

## APPENDIX A

### Initial Equality Impact Assessment Pro Forma

Section	Suffolk Police Authority/Suffolk Constabulary	Officer(s) responsible for the assessment	Barry Bailey, Suffolk Police Authority (Head of Business Management) Liz Pettman, Suffolk Constabulary (Diversity Manager) Stuart Parke, Suffolk Constabulary (Consultation Manager)			
Name of Policy to be assessed	Suffolk Police Authority and Constabulary Community Engagement Strategy 2007 - 2010	Date of Assessment	17/01/08	Is this a new or existing policy?	New	
1. Briefly describe the aims, objectives and purpose of the policy.		<p>The strategic aim is <i>“To provide a responsive and accountable policing service which identifies its priorities through effective and consistent engagement with our communities and partners – involving them, where appropriate, in jointly finding solutions to local problems”</i>.</p> <p>The purpose of the Strategy is to achieve the strategic aim and to increase awareness of, accessibility to, and confidence in policing services in Suffolk.</p> <p>NB The Community Engagement Strategy is available on the Suffolk Police Authority website at <a href="http://www.suffolkpoliceauthority.org.uk">www.suffolkpoliceauthority.org.uk</a></p>				
2. Are there any associated objectives of the policy? Please explain.		<p>The overarching objectives for community engagement are:</p> <ul style="list-style-type: none"> <li>• To ensure the Police Authority statutory responsibility for engagement is fulfilled</li> <li>• To monitor and scrutinise the Constabulary’s community engagement activities</li> <li>• To promote enhanced citizenship and community confidence in the activities of both the Authority and Constabulary</li> </ul>				
3. Who is intended to benefit from this policy, and in what way?		<p>The Police Authority and Constabulary will benefit from having a greater awareness of the needs of the community that will result in improved decision making. Service users will benefit from enhanced citizenship and increased trust, confidence and satisfaction with policing in Suffolk.</p>				
4. What outcomes are wanted from this policy?		<p>To find out the views and opinions of service users and stakeholders to inform policing priorities.</p>				
5. What factors/forces could contribute/detract		<p>Contribute – Increased community engagement through Safer Neighbourhood Team use of</p>				

from the outcomes?		engagement toolkit.  Detract – Not reaching all sections of the community	
6. Who are the main stakeholders in relation to the policy?	The Police Authority, Suffolk Constabulary and all stakeholders in policing		7. Who implements the policy, and who is responsible for the policy?  Implementation – Head of Policing and Professional Standards.  Responsibility for monitoring and scrutiny - Engaging Communities Committee
8. Are there concerns that the policy <b>could</b> have a differential impact on racial groups?	Y		Language line is offered during the telephone 'User Satisfaction Survey' but there is no translation service offered for the Public Survey which is returned by post
What existing evidence (either presumed or otherwise) do you have for this?			
9. Are there concerns that the policy <b>could</b> have a differential impact due to gender?	Y		Victims of domestic abuse are excluded from all telephone and postal surveys for the protection of the victim. Professionals working in the area of domestic abuse may undertake bespoke surveys of victims.
What existing evidence (either presumed or otherwise) do you have for this?			
10. Are there concerns that the policy <b>could</b> have a differential impact due to disability?	Y		User Satisfaction Surveys are carried out by telephone. People may be excluded if they are unable to use the telephone. Postal option is not offered.
What existing evidence (either presumed or otherwise) do you have for this?			
11. Are there concerns that the policy <b>could</b> have a differential impact due to sexual orientation?	Y		Homophobic crime may be excluded from surveys for confidentiality reasons.
What existing evidence (either presumed or otherwise) do you have for this?			

12. Are there concerns that the policy <b>could</b> have a differential impact due to their age?	<b>Y</b>	People under 16 are excluded from User Satisfaction surveys. This is a national standard. In Suffolk, people aged 75 are excluded because of the concern of some relatives of older people who had been surveyed.
What existing evidence (either presumed or otherwise) do you have for this?		
13. Are there concerns that the policy <b>could</b> have a differential impact due to their religious belief?	<b>N</b>	
What existing evidence (either presumed or otherwise) do you have for this?		
14. Are there concerns that the policy <b>could</b> have a differential impact due to them having dependants/caring responsibilities?	<b>N</b>	
What existing evidence (either presumed or otherwise) do you have for this?		
15. Are there concerns that the policy <b>could</b> have a differential impact due to them having an offending past?	<b>N</b>	
What existing evidence (either presumed or otherwise) do you have for this?		
16. Are there concerns that the policy <b>could</b> have a differential impact due to them being transgendered or transsexual?	<b>N</b>	
What existing evidence (either presumed or otherwise) do you have for this?		

17. Could the differential impact identified in 8 – 16 amount to there being the potential for adverse impact in this policy?		<b>N</b>			
18. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?	<b>Y</b>	<b>N</b>	The strategy and action plan could have a disproportional impact on racial groups because there is no translation service offered for the public survey (see 8. above). Also, there could be a differential impact due to gender, disability, sexual orientation and age because certain categories of people are excluded from surveys (see 9-12 above). However, there are valid reasons for these exclusions and it is considered that the adverse impact for those groups can be justified.		
19. Should the policy proceed to a full impact assessment?		<b>N</b>	20. If Yes, is there enough evidence to proceed to a full EIA?		
			21. If No, are there any changes required to the policy to improve it around the equality agenda?	<b>N</b>	