

EQUALITY ANALYSIS FOR POLICY/PROCEDURE

This document should be used to conduct Equality Analysis (EA) in relation to **new** and **existing** Policy and Procedure Documents.

Policy/Procedure Reference and Title:	P30 Operational Support Unit, OSU
<p>Summary of contents - This Policy/Procedure directs staff by:</p> <p>This policy describes all areas of the new Specialist Support Teams that have been created as part of the Joint Specialist Operations (Uniformed).</p> <p>All APP content referenced in this policy is subject to a separate Equality analysis carried out by the College of Policing. This analysis covers the additional information relating to South Yorkshire and Humberside Police only.</p>	

Whilst all EA is reviewed at least biennially, this document is a live record and should be continually updated and reviewed. (Please include details of stakeholder consultation **below**). For further detailed advice on EA please contact the Diversity Unit, HR Strategy & Change.

SECTION 1

Does this document relate to the treatment of people?	No*
<p>Please describe why:</p> <p>Although Officers and Staff will interact with people during the execution of their duties as part of the SSTs, this policy does not give advice or direction on the treatment of these people.</p> <p style="text-align: right;">*Move to Section 1B.</p>	

SECTION 1B

Does the process referred to in this document relate to the treatment of people?	Yes (complete all sections)
<p>As stated above, Officers and Staff will be required to deal with members of the public in the execution of their duties as part of the SSTs.</p> <p style="text-align: right;">*Move Straight to Signature</p>	

SECTION 2

Is there any adverse impact on any group based on a protected characteristic?	N
If yes, please describe how this impact is explained or justified?	
What action have you taken to mitigate or remove any adverse impact?	
Due to the diverse nature of the roles of different OSU Officers, it is not possible to provide a definitive list of what an Officer should do in each situation. All OSU Officers are given adequate training, set nationally, to be able to carry out their role effectively and appropriately. All lawful options are set out in National and local guidance and legislation. This cannot be deviated from. It is left to officer discretion to determine the appropriate course of action when dealing with each individual set of circumstances and they will be called upon to justify their actions where necessary.	

SECTION 3

Is there any positive impact on any group based on a protected characteristic?	N
If yes, please record reasoning:	

SECTION 4

This section details the start date of the EA and consultations that have been carried out in the development or review of this policy or procedure.

Name of Person completing the Equality Analysis:	Katie Newbould	Version 1 Start Date	21/03/16
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CONSULTATION

List below who you have consulted with on this policy or procedure (incl. committees, groups, etc):

Role & Title	Date Consulted	Version
CI Glen Suttwood, Head of SSTs and Serious Collisions Unit, JSO(U)	24/03/16	1.0
Ch Supt Steven Graham, Head of JSO(U)	24/03/16	1.0
Katie Newbould, Research and Policy Officer, P&G	17/09/18	2.0

Signature of person checking Equality Analysis*: *This should be the Policy Owner	Supt Simon Wanless, Head of OSU	Date:	23/09/18
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