



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:	Fail to Appear warrants
Department:	Integrated Offender Management (IOM)
Date:	09 August 2013

1. Identify the aims and purpose of the policy

The aim of the policy is to review and update the previous Warrant policy/procedures following the Force decision (late 2012) to restructure the role of Warrant Officer with a power of arrest to a new role of Warrant Administration Officer which has no power of arrest and is office based. Line management now falls within the IOM Department and the policy outlines the duties of a police officer.

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

Warrant Administration Officers who will undertake the processing of information from the Courts onto the Warrant Management System (WMS) and frontline Police Officers who will now predominately executed the all warrants.

Members of all our communities.

Police and Crime Commissioner (PCC)

Staffordshire Police Federation.
Superintendents Association

Staffordshire Multicultural Association.
Staffordshire Association for Women in Policing.

UNISON

Independent Advisory Groups

Staffordshire LGB Network.

Staffordshire Christian Police Association

Own Staff

Staffordshire Police Disability Support Group.

Partnership organizations (statutory and voluntary)

Her Majesty's Inspector of Constabulary (HMIC)

Home Office

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

There is no equality data in relation to offenders for warrants for failure to appear.

3.2 Disability

There is no equality data in relation to offenders for warrants for failure to appear.

3.3 Race

There is no equality data in relation to offenders for warrants for failure to appear.

3.4 Religion or Belief

There is no equality data in relation to offenders for warrants for failure to appear.

3.5 Sex

There is no equality data in relation to offenders for warrants for failure to appear.

3.6 Sexual Orientation

There is no equality data in relation to offenders for warrants for failure to appear.

3.7 Transgender

There is no equality data in relation to offenders for warrants for failure to appear.

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 e.g. ACPO, Home Office.

4.1 Age

N/A

4.2 Disability

N/A

4.3 Race

N/A

4.4 Religion or Belief

N/A

4.5 Sex

N/A

4.6 Sexual Orientation

N/A

4.7 Transgender

N/A

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.:

All Staff Associations, Unison and Police Federation were emailed a copy of the Equality Impact Assessment and asked to review the proposal, making comment and/or recommendations. After a period of one month no replies received and document considered satisfactory.

5.1 Age

There was no specific consultation in relation to age.

5.2 Disability

There was no specific consultation in relation to disability.

5.3 Race

There was no specific consultation in relation to race.

5.4 Religion or Belief

There was no specific consultation in relation to religion and belief.

5.4 Sex

There was no specific consultation in relation to sex.

5.6 Sexual Orientation

There was no specific consultation in relation to sexual orientation.

5.7 Transgender

There was no specific consultation in relation to transgender issues.

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

All ages from 10+ could potentially be affected should they fail to attend court to answer a charge linked to a criminal offence.

A warrant is a directive / order from a Court Judge or Magistrates for police to arrest and bring the offender to the next available court.

The police are expected to obey this directive, however, in very limited circumstances, it would be correct for the police officer and/or Custody Sergeant to review the age of the person e.g juvenile or elderly, and consider whether custody is a suitable place for detention or whether alternative arrangements can be made to present that individual to the next available court.

This decision should be based on available information, taking into consideration any vulnerability / safeguarding issues.

6.2 Disability

A warrant is a directive / order from a Court Judge or Magistrates for police to arrest and bring the offender to the next available court.

The police are expected to obey this directive, however, in limited circumstances, it would be correct for the police officer and/or Custody Sergeant to generally assess any known disability of the person and consider whether custody is a suitable place for detention or whether alternative arrangements can be made to present that individual to the next available court. e.g wheelchair user

This decision should be based on available information, taking into consideration any vulnerability / safeguarding issues

6.3 Race

A warrant is a directive /order from a Court Judge or Magistrates to bring the offender to the next available court.

The race of the offender will not affect the police decision to carry out the court directive.

6.4 Religion or Belief

A warrant is a directive /order from a Court Judge or Magistrates to bring the offender to the next available court.

The offender's religion or belief will not affect the police decision to carry out this directive. Consideration to the offender's religion or belief will be considered during custody detention.

6.5 Sex

A warrant is a directive / order from a Court Judge or Magistrates to bring the offender to the next available court.

The sex of the offender will not affect the police decision to carry out this court directive.

6.6 Sexual Orientation

A warrant is a directive / order from a Court Judge or Magistrates to bring the offender to the next available court.

The sexual orientation of the offender will not affect the police decision to carry out the courts directive.

6.7 Transgender

A warrant is a directive / order from a Court Judge or Magistrates to bring the offender to the next available court.

If an offender is transgender this will not affect the police decision to carry out the courts directive. Any specific needs a transgender person may have will be considered during custody detention.

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.

No change is proposed to the existing policy. The process has been devised to take into consideration any negative impact on protected groups. Should an issue / complaint arise we will review the individual case and re-assess whether or not policy needs to change.

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?

Monitoring of the process will in the main be through recording of any complaints registered through the Force – People Services department.

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

EIA Form Dated
01/11/11