



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:	Trans Policy
Department:	Equality and Diversity Unit
Date:	19 th September 2014

1. Identify the aims and purpose of the policy

Staffordshire Police is committed to equality of opportunity both in the provision of services and in its role as promoting a diverse workforce to reflect the communities it serves. The force will endeavour to promote an understanding of trans issues, and all members of staff have a responsibility to work within the terms of the Trans Equality Policy.

The aims:

- To promote trans issues within the terms of awareness and understanding and to provide equality of service and opportunity to trans colleagues.
- To provide a supportive environment, which will encourage ability, ensure that each individual's needs are met, and that all individuals are allowed to reach their full potential.
- To ensure that all colleagues have equal access to training, development and promotion.
- To retain the skills, experience and knowledge of all colleagues who are transitioning, who have transitioned or are intending to transition later during their career.
- To ensure confidentiality for all trans colleagues.

- To promote inclusion, dignity and respect for all trans colleagues.
- To promote equality, and in doing so, prevent harassment and discrimination of trans colleagues.

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

All staff

Trans members of the community

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 force does not monitor gender reassignment for staff. The only data the force measures for service delivery in relation to trans is hate crime. Therefore no data was available to be considered.

3.2 Disability

The force does not monitor gender reassignment for staff. The only data the force measures for service delivery in relation to trans is hate crime. Therefore no data was available to be considered.

3.3 Race

The force does not monitor gender reassignment for staff. The only data the force measures for service delivery in relation to trans is hate crime. Therefore no data was available to be considered.

3.4 Religion or Belief

The force does not monitor gender reassignment for staff. The only data the force measures for service delivery in relation to trans is hate crime. Therefore no data was available to be considered.

3.5 Sex

The force does not monitor gender reassignment for staff. The only data the force

measures for service delivery in relation to trans is hate crime. Therefore no data was available to be considered.

3.6 Sexual Orientation

The force does not monitor gender reassignment for staff. The only data the force measures for service delivery in relation to trans is hate crime. Therefore no data was available to be considered.

3.7 Transgender

The force does not monitor gender reassignment for staff. The only data the force measures for service delivery in relation to trans is hate crime. There have not been any grievances or complaints raised on the grounds of gender reassignment. Therefore no data was available to be considered.

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

No research was considered in relation to age.

4.2 Disability

No research was considered in relation to disability.

4.3 Race

No research was considered in relation to race.

4.4 Religion or Belief

No research was considered in relation to religion and belief.

4.5 Sex

No research was considered in relation to sex.

4.6 Sexual Orientation

No research was considered in relation to sexual orientation.

4.7 Transgender

The following information was considered:

Trans policies from Greater Manchester Police and West Midlands Police.
Association of Chief Police Officers Guidance – on trans staff searching detained people.
The Equality Act 2010.
Staffordshire Police sickness policy.

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.

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.

5.5 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

The policy and procedures were sent to the following departments/ organisations in Staffordshire Police for consultation:

Staffordshire Police Lesbian Gay Bisexual Trans (LGBT) Association
UNISON
Police Federation
Superintendents Association
People Services
Legal Services

The policy and procedures were sent to the Gender Advisory Bureau for consultation.

There were some slight changes to definitions and the term non-binary was included as a result of feedback from the consultation.

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

The policy will not impact on people in relation to age.

6.2 Disability

The policy will not impact on people in relation to disability.

6.3 Race

The policy will not impact on people in relation to race.

6.4 Religion or Belief

The policy will not impact on people in relation to race.

6.5 Sex

The policy will not impact on people in relation to sex.

6.6 Sexual Orientation

The policy will not impact on people in relation to sexual orientation.

6.7 Transgender

The policy will have a positive impact on trans staff and trans members of the community. The policy and procedures should ensure they are treated with dignity and respect.

There is potential for impact for trans staff who incur sickness as a result of the gender reassignment process. However in line with the sick absence guidelines line managers can use their discretion when creating an individual support plan for an individual who has incurred sickness due to gender reassignment. This impact is explained further in the sick absence EIA.

There is no impact on trans staff in relation to pensions and retirement as both the occupational pension scheme for police staff and the pension scheme for police officers calculate pension based on an individual's pay and service.

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 not have a negative impact any of the protected groups.

The aim of the policy is to ensure trans colleagues and trans members of the community are treated with dignity and respect.

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?

The policy will be monitored through issues raised to Human Resources, and any grievances or complaints raised.

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

EIA Form Dated
01/11/11