideration and this includes those from the transgender community.

A community impact assessment is completed where the effectiveness of the police response is likely to have a significant impact on the confidence of the community.

## **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 any of the protected groups. The policy and its supporting procedures are designed to take account of members of recognised protected groups

## **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 not new; the Missing Persons Policy is the most recent update based on current best practice guidance. Missing Persons arrangements within Staffordshire Police are immersed in partnership work which are currently developed to a mature level in conjunction with Stoke on Trent City Council and Staffordshire County Council

Staffordshire Police are committed to ensuring that our policies and working practices are working to achieve our priorities. To monitor performance and development in this area the Force engages in the following quality assurance processes:

- Audits and reviews.
- Missing Persons Reviews.
- Organisation learning / peer review.
- Multi-agency working.



- Professional Standards Department.
- External reviews and inspections by Her Majesty's Inspectors of Constabulary (HMIC)

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

EIA Form Dated  
01/2/13