



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:	Regulation 12 & 13 (Police Regulations) Process
Department:	People Services
Date:	27 th July 2013

1. Identify the aims and purpose of the policy

To meet the requirements of Police Regulations 12 (Extension of Probationary Period) and 13 (Dismissal following decision by Chief Constable) for the management of student officers during the probation period.

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

Student Officers, Trainers, Line Managers, Staff Associations/Police Federation, Human Resource Managers, Superintendents Association, Executive Officers. Ministry of Justice (Employment Tribunals).

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.

Data from the last 5 year period (2009-2013) has been collated, where student officers within the Initial Police Learning and Development Programme have been subject of Regulation 12 (Extension of Probationary Period) and/or Regulation 13 (Dismissal following decision by Chief Constable).

Police Officer recruitment closed in February 2010 until April 2013 therefore some of the data includes student officers who joined in 2007/2008. During the recruitment period, the average amount of officers recruited per year was 70.

Student officers are required to complete a 2 year probationary period (or more if extended through Regulation 12) and

There are records of nine officers who were subject of either Regulation 12 or 13, or both over this period of time. A breakdown is below:

Gender/Race	Regulation 12	Regulation 13	Reason	Completed Prob. Period and confirmed?
Female/White	✓		Conviction/ Removed from frontline duties.	Yes
Male/White		✓	Underperformance	No, resigned.
Male/White		✓	Misconduct – Reg 13 Commenced.	No, resigned.
Female/White	✓		Injury	Yes
Female/White	✓		Maternity	Yes
Male/Asian	✓	✓	Underperformance	No, dismissed.
Female/White		✓	Underperformance	No, resigned.
Female/White	✓	✓	Underperformance	No, resigned.
Male/White	✓		Underperformance	Yes, dyslexia diagnosed and reasonable adjustment provided.

Due to the small numbers of student officers being subject to Regulation 12/13, there is insufficient data to identify any trends.

The Winsor Report provides some data between 2005 to 2009 of officers who have been dismissed through Police Regulation 13 which equates to between 0.9%-0.13% of officer strength but this data is not broken down into protected groups.

3.1 Age

Due to the small numbers of student officers being subject to Regulation 12/13, there is insufficient data to provide any trends.

3.2 Disability

As per 3.1

3.3 Race

As per 3.1

3.4 Religion or Belief

As per 3.1

3.5 Sex

As per 3.1

3.6 Sexual Orientation

As per 3.1

3.7 Transgender

As per 3.1

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.

Research has been conducted on the individual cases within Staffordshire. The process was found to be overly bureaucratic and there was often a prolonged time before a final decision about Regulation 12 or 13 was made.

In some cases, the length of time taken to conduct the process has presented a risk of harm to the public due to the retention of officers who were unsuitable for the role. There was also a risk to the organisation's reputation with a potential to undermine the Force's vision of keeping communities safe and reassured.

4.1 Age

Due to the small numbers of student officers being subject to Regulation 12/13, there is insufficient data to provide any trends.

4.2 Disability

As per 4.1

4.3 Race

As per 4.1

4.4 Religion or Belief

As per 4.1

4.5 Sex

As per 4.1

4.6 Sexual Orientation

As per 4.1

4.7 Transgender

As per 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.

Consultation in the form of discussion has been carried out with the following: Police Federation and Deputy Chief Constable. As a result of the consultation, suggestions

have been provided and amendments included in the final version which has been presented to TUSAM and agreed at JNCC.

5.1 Age

No specific consultation.

5.2 Disability

As per 5.1

5.3 Race

As per 5.1

5.4 Religion or Belief

As per 5.1

5.5 Sex

As per 5.1

5.6 Sexual Orientation

As per 5.1

5.7 Transgender

As per 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

All elements of the process other than 'High Risk' follow the Force's established Unsatisfactory Performance and Attendance Policy and reflects the Equality Impact Assessment for that policy.

The process will not have an adverse impact on protected groups because

opportunities are provided to support a student officer who engages the 'High Risk' element of the process

6.2 Disability

The process will not have an adverse impact on protected groups because opportunities are provided to support a student officer who engages the 'High Risk' element of the process

Any proposed development and reassessment will be tailored to the individual needs of each officer. Where the fitness test during the probationary period is an issue, the standard is less than required at the point of entry into the police service and this reflects the National Standard.

6.3 Race

As per 6.1

6.4 Religion or Belief

As per 6.1

6.5 Sex

As per 6.1

6.6 Sexual Orientation

As per 6.1

6.7 Transgender

As per 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.

The Policy will only affect student officers who find themselves subject to Regulations 12 or 13 due to unsatisfactory attendance or performance. The distinct difference between the revised policy and the previous one is with regards to 'High Risk' elements that will ensure individuals are not subjected to an unnecessarily prolonged bureaucratic process before decisions are made with regards to the individuals' development and subsequent dismissal if there is no evidence that the individual is capable of achieving the level required.

8. Monitoring arrangements

If the policy is new what consideration has been given to piloting the policy?
This is a revised process and will be provided to new recruited student officers in their portfolios.

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

The work-based assessment manager will monitor the implementation and the effects of the policy on equality and diversity.



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

EIA Form Dated
01/11/11