



Equality Impact Assessment

The Equality Impact Assessment Guidance **must** be used when completing this form:
http://intranet.aware.mps/CS/Policy/Diversity/SOP/Equality_Impact_Assessment_SOPs.htm

Freedom of Information Act Document					
Protective Marking:	Not protectively marked			Publication (Y/N):	Y
Title:	Officer Safety Training and related issues				
Summary:	Guidance for Officer Safety Training and Officer Safety issues				
Branch / OCU:	Officer Safety Unit, CO11 Public Order OCU				
Date created:	April 2010	Review date:	February 2013	Version:	3
Author:	Officer Safety Unit				

Directorate/Department/Borough/OCU: Officer Safety Unit, CO11 Public Order OCU
<p>Name, type or title of proposal</p> <p>This document considers the implications for age equality, disability equality, sexual orientation equality, gender equality, faith and religious belief equality, and race equality for the existing Officer Safety Training (OST) Policy and the following Standard Operating Procedures:</p> <ul style="list-style-type: none"> • Officer Safety Training • Safer Restraint • Officer Safety Equipment • Batons • CS Spray • Handcuffs • Body Armour

1. Aims and Purpose of Proposal - see Step 1 of the Guidance

This Equality Impact Assessment ensures that the Officer Safety Training Policy and Standard Operating Procedures comply with key legislative requirements (i.e. Race Relations (Amendment) Act 2000, Sex Discrimination Act 1975, as amended by the Equalities Act 2006 and the Disability Discrimination Act 1995). This legislation extends a positive duty towards the MPS to have due regards to issues affecting race, gender, and disability in areas of employment and the provision of services. The MPS Equalities Scheme is also committed to extending this approach across the six diversity strands including age, religion, sexual orientation and belief. By taking these strands into consideration the MPS is promoting positive equality, eliminating discrimination and promoting equal opportunities.

This Equality Impact Assessment examines the Officer Safety Training Policy and the Standard Operating Procedures mentioned above in light of any intended (or unintended) consequences, which may adversely affect MPS staff, MPS partners and the community it serves. The purpose of this assessment is to ensure that the Policy and Standard Operating Procedures address corporate needs without unduly affecting MPS staff, MPS partners or the community; and to ensure that the positive aspects of equality are promoted.

An integral part of the Policy and Standard Operating Procedures is to provide standards that the MPS should exceed in order to deliver safer and effective Officer Safety Training, which helps to promote safer and more positive interaction with the public based on sound policing experience. This will be achieved by meeting the reasonable needs and expectations of police officers and police staff, our partners and the communities we serve. The MPS will continue to address local needs through consultation, including engagement with the relevant Independent Advisory Groups.

2. Examination of Available Information – see Step 2 of the Guidance

The Officer Safety Unit continually assesses the content of the Officer Safety Training Policy and Standard Operating Procedures. During the past three years several small changes have been made to the text to ensure that the language used was not gender specific and to enhance the overall delivery and comprehension of the guidance.

In October and November 2009, the Policy and Standard Operating Procedures were sent to internal and external parties for their comment and advice. The documents were distributed via email with contact details for those requiring further information. Each respondent was offered a follow-up meeting to assist this process.

Officer Safety Training is mandatory for all police officers below the rank of superintendent and all identified members of the Extended Police Family. For this reason, the Officer Safety Unit does not envisage any barriers (or perceived barriers) that may discourage or disadvantage BME officers (and those from other equalities groups) from taking part in this training.

However, the Officer Safety Unit remains committed to the continuous monitoring of training and performance data, which is designed to help maximise the early identification of any future issues which, in turn, offer the potential for positive intervention at an early stage.

