

# 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>	Public Order
<p><b>Summary of contents - This Policy/Procedure directs staff by:</b></p> <p>This policy covers all aspects of Public Order training and policing of public events, crowd management and public disorder.</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

<b>Does this document relate to the treatment of people?</b>	<b>No*</b>
<p><b>Please describe why:</b></p> <p>Although Officers and Staff will be required to deal with people regularly in the execution of their duties as part of policing events and crowd control etc, this policy does not give advice or direction on how to deal with those people involved.</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 nature of the department means that its staff must deal with colleagues as well as members of the public on a regular basis.</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>Y</b>
<b>If yes, please describe how this impact is explained or justified?</b>	
Due to the training and role requirements of all Public Order Officers some groups listed in the protected characteristics may be excluded from applying/carrying out the role. However, these standards are set nationally, and a person must successfully complete the necessary training, to be able to carry out the role.	
<b>What action have you taken to mitigate or remove any adverse impact?</b>	
Staff are given every opportunity to ensure they carry out the necessary training, which is tailored to specifically encompass all staff needs, whilst also fulfilling national criteria. Cases where staff have missed training are individually addressed and considered based on the person's circumstances.	
During incidents the safety of the public and colleagues alike is of upmost importance. This takes precedence and would justify any adverse impact. All staff involved in such incidents are constantly risk assessing the situation. They record and document all the proceedings, justifying their actions.	

**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</b>	<b>Version 1 Start Date</b>	<b>21/03/16</b>
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**CONSULTATION**

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

<b>Role &amp; Title</b>	<b>Date Consulted</b>	<b>Version</b>
CI Lee Edwards, Specialist Training and Planning, JSO(U)	24/03/16	1.0

<b>Signature of person checking Equality Analysis*:</b> <small>*This should be the Policy Owner</small>	Steven Graham, Head of JSO(U)	<b>Date:</b>	24/03/16
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