



Equality Impact Assessment Summary

Summary

Name of Product	Reporting Professional Standards Concerns and Protected Disclosure Policy
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Brief Description of Product	The policy provides clarity for workers within the organisation on how to report a protected disclosure. The policy covers how the disclosure is managed and the processes involved.
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Product / Product Summary Attached	Yes
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Department	Counter Corruption Unit (CCU) within the Department for Standards and Ethics (DSE)
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Assessment Writer	[REDACTED]
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Date Started	01/10/21
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Head of Dept Sign Off	[REDACTED] – 01/12/2021
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EDI Manager Sign Off	[REDACTED] – 29/11/2021
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Review Date	July 2023
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Version Control

This is a living document and should be updated as we update our products and receive new insights and data on how our people or communities engage with our product.

Version	Date	Reason for update	Author
1	Oct 21	New impact assessment for the reviewed policies and processes.	[REDACTED]

Please ensure you consult the Equality Impact Assessment Guidance while completing this document

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Stage One – Early Thinking	
Use this space to confirm if you are developing a proposal that will impact upon policies and practices that are likely to impact upon our communities or workforce. Consider If you aren't sure how your product may impact people due to their protected characteristics please use our Equality Consideration Checklist .	
Is an EIA required at this time?	Yes
If no, what is your rationale?	N/A

Stage Two – Identify Scope	
Please consult the Equality Impact Assessment Guidance for suggestions as to consider how you might evidence both positive and negative impact. Where possible please provide references or links.	
Sources	<p>The policy has been written to ensure alignment with the following standards:</p> <ul style="list-style-type: none"> • Standards of professional behaviour (Conduct Regulation 2020) • Police staff standards of professional behaviour • College of Policing's Reporting Concerns 2016 <p>Cleveland Police 2021 Annual Equality Monitoring Report</p> <p>Due to the way reports and disclosures are made it is not possible to provide statistical analysis on the demographics of reporters or those highlighted in the reports. The team do however highlight any trends or issues related to protected characteristics in the DSE TCG, no trends have been identified at the time of writing the policy and impact assessment.</p>
Consultation	<p>The policy has been reviewed at the independent ethics committee, by heads of service and all staff networks of been consulted. None of the staff networks have made comment. The Director of People and Development and a Senior HR BP provided feedback that has been implemented in the final iteration of the policy.</p> <p>The independent ethics committee has requested the final draft be presented back to them once ready. The group provided perspective and recommendations for areas to clarify further; they ultimately summarised that there were no significant ethical issues with the policy, but that the topic of relationships and disclosure should be discussed further at a later date – these discussions may provide further insight that can benefit our application of the policy.</p> <p>Full details of the IEC feedback can be reviewed in the embedded minutes below.</p>

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	 IEC Minutes 10 Aug 21.doc
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Stage Three - Impact	
<p>What potential positive or negative impacts has your research and consultation revealed? Consult the Equality Considerations Checklist for previously identified impacts that may be relevant.</p>	
Age	
Data & Background Information	
<p>The policy ensures that there is a diversity of routes for reporting. This includes opportunities to use independent organisations such as the IOPC, OPCC and Crime Stoppers, alongside internal routes. Our internal routes include a new anonymous digital tool (Break the Silence), standard reporting into DSE and reporting into trusted teams such as staff networks, Police Federation, Unison, Human Resources, Wellbeing and Equality, Diversity and Inclusion for support.</p>	
Positive Impacts	Negative Impacts
<p>Introduction of the clarified processes and increases in the routes to report will enable staff of all ages to report more effectively.</p>	<p>None identified at the time of writing.</p>
Disability	
Data & Background Information	
<p>As highlighted above, there has been an increase in reporting routes. The Autism Association and Disability Support Network peer support networks are part of the reporting routes, giving people encouragement to use trusted peers to support them to report.</p> <p>The Force has identified that neurodiversity in our workforce is increasing and is aware that staff with neurodiversity may require further support to process and apply the policy.</p>	
Positive Impacts	Negative Impacts
<p>Introduction of the clarified processes and increases in the routes to report will enable staff with disabilities to access support and encouragement from peer support networks.</p>	<p>People with neurodiversity (for example Autism, ADHD, Dyslexia, Dyspraxia, OCD) may need additional assistance so that they can understand and engage in the processes.</p>
Gender Reassignment	
Data & Background Information	

