



# Document Impact Assessment (DIA)

<b>Title:</b>	<b>TurnAround IOM Integrated Offender Management</b>
<b>Document Ref Number:</b>	<b>D328</b>
<b>Version No:</b>	1.0
<b>Linked Operational Procedure(s) / Procedure(s)</b>	
<b>Name</b>	<b>Ref No</b>
TurnAround IOM Working Practice	TP06
<b>Job Title of person carrying out impact assessment:</b>	Policy Officer
<b>Date assessment completed:</b>	26/08/2021
<b>Owning Department / Command area:</b>	Prevention Department / Local Policing and Connectivity
<b>Agreed by Owner/Lead Officer:</b>	Head of Prevention Department
<b>Completed DIA quality assured by:</b>	Corporate Equality & Diversity Sgt Corporate Equality & Diversity dept.

This document should be discussed with the below to identify business risk and equality relevance and complete the full Equality Impact Assessment:

**DEVON AND CORNWALL**

**Corporate Equality and Diversity Team**

DIVERSITYHQ@devonandcornwall.pnn.police.uk

**DORSET**

**Legitimacy Team**

legitimacyteam@dorset.pnn.police.uk

## STEP 1: FOI, DATA PROTECTION, HEALTH AND SAFETY AND BUSINESS RISK

### FREEDOM OF INFORMATION AND DATA PROTECTION ASSESSMENT

Does the document contain the appropriate Government Security Classification indicator?	Yes
Does the document contain a short clear statement addressing its suitability or not for publication?	Yes
Does the document refer to personal information?	Yes

### HEALTH AND SAFETY ASSESSMENT

Does the document have health and safety implications for the public or staff?	Yes
Do any Generic Risk Assessments apply?	Yes
If yes, list the GRA reference numbers:	
GRA.03.01 USE OF INTERVIEW ROOMS GRA 22.07 & GRA 532 LONE WORKING	
Has advice been sought from Health and Safety or Occupational Health?	No
If yes; name, date and comments received:	

### Business Risk Assessment Process:

Risks identified here either will already be included on the Force Corporate Risk Register or be those identified as known or potential areas of risk for the strategy, policy, procedure, project, plan, or guidance.

This section should be discussed with the document owner shown on page 1 to discuss how to apply business risk. However, here you will need to identify any potential risk to the organisation of:

1. Not implementing / retaining this policy.
2. Any remaining risks despite the policy being in place.
3. Any local risks as contained on your area / department register or any linked corporate risk.
4. Any significant negative impact to individuals or communities (internal or external).

Description of Risk	Probability	Impact	Risk Score
Not implementing / retaining this policy	1	4	4
Any remaining risks despite the policy being in place	1	4	4
Any local risks as contained on your area / department register or any linked corporate risk	1	4	4
Any significant negative impact to individuals or communities (internal or external)	1	4	4
<b>OVERALL RISK SCORE</b>			<b>4</b>

The risk score is obtained by multiplying the probability and impact scores.

The **overall risk score** will be the value of the **highest scoring risk**.

**RISK SCORES**

PROBABILITY ↓	←IMPACT→				
	1 INSIGNIFICANT	2 MINOR	3 MODERATE	4 SIGNIFICANT	5 CATASTROPHIC
1 NEGLIGIBLE	1 LOW	2 LOW	3 LOW	4 LOW	5 LOW
2 RARE	2 LOW	4 LOW	6 MEDIUM	8 MEDIUM	10 MEDIUM
3 UNLIKELY	3 LOW	6 MEDIUM	9 MEDIUM	12 HIGH	15 HIGH
4 POSSIBLE	4 LOW	8 MEDIUM	12 HIGH	16 VERY HIGH	20 VERY HIGH
5 PROBABLE	5 LOW	10 MEDIUM	15 HIGH	20 VERY HIGH	25 VERY HIGH

**STEP 2: EQUALITY IMPACT INITIAL SCREENING**

1. **What are the main aims, purpose and outcomes of the proposals?** How do these support the overall aims of the police and crime plan?

TurnAround IOM Integrated Offender Management is a multi-agency approach designed to enable individuals to reduce their re-offending through engaging with partnership agencies and the voluntary sector who provide additional support guidance and interventions.

The scheme prioritises prolific offenders whose actions have a significant impact on victims of crime and neighbourhood crime within our local communities. The aim is to support the offender and provide opportunities for effective, long term desistance from crime & reintegration into those local communities.

