



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:	Managing Sex Offenders, Violent Offenders and other Potentially Dangerous Persons Policy
Department:	Violent and Sexual Offender Management Team
Date:	23 rd September 2015

1. Identify the aims and purpose of the policy

Staffordshire Police Force is firmly committed to protecting the public from sexual and violent offenders who pose a risk of serious harm. This duty extends to the general public at large as well as vulnerable groups and communities and our own staff. Successful delivery of this core police business is essential in maintaining and enhancing public confidence in our Force and partner agencies.

No single agency has the capacity to provide public protection alone and success depends on a proactive approach in effective partnerships including Multi Agency Public Protection Arrangements (MAPPA).

The aim of this policy is to protect the public by ensuring Staffordshire Police, together with its partners, manages sexual offenders, violent offenders and other potentially dangerous persons effectively. The policy is designed to supplement national guidance and provide a framework to maintain a consistent, structured approach to assessing and responding to the potential risk of harm posed by the above persons.

The policy also aims to ensure Staffordshire Police fully discharges its responsibility

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to protect the identity of these offenders and their families from unwarranted public/media attention.

The policy is underpinned by procedures designed to provide clear and definitive guidance for all those involved in its deployment.

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

All Staffordshire police officers and police staff.

Staffordshire Police and Crime Commissioner

Staffordshire Police Federation

UNISON Staffordshire

Staffordshire Probation Service and.....

8 District Councils of Staffordshire

Her Majesty's Inspector of Constabulary (HMIC)

Home Office

Prison Service

Social Care Services

Jobcentre Plus

Youth Offending Teams (YOTs)

Local Education Authorities (LEAs)

Local housing authorities

Registered Social Landlords (RSLs)

National Health Service (NHS) Trusts

Electronic monitoring service provider

Members of the Public.

Victim groups/organisations

Stoke on Trent Local Safeguarding Childrens Board.

Staffordshire County Council Safeguarding Childrens Board.

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

There is no specific information relating to the strands of diversity. This policy is based on procedures introduced through legislation and adopts national guidance and best practice issued by National Police Chiefs Council (NPCC) and the Ministry of Justice (MOJ)

3.2 Disability

There is no specific information relating to the strands of diversity. This policy is based on procedures introduced through legislation and adopts national guidance and best practice issued by NPCC and the Ministry of Justice

3.3 Race

There is no specific information relating to the strands of diversity. This policy is based on procedures introduced through legislation and adopts national guidance and best practice issued by NPCC and the Ministry of Justice

3.4 Religion or Belief

There is no specific information relating to the strands of diversity. This policy is based on procedures introduced through legislation and adopts national guidance and best practice issued by NPCC and the Ministry of Justice

3.5 Sex

There is no specific information relating to the strands of diversity. This policy is based on procedures introduced through legislation and adopts national guidance and best practice issued by NPCC and the Ministry of Justice

3.6 Sexual Orientation

There is no specific information relating to the strands of diversity. This policy is based on procedures introduced through legislation and adopts national guidance and best practice issued by NPCC and the Ministry of Justice

3.7 Transgender

There is no specific information relating to the strands of diversity. This policy is based on procedures introduced through legislation and adopts national guidance and best practice issued by NPCC and the Ministry of Justice

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

The policy reflects legislation and national NPCC and MOJ Guidance

4.2 Disability

The policy reflects legislation and national NPCC and MOJ Guidance.

4.3 Race

The policy reflects legislation and national NPCC and MOJ Guidance.

4.4 Religion or Belief

The policy reflects legislation and national NPCC and MOJ Guidance.

4.5 Sex

The policy reflects legislation and national NPCC and MOJ Guidance.

4.6 Sexual Orientation

The policy reflects legislation and national NPCC and MOJ Guidance.

4.7 Transgender

The policy reflects legislation and national NPCC and MOJ Guidance.

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 has been no specific consultation on the strands of diversity as the policy is based on procedures introduced through legislation and adopts national guidance and best practice as issued by NPCC and the Ministry of Justice. No adverse impact was identified.

5.2 Disability

There has been no specific consultation on the strands of diversity as the policy is based on procedures introduced through legislation and adopts national guidance and best practice as issued by NPCC and the Ministry of Justice. . No adverse impact was identified.

