

# 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.

<b>Policy/Procedure Reference and Title:</b>	P12 National Decision Model
<b>Summary of contents - This Policy/Procedure directs staff by:</b>	
Referring them to the APP section on the National Decision Model, providing a framework for structured and consistent decision making across all areas of policing.	

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

<b>Does this document relate to the treatment of people?</b>	<b>No *</b>
<p><b>Please describe why:</b></p> <p>Although the processes involved will require the consideration of how those involved should be treated or are affected by the application of the National Decision Model, it is not the purpose of this policy to give direction on how to treat anyone who may be the subject of the procedures detailed within this document or any related instructions.</p> <p style="text-align: right;"><b>*Move to Section 1B.</b></p>	

## SECTION 1B

<b>Does the process referred to in this document relate to the treatment of people?</b>	<b>Yes (complete all sections)</b>
<p>The aim of this policy is to provide a structured and consistent approach to decision making across all SYP policing. Part of the decision making process will be to consider the ways in which any individuals involved would be affected by potential decisions/courses of action.</p> <p style="text-align: right;"><b>*Move Straight to Signature</b></p>	

**SECTION 2**

<b>Is there any adverse impact on any group based on a protected characteristic?</b>	<b>N</b>
<b>If yes, please describe how this impact is explained or justified?</b>	
<b>What action have you taken to mitigate or remove any adverse impact?</b> The code of ethics is at the centre of the National Decision Model. So if applied correctly, this would eliminate the possibility of anyone being unfairly treated, regardless of whether they identify as having a protected characteristic.	

**SECTION 3**

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

**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.

<b>Name of Person completing the Equality Analysis:</b>	<b>Katie Newbould, Research and Policy</b>	<b>Version 1 Start Date</b>	<b>21/11/17</b>
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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

<b>Signature of person checking Equality Analysis*:</b> <small>*This should be the Policy Owner</small>	Supt Simon Wanless, Operational Support Unit, OSU	<b>Date:</b>	23/11/2017
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