3. Consultation/Involvement - see Step 3 of the Guidance

a.	<p>Who is responsible for managing this consultation/involvement?</p> <p>CO11 Public Order OCU SMT</p>
b.	<p>Why is this consultation/involvement taking place?</p> <p>To help ensure the fairness and equality of the Policy and SOPs through appropriate and transparent consultation with key stakeholders and those expressing an interest.</p>
c.	<p>Who is included within the consultation/involvement, including which group(s)? Consider beneficiaries, stakeholders, service users or providers and those who may be affected.</p> <p>MPS officers continue to be consulted through mandatory Officer Safety Training cycles and via the form 3166, which provides officers with an opportunity to 'feed back' information following each significant operational event. This two-way flow of information, which is subject to post event analysis, continues to drive many developments within the Officer Safety arena. Recent developments include a 'use of force' accountability reminder to all officers prior to their deployment at an event. The Public Order Strategic Committee, whose membership include the Staff Associations, also represent MPS officers and continue to be fully informed of new and existing Standard Operating Procedures.</p> <p>The Policy and Standard Operating Procedures have been sent to a number of MPS Associations, outside agencies and community groups for advice and comment. The groups include the MPS Disability Independent Advisory Group, Age Concern, RNID, Government Office for London, MPS Sikh Association, Lesbian and Gay, Bisexual and Transgender Independent Advisory Group, MPS Christian Police Association, Faith Groups in London's East End and the Holborn Volunteer Scheme, which consists of local members of the Somalian and Bangladeshi community.</p>
d.	<p>What methods of consultation/involvement are employed to ensure full information sharing and participation?</p> <p>Meetings, structured discussion groups, and e-mails supported by telephone conversations have taken place during 2008/10.</p>
e.	<p>What are the results of the consultation/involvement? How are these fed back into the process?</p> <p>Overall, four responses were received and each supported the proposal. The Sikh Association provided some very useful advice regarding the wearing of the Kirpan (ceremonial sword) the Kara (steel bracelet) and the Hijab (head covering) during Officer Safety Training, which had been identified as potential issues during the initial training at</p>

	Peel Centre. The option of private showering facilities was also considered necessary to meet general dignity requirements. Further consultation is planned as the Policy and Standard Operating Procedures develop.
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4. Screening Process for relevance to Diversity or Equality issues - see Step 4 of the Guidance

(i)	Will the proposal have significantly higher impact on a particular group, community or person the MPS serves or employs?
	The Officer Safety Training Policy and Standard Operating Procedures do not impact disproportionately upon different groups within the MPS, its partners or the community it serves. In relation to MPS staff, however, the question of wearing the Kirpan and the Kara during Officer Safety Training and the wearing of the Hijab whilst on duty were identified as potential areas of concern. These issues are discussed in greater detail in s.5.
(ii)	Will any part of the proposal be directly or indirectly discriminatory?
	No. Appropriate solutions to all identified areas of concern have been implemented and these are mentioned in s.5.
(iii)	Is the proposal likely to negatively affect equality of opportunity?
	No. Appropriate solutions have been implemented and these are mentioned in s.5.
(iv)	Is the proposal likely to adversely affect relations between any particular groups or between the MPS and those groups?
	No. This work is likely to impact positively on relations due to the MPS's partnership approach and the subsequent positive action, which has proved especially useful in addressing training issues involving Sikh officers.
(v)	Are there any other community concerns, opportunities or risks to communities arising from the proposal?
	No.
(vi)	Is the proposal likely to harm positive attitudes towards others and discourage their participation in public life?
	No.
(vii)	Is the proposal a major one in terms of scale or significance?
	It is significant insofar as the Officer Safety Training Policy and Standard Operating Procedures each contribute towards the delivery of safer, more effective Officer Safety Training, which leads to safer operational working environment. This will be achieved in partnership with the reasonable and achievable needs and expectations of the community and other interested parties.

From the answers supplied, you must decide if the proposal impacts upon diversity or equality issues. If yes, a full impact assessment is required. If no, complete the following box and enter a review date at the end of the form.

Full Impact Assessment Required	Yes	<i>(delete as applicable)</i>
Signed: Inspector		Date: 21.05.10
Supervised: Supt		Date: 21.05.10

