



# 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/procedure:</b>	Public Order
<b>Department:</b>	Operational Services
<b>Date:</b>	06 March 2013

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

Staffordshire Police has a responsibility to protect the public, its employees and volunteers from violence. The purpose of this policy is to ensure that Staffordshire Police maintain an ability to mobilise appropriately trained, accredited and equipped police resources in response to any spontaneous or pre-planned event where the issues of public safety, public order or disorder are apparent. To this end risk will be assessed for all staff and, where appropriate, they will receive a level of training which is commensurate with the risk assessment. This policy is intended to minimise the risk of harm to themselves and others, ensuring that all staff are appropriately trained and are aware of their personal accountability for their actions.

The nature of policing is so diverse that it is impractical to document procedures to cover every encounter or eventuality. However, this policy and associated procedures are designed to ensure that any action, including any force used, is proportionate and lawful, reflecting the need to balance the competing rights of individuals and society in general. Individual officers are accountable for their actions and should act reasonably within the law.

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

- Public
- Police
- Judiciary
- Crown Prosecution Service (CPS)
- Local Authorities
- Contractors

**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**

The Forces Professional Standards Department have dealt with a number of complaints where young children have become entangled in a public disorder incident following on from lawful protest.

Officers are trained at all levels in Public Order policing from command to response to ensure that the crowd dynamics are considered in the policing style and response is proportionate.

**3.2 Disability**

No Data available however Officers are trained at all levels in Public Order policing from command to response to ensure that the crowd dynamics are considered in the policing style and response is proportionate.

**3.3 Race**

No Data available however Officers are trained at all levels in Public Order policing from command to response to ensure that the crowd dynamics are considered in the policing style and response is proportionate.

### **3.4 Religion or Belief**

No Data available however Officers are trained at all levels in Public Order policing from command to response to ensure that the crowd dynamics are considered in the policing style and response is proportionate.

### **3.5 Sex**

Staffordshire Police has a total of 1986 officers, of which 1445 (73%) are male and 541 (27%) are female. (Data accurate on 29.02.12)

There are 532 officers trained to Public Order CMS Level 2 in force, of which 464 (88%) are male and 68 (12%) are female. (Data accurate on 29.02.12)

### **3.6 Sexual Orientation**

No Data available however Officers are trained at all levels in Public Order policing from command to response to ensure that the crowd dynamics are considered in the policing style and response is proportionate.

### **3.7 Transgender**

No Data available however Officers are trained at all levels in Public Order policing from command to response to ensure that the crowd dynamics are considered in the policing style and response is proportionate.

## **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**

- HMIC G20 report: 'Adapting to Protest' (July 2009)
- HMIC follow-up report to G20: 'Adapting to Protest – Nurturing the British Model of Policing' (November 2009)
- HMIC report – 'An overview and review of progress against the recommendations of Adapting to Protest and Nurturing the British Model of Policing' (February 2011)
- ACPO Public Safety Policy
- Crowd Psychology & Public Order Policing: An Overview of Scientific Theory

<p>and Evidence (2009) - Dr Clifford Stott</p> <ul style="list-style-type: none"> <li>Article 11 of HRA (“Everyone has the right to freedom of peaceful assembly and to freedom of association with others”)</li> </ul>
<p><b>4.2 Disability</b></p> <p>As above</p>
<p><b>4.3 Race</b></p> <p>As above</p>
<p><b>4.4 Religion or Belief</b></p> <p>As above</p>
<p><b>4.5 Sex</b></p> <p>As above</p>
<p><b>4.6 Sexual Orientation</b></p> <p>As above</p>
<p><b>4.7 Transgender</b></p> <p>As above</p>

<p><b>5. Consultation</b></p> <p>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.</p>
<p><b>5.1 Age</b></p> <p>Staffordshire Police Federation – discussion via email Unison – discussion via email No issues were raised in relation to age.</p>
<p><b>5.2 Disability</b></p> <p>Staffordshire Police Federation – discussion via email</p>

Unison – discussion via email  
No issues were raised in relation to disability.

### **5.3 Race**

Staffordshire Multi Cultural Association – discussion via email  
No issues were raised in relation to race.

### **5.4 Religion or Belief**

Staffordshire Multi Cultural Association – discussion via email  
No issues were raised in relation to religion or belief.

### **5.5 Sex**

Staffordshire Association for Women in Policing – discussion via email  
No issues were raised in relation to sex.

### **5.6 Sexual Orientation**

Staffordshire Lesbian, Gay, Bisexual and Transgender Association – discussion via email  
No issues were raised in relation to sexual orientation.

### **5.7 Transgender**

Staffordshire Lesbian, Gay, Bisexual and Transgender Association – discussion via email  
No issues were raised in relation to individuals who are transgender.

## **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**

External - All officers receive public order training in order to ensure that the crowd dynamics are considered in the policing style and the subsequent response is proportionate. If and when the police are required to respond to a public order incident officers will differentiate between groups and individuals in the crowd based on the threat, violence, risk and actions of the individuals.

The training includes guidance on the importance of treating all members of the community with respect and dignity at all times in accordance with the European Convention on Human Rights (ECHR), incorporating the right to a peaceful protest. It also provides an awareness of how public order events can have an effect on

different groups within a community.

## **6.2 Disability**

Internal - Due to the physical demands of Public Order policing, some officers may be incapable of undertaking the training and role due to their permanent disability.

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## **6.4 Religion or Belief**

Internal - Officers who wear religious headwear may self deselect from undertaking public order training and duties unless they are prepared to remove it and wear the NATO helmet in line with Health and Safety requirements.

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Officers volunteer for this role and selection is based on geographical locations of officers to spread the burden across the force. Sex is not a criteria for selection.

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## **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.

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No changes are therefore being made to the policy.

#### **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?

In line with force policy, the Public Order Policy and the Equality Impact will be reviewed annually.

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

EIA Form Dated  
01/11/11