5.3 Race

There has been no specific consultation on the strands of diversity as the policy is based on procedures introduced through legislation and adopts national guidance and best practice as issued by NPCC and the Ministry of Justice. . No adverse

impact was identified.

5.4 Religion or Belief

There has been no specific consultation on the strands of diversity as the policy is based on procedures introduced through legislation and adopts national guidance and best practice as issued by NPCC and the Ministry of Justice. No adverse impact was identified.

5.5 Sex

There has been no specific consultation on the strands of diversity as the policy is based on procedures introduced through legislation and adopts national guidance and best practice as issued by NPCC and the Ministry of Justice.. No adverse impact was identified.

5.6 Sexual Orientation

There has been no specific consultation on the strands of diversity as the policy is based on procedures introduced through legislation and adopts national guidance and best practice as issued by NPCC and the Ministry of Justice. No adverse impact was identified.

5.7 Transgender

There has been no specific consultation on the strands of diversity as the policy is based on procedures introduced through legislation and adopts national guidance and best practice as issued by NPCC and the Ministry of Justice. No adverse impact was identified.

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 reflects legislation and national NPCC and MOJ Guidance and having considered all relevant information there is no perceived adverse impact in respect of age. However we continue to seek opportunities to implement good practice, for example we have recognised that juvenile offenders may require special consideration and we will take positive action to ensure that education opportunities are maintained, quality of family life and contact with appropriate peer groups is encouraged

6.2 Disability

The policy reflects legislation and national NPCC and MOJ Guidance and having considered all relevant information there is no perceived adverse impact in respect of

disability. However we continue to seek opportunities to implement good practice, for example we recognise that sometimes disability may mean there is difficulty accessing a particular venue such as a police station. In such cases, alternative arrangements will be made. Similarly, steps will be taken to alleviate communication problems such as ensuring that hearing loops are available as required. If someone has a disability, every effort will be made to address individual needs in order to ensure effective inclusion.

6.3 Race

The policy reflects legislation and national NPCC and MOJ Guidance and having considered all relevant information there is no perceived adverse impact in respect of race. However we continue to seek opportunities to implement good practice

6.4 Religion or Belief

The policy reflects legislation and national NPCC and MOJ Guidance and having considered all relevant information there is no perceived adverse impact in respect of religion/belief. However we continue to seek opportunities to implement good practice. For example religion and beliefs may impact on when an officer visits particularly if there could be a clash with prayer time. Where this occurs a sympathetic approach will be adopted but not to the extent that risk to the community could be compromised.

6.5 Sex

The policy reflects legislation and national NPCC and MOJ Guidance and having considered all relevant information there is no perceived adverse impact in respect of sex.. However we continue to seek opportunities to implement good practice for example we have recognised that no appropriate risk assessment tool for female offenders exists and this gap is currently being met through effective training.

6.6 Sexual Orientation

The policy reflects legislation and national NPCC and MOJ Guidance and having considered all relevant information there is no perceived adverse impact in respect of sexual orientation. However we will continue to seek opportunities to implement good practice.

6.7 Transgender

The policy reflects legislation and national NPCC and MOJ Guidance and having considered all relevant information there is no perceived adverse impact in respect of trans.. However we will continue to seek opportunities to implement good practice.

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 work of MAPPA is committed to equal access to services for all groups particularly in relation to the strands of diversity. This means all actions undertaken or recommended by MAPPA, its policies and procedures will be based on assessments of needs and risk posed by both the offender and victims.

MAPPA will be sensitive and responsive to people's differences and needs. It will integrate this understanding into the delivery of its function to ensure no one is disadvantaged.

The findings of the equality impact assessment process have not identified any potential for adverse impact therefore the policy should be adopted.

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 aims to underpin a consistent and corporate approach to the management of sexual, violent and potentially dangerous offenders across Staffordshire Police.

The policy has undergone a robust consultation process with practitioners and management within Public Protection.

The Senior Management Team will monitor these arrangements and are statutorily required to assess both qualitative and quantitative data designed to measure performance. Several areas of data collection relate to the strands of diversity.

Further monitoring will be undertaken by the MAPPA unit through consumer feedback and regular practitioner reviews.

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

24/09/2015

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