



<b>Assessment Date: 11/12/15</b>	
<b>Policy/Working Practice Title &amp; Number</b>	D149 - Security – Communication Procedures and Status Codes
<b>Policy Version Date</b>	22/12/2015
<b>Associated Working Practices</b>	N/A
<b>Name of Business Area and Lead</b>	Ch/Supt Operations
<b>Name and contact details of person carrying out PIA</b>	Policy and working practices officer
<b>PIA Publication Date</b>	13/01/2017
<b>This PIA was last reviewed on:</b>	18/05/12

## Freedom of Information and Data Protection

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

## Health and Safety

<b>Do the policy or working practices have any health and safety implications for the public or staff?</b>	Yes /No
<b>If yes, are these covered by any of the Generic Risk Assessments? List GRA</b>	Yes /No /N/a

reference numbers where applicable	
Has advice been sought from Health and Safety or Occupational Health?	Yes / No
Name, date and comments received:	

## Equality Impact Initial Screening

<p><b>1. 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>	
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
<p><b>2. What is the purpose of the policy/working practice?</b></p> <p>This policy details communications via digital technology (Airwave) to operational officers. A standard national language is being implemented to minimise misunderstandings and promote brevity of exchanges. This policy also details the procedure should communication be lost with an individual.</p>	
<p><b>3. Relevance:</b> How does the aim and purpose of the policy/working practice relate to each of the aims of the public sector equality duty?</p> <p><b>This section must be fully completed for each PIA.</b></p>	
a) To eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Equality Act 2010	No relevance
b) To advance equality of opportunity between people from different groups	No relevance

c) To foster good relations between people from different groups.	No relevance
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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'.

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

6. Where any potential interference has been identified at section 5 please answer sections a-d below:

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.

a) What is the potential for interference with an individual's rights?	None identified
b) What is the legal basis?	n/a
c) Are the interferences necessary and justified?	n/a
d) Are the interferences proportionate?	n/a
6. Proceed to full Equality Impact Assessment?	Yes / No
7. Seen by Equality and Diversity Unit	<p>Name: Equality and Diversity Officer  Date: 11/12/15  Comments: This looks fine to me, I can't see any issues that might come out of this.</p>
8. Approved by Business Lead	<p>Name: Chief Superintendent  Signature:  Date: 08/11/16</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>	