<b>2. Relevance:</b> How does the aim and purpose of the proposals relate to each of the aims of the public sector equality duty?					
a. To eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Equality Act 2010		Through this policy and its working practices, Devon and Cornwall Police monitors prolific offenders (including domestic abuse offenders) in an effective and efficient way. In this way, the aim is to reduce/prevent the discrimination, harassment and victimisation of victims by holding the perpetrators to account via the TurnAround IOM scheme and the criminal justice system.			
b. To advance equality of opportunity between people from different groups		By preventing further harm to victims (especially domestic abuse) and their families allowing them to move forward in their lives and not live under intimidation and in fear.  Advances equality of opportunity between groups in society, as aims to reduce or even stop prolific offenders committing offences. Offenders who successfully engage in the scheme may improve their opportunity to gain employment.			
c. To foster good relations between people from different groups.		Foster good relationships between the police and local communities, by addressing the negative impact on individuals and the community, due to the criminal conduct of prolific and domestic abuse offenders.			
<b>3. Is it likely that the proposals could affect particular protected groups differently?</b> (this could be positively or negatively)					
Age	No	Disability	No	Gender reassignment	No
Marriage or Civil Partnership Status	No	Pregnancy & Maternity	No	Race	No
Religion or Belief	No	Sex	Yes	Sexual Orientation	No
TurnAround IOM is designed to reduce offending by prolific offenders, including domestic abuse offenders. As the majority of domestic abuse offenders are male, therefore this scheme will affect males disproportionately more than females.					
<b>4. What are the issues that you have identified and considered in relation to Human Rights?</b> (see Guidance)					
a. What is the potential for interference with an individual's rights?		<b>Article 8: Right to respect for private and family life</b>  TurnAround IOM offenders* are placed under intensive supervision and monitoring by TurnAround			

	<p>IOM staff, Probation &amp; Police Offender Managers, partner agencies and the third sector.</p> <p>* This includes individuals that are subject to licence conditions and community orders.</p> <p><b>Article 14: Prohibition of discrimination</b></p> <p>The associated working practice TP06 lays out specifically in relation to TurnAround IOM offenders, additional measures and resources to;</p> <ul style="list-style-type: none"> <li>– prioritise the collection &amp; sharing of intelligence (section 3.2)</li> <li>– pursue investigation &amp; arrest (sections 3.3 &amp; 3.4)</li> <li>– presumption of charging (section 3.5.3) &amp; case building (section 3.5)</li> </ul> <p>These measures could be seen as discriminatory as such individuals are treated differently, on the basis of having already been preidentified by the police.</p>
b. What is the legal basis?	The Force has legal obligations/duties to protect individuals under the Human Rights Act, European Convention of Human Rights and the Equality Act.
c. Are the interferences justified/necessary?	There is a potential to discriminate against individuals identified as subject to the TurnAround IOM scheme. However, it is justified and necessary in order to reduce risk & harm to individuals (including domestic abuse victims) and communities from prolific offenders and other priority offenders.
d. Are the interferences proportionate?	Interferences are proportionate as they aim to protect individual victims/potential victims and their families and communities from further harm due to the criminal conduct of those offenders dealt with under TurnAround IOM.
e. Do the interferences have a right of appeal? (through, grievance IOPC, tribunal etc)	Yes

### STEP 3: EQUALITY RELEVANCE ASSESSMENT:

<p><b>5. Significance &amp; Impact:</b> The relevance for equality depends on the nature and extent of the impact not just the numbers of people affected.</p>	
a. Do the proposals affect service users, employees or the wider community?	Yes

b. Is it likely to affect people with particular protected characteristics differently? (this could be positively or negatively)	No
c. Do the proposals significantly affect service delivery, business processes or policy?	No
d. Does it involve a significant commitment of resources?	No
e. Will the strategy, policy, procedure, project, plan, or guidance have a significant impact on how other organisations operate in terms of equality? (e.g. multi agency strategies or protocols)	Yes
f. Does the strategy, policy, procedure, project, plan, or guidance relate to functions that consultation and engagement has identified as being important to people with particular protected characteristics?	No
g. Do the proposals relate to an area where there are known inequalities? (e.g. hate crime, domestic abuse, accessibility, recruitment & progression)	Yes
h. Do the proposals relate to the Force Equality Objectives?	No
<b>Overall Relevance Score (Scoring where Yes = 1, No = 0)</b>	<b>3</b>

<b>NO RELEVANCE</b>	<b>LOW</b>	<b>MEDIUM</b>	<b>HIGH</b>
Zero	1 – 3	4 – 5	6 and over

<b>Is a full EIA required (score of 4 or more)?</b>	No
<b>If yes, please refer to Corporate Equality and Diversity Team, Devon and Cornwall or Legitimacy Team, Dorset Police.</b>	

Business Risk Score	Equality Relevance Score	Review Period
Very High	High	1 year
High		1 year
Medium		1 year
Low		1 year
Very High	Medium	1 year
High		1 year
Medium		2 years
Low		2 years
Very High	Low	1 year
High		1 year
Medium		2 years
Low		3 years

<b>Date of next scheduled review:</b> (* please delete as appropriate)	<b>3 years</b>
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 FOIA – Open (Names will be closed Sc40(2))

<b>Formal Consultation Required:</b> (If this is a new document or significantly changed i.e. full version change consultation will always be necessary) <b>External consultation should be guided by negotiations between Equality/Legitimacy, owners, policy authors and Policy Officers</b>	<b>Please select</b>
<b>Key Stakeholders</b>	
<b>Internal (please list):</b> <ul style="list-style-type: none"> <li>• Corporate Equality &amp; Diversity team</li> <li>• Prevention Department</li> <li>• Planning &amp; Performance Managers</li> </ul>	✓ ✓ ✓ ✓
<b>External (please list):</b> <ul style="list-style-type: none"> <li>• Partnership agencies</li> </ul>	n/a

## STEP 4: VERSION CONTROL

Version	Date	Details of the version
1.0	TBC	Document creation