5. Full Impact Assessment – see Step 5 of the Guidance

a)	Explain the likely differential impact (whether intended or unintended, positive or negative) of the proposal on
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	individual service users or citizens on account of:
	Age: older people, children and young people.
	The Officer Safety Training Policy and Standard Operating Procedures conform to age related legislation and guidance. The search to find an advisor from an organisation engaged with older people continues. However, there does not appear to be any obvious issues that unduly affect either young or older people.
	Disability in line with the Social Model.
	The Officer Safety Unit has held several meetings and presentations with the Disability Independent Advisory Group (DIAG) in the past. This contact has led to some of their members attending Peel Centre to observe police training. This is part of an ongoing exchange of information and advice. DIAG have not raised any issues at this time.
	Faith, religion or belief: those with a recognised belief system or no belief.
	Representatives from Christian, Sikh, and Muslim groups have been consulted and the Officer Safety Unit will continue to look for new partners to enhance this area of consultation.
	There are no primary Officer Safety Training Policy and Standard Operating Procedural issues affecting particular racial or faith groups.
	Gender or marital status: women and men.
	The policy conforms to the legislation and guidance. The staff associations have been consulted and no issues or concerns were raised. The Policy was subject of a case study during a past Equality Impact Assessment Workshop. No shortcomings were identified and it was agreed collectively that the policy was fit for purpose without impacting adversely on any of the diversity strands.
	Race, ethnicity, colour, nationality or national origins.
	The policy conforms to the legislation and guidance. The staff associations have been consulted and no issues or concerns were raised. The Policy was subject of a case study during a past Equality Impact Assessment Workshop. No shortcomings were identified and it was agreed collectively that the policy was fit for purpose without impacting adversely on any of the diversity strands.
	Sexual orientation, transgender or transsexual issues.
	Representatives from the Lesbian, Gay, Bisexual and Transgender Independent Advisory Group were consulted and no issues or concerns were raised. The Officer Safety Unit continues to look for new partners to enhance this area of consultation. The Policy was subject of a case study during a past Equality Impact Assessment Workshop. No shortcomings were identified and it was agreed collectively that the policy was fit for purpose without impacting adversely on any of the diversity strands.
	Other issues, e.g. public transportation users, homeless people, asylum seekers, the economically disadvantaged, or other community groups not covered above.
	Representatives from these community groups have proved difficult to engage. The Officer Safety Unit will continue to attempt to make contact with appropriate user groups. The Policy was subject of a case study during a past Equality Impact Assessment Workshop. No shortcomings were identified and it was agreed collectively that the policy was fit for purpose without impacting adversely on any of the diversity strands.
b)	Is the proposal directly or indirectly discriminatory? Is there a genuine occupational requirement?
	No
c)	Explain how the proposal is intended to increase equality of opportunity by permitting positive action.
	Officer Safety Training is mandatory for officers below the rank of superintendent. For this reason, the risks associated with inequality are very slight.
d)	Explain how the proposal is likely to promote good relations between different groups.

	This proposal recognises the rich mix of officers' heritages, creeds and beliefs, which together with greater community consultation will help to enhance relations between different groups.
e)	Explain how the proposal is likely to promote positive attitudes towards others and encourage their participation in public life.
	A shared understanding of the aims and objectives of Officer Safety Policy, Standard Operating Procedures and training coupled with greater community consultation will enhance relations between the police and the public they serve.
f)	Explain how the proposal enables decisions and practices to adequately reflect the service user's perspective.
	An accessible and transparent Officer Safety Training programme, based on informed Policy and Standard Operating Procedures, formulated through comprehensive consultation, including debriefing, will help to reflect the views of all users and stakeholders.

6. Modifications – see Step 6 of the Guidance

<p>Could the proposal be modified to reduce or eliminate any identified negative impacts, or create or increase positive impacts? What improvements have been made?</p> <p>The Officer Safety Unit is satisfied that the Policy and Standard Operating Procedures meet the needs of the MPS without negatively impacting on MPS officers, staff, or those they serve. The Officer Safety Unit is also satisfied that the positive aspects of equality continue to be considered and promoted.</p>

7. Further Research - see Step 7 of the Guidance

<p>Given the analysis so far, what additional research or consultation is required to investigate the impacts of the proposal on the diversity strands?</p> <p>The Officer Safety Unit will continue to consult its partners on issues of Policy and Standard Operating Procedures and actively seek new partners to enhance community consultation.</p>
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8. Decision-making - see Step 8 of the Guidance

a.	Name, rank or grade of decision maker Inspector Nicholas Sutcliffe	
b.	What is the Decision?	
	Reject the proposal	No <i>(delete as applicable)</i>
	Introduce the proposal	Yes <i>(delete as applicable)</i>
	Amend the proposal (an impact assessment should be made of any amendments)	No <i>(delete as applicable)</i>
c.	Name, rank or grade of SMT/(B)OCU/Management Board endorsing decision Superintendent – Public Order Operational Command Unit	

9. Monitoring - see Step 9 of the Guidance

a.	How will the implementation of the proposal be monitored and by whom? Public Order OCU's SMT will monitor the implementation of this proposal via Officer Safety Training and operational feedback, including event analysis.
b.	How will the results of monitoring be used to develop this proposal and its practices? It's hoped that this information will provide significant evidence to assist managers to make timely and informed Officer Safety Training and policy decisions.

c.	What is the timetable for monitoring, with dates? Monitoring will take place on an annual basis.
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10. Public Availability of Report/Results - see Step 10 of the Guidance

What are the arrangements for publishing, where and by whom? This Equality Impact Assessment and Policy will be published via the MPS Publication Scheme and the Officer Safety Training website.
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Retention period: 7 years
MP 1260/06