

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:	P6 Engagement and Communication
Summary of contents - This Policy/Procedure directs staff by:	
The purpose of this policy is to ensure SYP engages with the Media in an appropriate manner to demonstrate openness, legitimacy and accountability. It also directs staff on how to make safe and effective use of social media in both a professional personal capacity.	

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 *
Please describe why:	
For Engagement, the document covers the work to be carried out by officers who undertake drug education and enforcements within schools, in terms of the objectives the scheme aims to achieve. It does not refer to the treatment of any of those involved.	
Although PCSOs will interact with members of the public once deployed, it is not the purpose of this policy or procedure to give direction in this area, only the circumstances under which PCSOs should be deployed in the first place.	
In terms of Communications, this document refers to administrative work and design, rather than the treatment of those abiding by it.	
*Move to Section 1B.	

SECTION 1B

Does the process referred to in this document relate to the treatment of people?	No *
Again, the process covers what should be achieved by Officers carrying out drug education and enforcements within schools, it does not cover how the Officers should or will interact with those involved.	
For PCSOs, the process involves the principles of deployment, it does not cover the treatment of people.	
In terms of Communication, the processes refer to administrative work and design, rather than the treatment of those abiding by them.	
*Move Straight to Signature	

SECTION 2

Is there any adverse impact on any group based on a protected characteristic?	N/A
If yes, please describe how this impact is explained or justified?	
What action have you taken to mitigate or remove any adverse impact?	

SECTION 3

Is there any positive impact on any group based on a protected characteristic?	N/A
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	20/10/16
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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
Rebecca Beck, Engagement Manager, Corporate Communications	07/11/2016	1.0
Helen Hall, Media Services Manager, Corporate Communications	21/11/2016	1.0
Margaret Lawson, Community Safety Manager, Community Safety	26/11/2016	1.0
Carrie Goodwin, Head of Corporate Communications	03/01/2017	1.0

Signature of person checking Equality Analysis*: <small>*This should be the Policy Owner</small>	Supt Simon Verrall, Criminal Justice and Community Safety	Date:	03/01/2017
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