



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:	Police Officer Voluntary Exit Scheme
Department:	People Services
Date:	April 2013

1. Identify the aims and purpose of the policy

The force has taken a number of steps to achieve savings in line with the Government Comprehensive Spending Review. However, the scale and timeframes within which savings must be achieved mean that it is necessary for the force to implement a range of measures to reduce the workforce.

The Voluntary Exit Scheme has been implemented following a Determination made under the Police Amendment Regulations (2007). Police forces across the country were granted discretion with regards to whether to implement a Voluntary Exit Scheme and following agreement with the Police and Crime Commissioner at the Chief Officers Management Meeting (COMM) it was agreed that Staffordshire would implement a Voluntary Exit Scheme for their officers.

The Voluntary Exit Scheme is not a standalone activity within the force. It will be supported by our existing people management framework which includes our suite of People Services policies and guidance to ensure that the VES is implemented in a fair and objective way. There are clear and transparent objectives for the voluntary exit process and the selection criteria comply with relevant equality, health and safety and employment legislation which will be developed by the force each time a process is opened.

By its very nature the scheme is voluntary and therefore accessible to all police officers. This equality impact assessment has considered potential barriers to officers in accessing the scheme and reduced the impact where needed.

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

The guidance applies to all Police officers within Staffordshire Police.

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 Not available
3.2 Disability Not available
3.3 Race Not Available
3.4 Religion or Belief Not available
3.5 Sex Not available
3.6 Sexual Orientation Not available
3.7 Transgender Not available
<p>4. Research</p> <p>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.</p> <p>The Voluntary Exit Scheme is a new tool which became effective from 01 April 2013. Therefore no specific research has been considered regarding the protected characteristics, however the procedure is very closely aligned to the following:</p> <ul style="list-style-type: none"> • Police (Amendment) Regulations 2012 (voluntary exits) • Police Pensions (Amendment) Regulations 2012 (voluntary exits) • Amendment to Determinations (voluntary Exits) • HR Procedure for Communities First Restructure • ACPO Guidance • Home Office Circular 002/2013 <p>The decision to grant a voluntary exit is based on financial criteria and whether it is affordable. These criteria will be applied consistently across the whole force and therefore do not have a differential impact on the protected characteristics. Each application for a voluntary exit will be considered on a case by case basis taking into account any impact on the protected characteristics.</p>
4.1 Age See above
4.2 Disability See above
4.3 Race

See above
4.4 Religion or Belief See above
4.5 Sex See above
4.6 Sexual Orientation See above
4.7 Transgender See above.

<p>5. Consultation</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>Extensive consultation has been undertaken in respect of the 7 criteria below with Staff Associations and UNISON. In addition, HR colleagues have been consulted via HR Development Group upon the practical application of the scheme and the possible impact on equality/diversity. As the procedure and guidance are very aligned to the ACPO guidance, no additional work in respect of the local impact on the protected characteristics was deemed necessary.</p>
<p>5.1 Age See Above.</p>
<p>5.2 Disability See Above.</p>
<p>5.3 Race See Above.</p>
<p>5.4 Religion or Belief See Above.</p>
<p>5.5 Sex See Above.</p>
<p>5.6 Sexual Orientation See Above.</p>
<p>5.7 Transgender See Above.</p>
<p>6. Conclusions</p> <p>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).</p>
<p>6.1 Age As age and service is taken into account when calculating severance pay, there may be an</p>

affect on younger employees, who have also not achieved a significant length of service.

6.2 Disability

Discretion may be applied in respect of determining appropriate Reasonable Adjustments in cases where disabled staff are involved in cases. (Positive impact)

If a disability has resulted in a reduced length of service this may affect their severance payment which may have a negative impact this protected characteristic group. The VES process is not impacted by any reasonable adjustments that are already in place for our disabled officers within force. The decision to grant VES is based on a range of objective set criteria including:

- Skills, competencies and qualifications
- Geographical location
- Skills/training requirements
- Succession planning
- The cost of VES

And, whether it is affordable. These criteria will be applied consistently across the whole force and therefore do not have a differential impact on disability equality.

6.3 Race

There is no anticipated disproportionate impact on staff due to race as a result of the content and operation of this procedure.

6.4 Religion or Belief

There is no anticipated disproportionate impact on staff due to religion or belief as a result of the content and operation of this procedure.

6.5 Sex

There is a disproportionate impact on female staff as female officers may have a reduced length of pensionable service due to maternity leave and career breaks which may affect their severance payment.

6.6 Sexual Orientation

There is no anticipated disproportionate impact on staff due to sexual orientation as a result of the content and operation of this procedure.

6.7 Transgender

There is no anticipated disproportionate impact on staff who are transgender as a result of the content and operation of this procedure.

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.

Age – The VES does not prevent an application from being considered by the organisation in line with Police Pension Regulations. However, individual financial redress may be impacted as a result of the age of the individual applying. This is permissible in line with Pension and Age Discrimination Legislation, and is minimised as a result of officers having access to published examples of how the severance payments are calculated.

Sex – In general females tend to have reduced pensionable service due to their abreaction from the workforce and pension contributions following breaks from the Police Service for reasons of Maternity Leave, Career Breaks etc.. which may affect their severance payment. Therefore, although Staffordshire Police do not have published data at present, it is conceivable that this protected characteristic may be impacted by the scheme. Staffordshire Police will monitor the impact of the scheme at the annual review.

Disability – Where officers who are absent from work due to sickness relating to a disability are placed on no pay, there may be an impact on their pension contributions which may affect the total severance payment. Regular half pay/no pay reviews are robust in ensuring that the impact on pension contributions, and therefore the severance payment are minimal.

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?

This impact of the procedure will be assessed via data collection from HR information systems and monitoring/feedback from the support and staff associations / UNISON.

An appeals process is included within the scheme should an individual feel that the application process was unfair.

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

EIA Form Dated
01/11/11