



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:	Independent Advisory Group (IAG) Policy
Department:	Equality & Diversity
Date:	7 th June 2013

1. Identify the aims and purpose of the policy

To provide a structure for the use of Independent Advisors
To enable engagement with Independent Advisory Groups (IAGs) as a critical friend
To provide an understanding of the roles and responsibilities of IAG members and the police.

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

Staffordshire Police officers and staff including Local Policing Team Commanders and the Special Constabulary & Volunteers Co-ordinator. Also, members of the public and IAG members.

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.

Independent Advisory Groups have been developed as a result of the recommendations of the MacPherson Report (1999) into the death of Stephen Lawrence.

IAGs are members of the community who are independent of the police. They offer community support and advice as a result of particular events or incidents. IAG involvement depends on the type(s) of events and incidents that occur and IAG involvement may include consultation, collaboration and co-ordination at every stage of activity / investigation.

They may give advice either on an ad hoc basis or as members of a recognised advisory group. The presence of an IAG is intended to enhance the force's commitment to openness and transparency in the way in which Staffordshire Police conducts investigations.

In order to help achieve this aim, IAG members should ideally be representative of all sections of the community. At the moment Staffordshire Police's IAG membership is not representative of the wider community.

3.1 Age

Young people are under-represented on the IAG

3.2 Disability

Disabled people are under-represented on the IAG

3.3 Race

BME people are under-represented on the IAG.

3.4 Religion or Belief

There is a limited range of religions / beliefs represented on the IAG

3.5 Sex

There is not an even balance of males and females on the IAG

3.6 Sexual Orientation

Lesbian, gay and bisexual people are under-represented on the IAG

3.7 Transgender

Transgender people are under-represented on the IAG

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.

A review of IAG membership has identified that there is potential for adverse impact because not all members of the community are represented on the IAG. This could mean having to use individuals who are not on the IAG for advice in some instances.

There is a need to ensure that IAG membership is representative of the wider community.

4.1 Age

As above

4.2 Disability

As Above

4.3 Race

As Above

4.4 Religion or Belief

As Above

4.5 Sex

As Above

4.6 Sexual Orientation

As Above

4.7 Transgender

As Above

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.

There were regular meetings with IAG members about IAG requirements and what should be included in the policy. Feedback from these meetings was included in a draft policy document. The draft document was subsequently shared with IAG members for further comment. Consultation has also taken place with Local Policing Team Commanders, the Equality and Diversity Unit, the Force Vetting Officer, the Strategic Partnership Group and the Special Constabulary and Volunteers Co-ordinator.

5.1 Age

As above

5.2 Disability

As Above

5.3 Race

As Above

5.4 Religion or Belief

As Above

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5.5 Sex

As Above

5.6 Sexual Orientation

As Above

5.7 Transgender

As Above

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)

As detailed previously, a particular issue is the fact that current IAG membership does not represent the wider community. There is a need to ensure that future recruitment initiatives target all sections of the community to include representation across all protected characteristics.

6.1 Age

As above

6.2 Disability

As Above

6.3 Race

As Above

6.4 Religion or Belief

As Above

6.5 Sex

As Above

6.6 Sexual Orientation

As Above

6.7 Transgender

As Above

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.

Given that the IAG membership is not representative, future recruitment initiatives will have to be targeted to try to redress identified under-representation across the protective 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?

A review always follows a critical incident, this includes a review of IAG input and processes. Additionally, there is an annual meeting between the Executive lead and IAG members, this meeting includes a review of incidents and processes across the force and allows an opportunity for issues to be raised and monitored.

Monitoring of the representation of the IAG for each of the protected characteristics will be introduced.

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

EIA Form Dated
01/11/11

Not Protectively Marked