



Document Impact Assessment (DIA)

Title:	Mental Health – policing mental health
Document Ref Number:	DCP-P-019 (formerly D140)
Version No:	1.0
Linked Operational Procedure(s) / Procedure(s)	
Name	Ref No

Mental health – policing mental health operational procedure	DCP-OPr-017
Job Title / Name of person carrying out impact assessment:	Policy Officer, 54096
Date assessment completed:	04/05/2021
Owning Department / Command area:	Vulnerability Command
Agreed by Owner/Lead Officer:	Mental Health Lead Inspector
Completed DIA quality assured by:	No formal response from Diversity Unit HQ

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Does the document contain a short clear statement addressing its suitability or not for publication?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:	
GRA503 – Detention Officers GRA516 – PCSOs GRA530 – Violence and Aggression GRA 10.14 – Use of Taser GRA 10.13 – Execution of Warrant. MHA s135	
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
Significant risk to force reputation at coronial and judicial proceedings, inspections and enquiries involving the policing of mental health if this policy is not implemented.	4	4	16
Increased risk to vulnerable people and reputational risk due to delayed and poorly informed safeguarding decision making if this policy is not implemented.	4	3	12
Negative impact on victims of crime and vulnerable people in the community caused by inappropriate investigative and gatekeeping decisions if this policy is not implemented.	3	3	9
A remaining risk of service delivery failure due to a lack of knowledge on the front line about mental health, mental health incidents and community issues.	4	3	12
OVERALL RISK SCORE			16

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?					
This policy is intended to ensure that officers and staff provide a clear and consistent service to the people with poor mental health whether they are victims, witnesses, suspects, offenders, patients, NHS service users or members of the public requesting or requiring assistance.					
2. Relevance: 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		The implementation and use of this policy adds a level of transparency to the scrutiny of this forces policing with regards to mental health and its surrounding issues.			
b. To advance equality of opportunity between people from different groups		This policy serves to advance the equality of opportunity from people from different groups by providing a clear and transparent method of monitoring operational policing and making it subject to a high level of scrutiny.			
c. To foster good relations between people from different groups.		In providing a level of transparency to operational policing, it is anticipated that this will be interpreted, by various groups in a positive way, by illustrating the non-discriminatory manner in which this area of business is carried out.			
3. Is it likely that the proposals could affect particular protected groups differently? (this could be positively or negatively)					
Age	N	Disability	Y	Gender reassignment	N
Marriage or Civil Partnership Status	N	Pregnancy & Maternity	N	Race	Y
Religion or Belief	Y	Sex	N	Sexual Orientation	N
4. What are the issues that you have identified and considered in relation to Human Rights? (see Guidance)					
a. What is the potential for interference with an individual's rights?		Article 5: Right to Liberty and Security Article 7: No punishment without law Article 8: Right to respect for private and family life			
b. What is the legal basis?		ECHR and HRA			

c. Are the interferences justified/necessary?	All potential interferences are considered necessary in order to allow the force to fulfil their obligations to provide an effective and transparent response.
d. Are the interferences proportionate?	See (c) above
e. Do the interferences have a right of appeal? (through, grievance IOPC, tribunal etc)	Yes

STEP 3: EQUALITY RELEVANCE ASSESSMENT:

5. Significance & Impact: The relevance for equality depends on the nature and extent of the impact not just the numbers of people affected.	
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)	Yes
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)	Unable to answer
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?	Yes
g. Do the proposals relate to an area where there are known inequalities? (e.g. hate crime, domestic abuse, accessibility, recruitment & progression)	No
h. Do the proposals relate to the Force Equality Objectives?	Not known
Overall Relevance Score (Scoring where Yes = 1, No = 0)	3

NO RELEVANCE	LOW	MEDIUM	HIGH
Zero	1 – 3	4 – 5	6 and over

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

Review Date

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

Date of next scheduled review: (* please delete as appropriate)	1 year from date of publication
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Formal Consultation Required: (If this is a new document or significantly changed i.e. full version change consultation will always be necessary) External consultation should be guided by negotiations between Equality/Legitimacy, owners, policy authors and Policy Officers	Please select
Key Stakeholders	
Internal (please list): • Standard consultee list	
External (please list): •	

STEP 4: VERSION CONTROL

Version	Date	Details of the version
1.0	04/05/2021	Review of D140 and insert into two new templates (policy and Procedure)