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As highlighted above, there has been an increase in reporting routes. The LGBT+ peer support network is part of the reporting routes, giving people encouragement to use trusted peers to support them to report.	
Positive Impacts	Negative Impacts
Introduction of the clarified processes and increases in the routes to report will enable staff who identify as trans to access support and encouragement from peer support networks.	None identified at the time of writing.
Marriage and civil partnership	
Data & Background Information	
As part of the policy consultation process personal relationships and reporting requirements has been highlighted as an area to continue to explore and develop, however this will happen outside of this policy.	
Positive Impacts	Negative Impacts
None identified at the time of writing.	None identified at the time of writing.
Pregnancy and Maternity	
Data & Background Information	
As highlighted above, there has been an increase in reporting routes. The Cleveland Police Women's Network peer support network, Police Federation and Unison and HR are part of the reporting routes, giving people encouragement to use trusted peers to support them to report.	
Positive Impacts	Negative Impacts
Introduction of the clarified processes and increases in the routes to report will enable staff who are pregnant or on maternity leave to access support and encouragement from peer support networks.	None identified at the time of writing.
Race	
Data & Background Information	
As highlighted above, there has been an increase in reporting routes. The Cleveland Police SAME peer support network, Police Federation and Unison and HR are part of the reporting routes, giving people encouragement to use trusted peers to support them to report.	
Positive Impacts	Negative Impacts
Introduction of the clarified processes and increases in the routes to report will enable staff who are from minority ethnicity backgrounds to access support	None identified at the time of writing.

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and encouragement from peer support networks.	
Religion or Belief	
Data & Background Information	
As highlighted above, there has been an increase in reporting routes. The Cleveland Police CPA and SAME peer support networks, Police Federation and Unison and HR are part of the reporting routes, giving people encouragement to use trusted peers to support them to report.	
Positive Impacts	Negative Impacts
Introduction of the clarified processes and increases in the routes to report will enable staff to access support and encouragement from peer support networks. Despite being Christian focused the CPA will support anyone experiencing an issue in relation to faith, and many of our SAME network members also raise challenges in relation to other faiths, such as Islam, so there are established platforms for faith related support.	None identified at the time of writing.
Sex	
Data & Background Information	
As highlighted above, there has been an increase in reporting routes. The Cleveland Police Women's Network peer support network, Police Federation and Unison and HR are part of the reporting routes, giving people encouragement to use trusted peers to support them to report.	
Positive Impacts	Negative Impacts
Introduction of the clarified processes and increases in the routes to report will enable women, who are less represented in our operational teams to access support and encouragement from peer support networks.	None identified at the time of writing.
Sexual Orientation	
Data & Background Information	
As highlighted above, there has been an increase in reporting routes. The LGBT+ peer support network is part of the reporting routes, giving people encouragement to use trusted peers to support them to report.	
Positive Impacts	Negative Impacts
Introduction of the clarified processes and increases in the routes to report will enable staff who identify as LGB to	None identified at the time of writing.

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access support and encouragement from peer support networks.	
Other – Please clarify	
Data & Background Information	
Armed Forces – As part of our commitment to the Armed Forces Covenant, we also have established a Armed Forces Network to provide peer support to those who are ex-service personnel or have family serving.	
Positive Impacts	Negative Impacts
Introduction of the clarified processes and increases in the routes to report will enable staff who are ex-service personnel to access support and encouragement from peer support networks.	None identified at the time of writing.

Stage Four – Mitigation – Actions		
What can be done to mitigate/minimise negative impacts?		
Action	Action Owner	Action Status
Line managers or staff from DSE will always assist staff and support them through the process.	██████████	Complete
DSE to feed in highlight any trends or issues related to protected characteristics in the DSE TCG.	██████████	Ongoing

To be filled in by Head of Department			
Stage Four – Mitigation – Risk Tolerance			
Have we exhausted options to mitigate/minimise any negative impacts? List negative impacts we have not been able to mitigate here – these should be added to the relevant departmental risk register.			
Impacts we cannot mitigate	None identified		
Which Risk Register have these impacts been added to?	N/A		
Departmental Risk Assessment	Impact	Likelihood	Total



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EDI Team Risk Assessment	Impact
	N/A

Stage 5 – Sign Off

Once complete, you must send your completed EIA and the product or product summary to the EDI team at edi@cleveland.pnn.police.uk

The team will review your EIA and will either: provide final sign off, OR, return your document with further considerations and recommendations for you to implement.