



**Devon & Cornwall Police
Policy Impact Assessment**

Assessment Date: 07/12/2015	
Policy/Working Practice Title & Number	D051- Grading and Deployment Policy
Policy Version Date	04/01/16
Associated Working Practices	N/A
Name of Business Area and Lead	Head of CMCU, Operations Dept.
Name and contact details of person carrying out PIA	Operational Policy & Working Practices Officer, Force HQ
PIA Publication Date	15/02/2015
This PIA was last reviewed on:	13/12/11

Freedom of Information and Data Protection

Has the policy been FOI marked and exemptions identified?	Yes /No
Have the associated working practices been FOI marked and exemptions identified?	Yes /No/N/a
Does the policy refer to personal information?	Yes /No
Do the associated working practices refer to personal information?	Yes/ No/N/a
Are time periods for retention or the process for removal and disposal defined in the document?	Yes/No/N/a
If no what legislation governs the retention and disposal of the personal information?	<ul style="list-style-type: none"> • Criminal Procedures and Investigations Act 1996 • Police Act 1996(MoPI) • Limitations Act 1980 • Policy D032

Health and Safety

Do the policy or working practices have any health and safety implications for the public or staff?	Yes / No
If yes, are these covered by any of the Generic Risk Assessments? List GRA reference numbers where applicable	Yes / No / N/a All GRAs relevant to deployed officers / police staff need to be considered here.
Has advice been sought from Health and Safety or Occupational Health?	Yes / No
Name, date and comments received:	n/a

Equality Impact Initial Screening

1. Significance & Impact: The relevance for equality depends on the nature and extent of the impact not just the numbers of people affected.	
Do the proposals affect service users, employees or the wider community?	Yes / No
Do the proposals significantly affect service delivery, business processes or policy?	Yes / No
Does it involve a significant commitment of resources?	Yes / No
Do the proposals relate to an area where there are known inequalities? (e.g. hate crime, domestic abuse, accessibility, recruitment & progression)	Yes / No
2. What is the purpose of the policy/working practice?	
It is the intention of this policy to detail the grading and deployment policy criteria for the Devon and Cornwall Police.	
3. Relevance: How does the aim and purpose of the policy/working practice relate to each of the aims of the public sector equality duty? This section must be fully completed for each PIA.	
a) To eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Equality Act 2010	The policy, in adopting the THRIVE methodology aims to to fulfil this aim by assessing the need to deploy resources based on Threat Harm Risk Investigation Vulnerability Engagement only, thus making the service available to individuals according to need, and for no other reason.

b) To advance equality of opportunity between people from different groups		See response to (a) above			
c) To foster good relations between people from different groups.		See response to (a) above			
4. Is it likely that the proposals could affect particular protected groups differently?					
Age	Yes / No	Disability	Yes / No	Sexual Orientation	Yes / No
Race	Yes / No	Sex	Yes / No	Religion or Belief	Yes / No
Gender reassignment	Yes / No	Pregnancy & Maternity	Yes / No	Marriage or Civil Partnership Status	Yes / No
Please provide details for each protected group where you have indicated 'Yes'.					
<p>The deployment policy has the potential to impact upon all the protected groups as listed above to varying degrees, as all of the above groups will be effected by the deployment methodology adopted by this force as individual members of the public. Although people requesting the services of the police will be doing so on a basis of need, the response to that need could impact differently as the needs of the groups will be different.</p>					
5. Have you identified any potential interference or issues in relation to Human Rights?					
Article 2: Right to Life	Yes / No	Article 3: Prohibition of torture	Yes / No	Article 4: Prohibition of slavery and forced labour	Yes / No
Article 5: Right to Liberty and Security	Yes / No	Article 6: Right to a fair trial	Yes / No	Article 7: No punishment without law	Yes / No
Article 8: Right to respect for private and family life	Yes / No	Article 9: Freedom of thought, conscience and religion	Yes / No	Article 10: Freedom of expression	Yes / No
Article 11: Freedom of assembly and association	Yes / No	Article 12: Right to marry	Yes / No	Article 14: Prohibition of discrimination	Yes / No
Article 1 or protocol 1: Protection of property	Yes / No	Article 2 of protocol 1: Right to education	Yes / No	Article 3 of protocol 1: Right to free elections	Yes / No

<p>6. Where any potential interference has been identified at section 5 please answer sections a-d below:</p> <p>Please note Articles 3,4,7, the first part of 9 as well as protocol 13 are absolute rights and cannot be justified. These must be mitigated within policy. The other Articles are qualified rights and must be justified within policy where mitigation is not possible.</p>	
a) What is the potential for interference with an individual's rights?	As this policy is the deployment policy for the force and it has been decided that there is potential for impact under the majority of articles of the ECHR mentioned above, this will be investigated fully in a full equality impact assessment.
b) What is the legal basis?	The ECHR and the Human Rights Act 1998
c) Are the interferences necessary and justified?	Any potential interferences are considered to be necessary, proportionate and justified
d) Are the interferences proportionate?	See c above
6. Proceed to full Equality Impact Assessment?	Yes / No
7. Seen by Equality and Diversity Unit	<p>Name: Equality & Diversity Officer Date: 11/12/15 Comments: This will need a comprehensive EIA. THRIVE has been undergoing an EIA as it has gone through the Policing the Demand process so would be available to be drawn upon during the implementation phase.</p>
8. Approved by Business Lead	<p>Name: Head of CMCU Signature: <i>Head of CMCU</i> Date: 08/01/16</p>
<p>If progressing to full Equality Impact Assessment use the Equality and Diversity EIA template and start at step 2 (box 8). Both PIA and EIA together constitute a full EIA document.</p>	