



Document Impact Assessment (DIA)

Title:	Substance Misuse Referral Pathways Policy
Document Ref Number:	DCP-P-014 (formerly D280)
Version No:	1.0
Linked Operational Procedure(s) / Procedure(s)	
Name	Ref No
Substance Misuse Referral Pathways	DCP-OPr-027
Job Title / Name of person carrying out impact assessment:	Policy Officer
Date assessment completed:	27/07/2021
Owning Department / Command area:	Prevention Department
Agreed by Owner/Lead Officer:	Head of Prevention Department
Completed DIA quality assured by:	Corporate Equality and Diversity Sergeant

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Does the document contain a short clear statement addressing its suitability or not for publication?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?	No
Do any Generic Risk Assessments apply?	n/a
If yes, list the GRA reference numbers:	
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
Having this policy/procedure will help signpost individuals and support them to reduce/eliminate their substance misuse. There is a risk that individuals will not want this support and will continue to misuse substances.	3	3	9
OVERALL RISK SCORE			9

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

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?					
The aim behind this drug referral policy is to offer guidance to assist officers in referring substance users to the most appropriate substance misuse referral pathway, with the aim of reducing and eventually eliminating their substance misuse.					
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		Any action undertaken by Devon and Cornwall Police under the auspices of this policy is based on the requirements of the associated legislation.			
b. To advance equality of opportunity between people from different groups		This policy and procedure 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.		This policy and procedure has been developed to ensure that the best and most effective use is made of substance referral schemes. It is the intention that referral to these schemes will take place in such a way that good relations between people from different groups are fostered and nurtured.			
3. Is it likely that the proposals could affect particular protected groups differently? (this could be positively or negatively)					
Age	No	Disability	Yes	Gender reassignment	No
Marriage or Civil Partnership Status	No	Pregnancy & Maternity	No	Race	No
Religion or Belief	No	Sex	No	Sexual Orientation	No
<p>Disability</p> <p>External:</p> <p>It is likely that the introduction of an effective policy and working procedure will help increase the number of successful referrals to partner agencies involved in rehabilitating those involved in crime and substance misuse. This is a positive result for those with a disability, particularly a substance addiction as it increase opportunities and pathways for them to seek support.</p>					
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?		<p>Article 2 – Right to Life</p> <p>Article 8: Right to respect for private and family life</p>			

	The above two articles have been considered but as it's a voluntary scheme I don't think there is interference/impact on these HRA articles.
b. What is the legal basis?	N/A
c. Are the interferences justified/necessary?	N/A
d. Are the interferences proportionate?	N/A
e. Do the interferences have a right of appeal? (through, grievance IOPC, tribunal etc)	N/A

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?	Yes
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)	N/K
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?	No
Overall Relevance Score (Scoring where Yes = 1, No = 0)	4

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

Is a full EIA required (score of 4 or more)?	Yes
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)	2 years 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 consultees	
External (please list): • N/A at this stage	

STEP 4: VERSION CONTROL

Version	Date	Details of the version
1.0	27/07/2021	Review of D280 and insert into new templates