



Creating a safer
Cambridgeshire

Cambridgeshire Constabulary

Equality Impact Assessment – Part A

EQUALITY IMPACT ASSESSMENT TEMPLATE FOR NEW AND REVISED STRATEGY, POLICY AND PROCEDURAL GUIDANCE

Part 'A'

This section is designed as a learning tool - to be used as an informal "note pad" to record the analysis you undertake and the considerations you take into account. It is not intended that this section will be published as part of the Constabulary's policies publication scheme, however, we suggest that you retain this information for future reference and audit purposes

Title of Policy Guidance / Procedure / Decision	Local Policing Plan 2010 - 2013		
Name of Author	C/I Karryann Beeby		
Date of creation	31/03/2010	Version No.	1.0
Date of Review: 01/04/2010			

A1. What are the aims and proposed outcomes of the policy guidance, procedures, decisions or rationales that you are making or writing?

The Local Policing Plan is a statutory requirement as dictated by the Policing Plan Regulations 2008. The aims and proposed outcomes of the plan are to ensure that the constabulary provides the residents of and visitors to Cambridgeshire with a police service that meets their needs and satisfies the national policing priorities as set by the Government.

A2. Which individuals, or groups of individuals, are *most likely* to be affected?

All individuals and groups will be equally affected by the Local Policing Plan.

A3. Now consider whether any of the following groups might be *particularly* affected? (Please indicate any groups identified clearly on this form)

Racial groups	<u>Consider:</u> Language and cultural factors (Includes Gypsy and Traveller groups)	No specific affects
Religious or Faith groups	<u>Consider:</u> Practices of worship, religious or cultural observance Including non-belief	No specific affects
Disability groups	<u>Consider:</u> Physical, visual, aural impairment, mental or learning difficulties	No specific affects
Gender	<u>Consider:</u> Male, female and transgender	No specific affects
Age	<u>Consider:</u> Elderly, or young people	No specific affects
Sexual orientation	<u>Consider:</u> Known or perceived orientation	No specific affects

A4. What information is available to help you understand the effect this will have on the groups identified in A3?

No specific affect on any identified group.

SOURCE	GROUP AFFECTED	COMMENT
Could it be considered discriminatory?		
If so why?		

A5. Can any differences be justified as being appropriate and necessary. For example is there a business need?

Not applicable

A6. Does this impact assessment need to undergo a part B assessment?

YES		NO	√
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(If you are drafting a Policy or procedure then a part B assessment is mandatory)

If you are impact assessing anything else, then use the following weighting system to inform your decision referring back to your previous answers.

High: Decision/Policy could be discriminatory and insufficient information available to justify (Needs Part B)

Medium: Decision/Policy could be discriminatory but can be justified with the information currently available (Part B can be completed but if it is not then a review within 6 months is necessary)

Low: Decision/Policy does not have any discriminatory impact.

Weighting decision (High / Med / Low)	Rationale
LOW	There has been a full consultation process in support of developing the local policing plan.

A7. Once implemented, how will you monitor the actual impact?

The plan will be monitored via the Corporate Plans. Each Corporate Plan has deliverables (related to specific activities relevant to that plan) that are articulated within the various sections on the local policing plan under three areas: Build effective partnerships, Develop an empowered, engaged, confident workforce and Work with and for the public. Activities under these areas for each plan will be closely monitored by practitioners within each relevant business area and by the corporate performance framework.