



Equality Impact Assessment Summary

Summary

Name of Product	Cleveland Police Mentoring Programme Policy
Description of Product	Policy to reflect recent updates to the Mentoring Programme
Department	Organisational Development Team
Assessment Writer	[REDACTED]
Date Started	1 March 2022
Head of Dept Sign Off	[REDACTED] - 28/03/2022
EDI Manager Sign Off	[REDACTED] - 31/03/2022
Review Date	April 2025 in line with policy review date.

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
V2.6	01/04/21	Reflect updates to the mentoring scheme as agreed at the PWB on the 18 th March 2021	[REDACTED]
V2.7	March 2022	Policy updated with reverse mentoring programme information as agreed in People and Wellbeing Assurance Board in Oct 2021	[REDACTED]

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
You must list the specific sources of evidence that you have used within the EIA to ensure your product is inclusive. Please including links to any sources and details of any consultation work you have undertaken.
<p>██████████ EDI Team- Emailed draft PWB report for their Feedback</p> <p>██████████ HR Manager- Emailed draft PWB report for their Feedback</p> <p>██████████ O/D Manager- Emailed draft PWB report for their Feedback</p> <p>██████████ HR Director- Meeting held to discuss PWB report</p> <p>PWB attendees 18th March 2021- Presented at a team’s meeting for discussion and approval.</p> <p>Current Mentors at Cleveland Police- Emailed draft PWB report for their Feedback</p> <p>External Trainer- ██████████ for advice on scope and current trends in the mentoring world</p> <p>Federation/Unison/Network Leads- Emailed draft PWB report for their Feedback</p> <p>Reverse mentoring addition</p> <p>██████████ EDI Team- Emailed draft Oct 2021 PWB report for their Feedback</p> <p>██████████ HR Manager- Emailed draft Oct 2021 PWB report for their Feedback</p> <p>██████████ O/D Manager- Emailed draft Oct 2021 PWB report for their Feedback</p> <p>██████████ HR Director- Authorised in Meeting held on 26th October 2021</p> <p>PWB attendees 26th October 2021- Report to include Reverse Mentoring Presented at a team’s meeting for discussion and approval.</p> <p>External Partner/Trainer- ██████████ approached for research and advice about Reverse Mentoring. Then training received by ██████████ to O/D Coordinator to deliver Reverse mentoring training to matched reverse mentors and mentees.</p> <p>External Consultant- ██████████ - emailed policy and draft Oct 2021 PWB report for their feedback</p> <p>Teesside Uni Mentoring Scheme Project lead ██████████ consulted to capture feedback about students becoming mentors to senior level staff</p> <p>Reverse Mentoring Teams drop in awareness sessions offered to everyone in the organisation to capture any queries or concerns</p>

Stage Three - Impact	
What potential positive or negative impacts has your research and consultation revealed?	
Age	
Positive Impacts	Negative Impacts
Subject areas covered by the mentors have been broadened to ensure that they	None identified



Equality Impact Assessment Summary

<p>are more inclusive for all staff, officers and the wider public.</p> <p>Reverse mentoring has been introduced improving cross generational morale and transfer of knowledge and skills from less experienced members of the organisation to seniors bringing people up to date with new processes and new trends/themes</p>	
Disability	
Positive Impacts	Negative Impacts
<p>Subject areas covered by the mentors have been broadened to ensure that they are more inclusive for all staff, officers and the wider public. Targeted recruitment and communications will go to the Cleveland Police Disability Support Network for mentors and mentees, with the aim of improving retention and progression of disabled people in our workforce.</p> <p>Reverse mentoring has been introduced improving cross generational morale and transfer of knowledge and skills from less experienced members of the organisation to seniors bringing people up to date with new processes and new trends/themes</p>	<p>None identified</p>
Gender Reassignment	
Positive Impacts	Negative Impacts
<p>Subject areas covered by the mentors have been broadened to ensure that they are more inclusive for all staff, officers and the wider public. Targeted recruitment and communications will go to the LGBT+ Network for mentors and mentees, with the aim of improving retention and progression of Trans and non-binary people in our workforce.</p> <p>Reverse mentoring has been introduced improving cross generational morale and transfer of knowledge and skills from less experienced members of the organisation</p>	<p>None identified</p>

Equality Impact Assessment Summary

to seniors bringing people up to date with new processes and new trends/themes	
Marriage and civil partnership	
Positive Impacts	Negative Impacts
<p>Subject areas covered by the mentors have been broadened to ensure that they are more inclusive for all staff, officers and the wider public.</p> <p>Reverse mentoring has been introduced improving cross generational morale and transfer of knowledge and skills from less experienced members of the organisation to seniors bringing people up to date with new processes and new trends/themes</p>	None identified
Pregnancy and maternity	
Positive Impacts	Negative Impacts
<p>Subject areas covered by the mentors have been broadened to ensure that they are more inclusive for all staff, officers and the wider public. Targeted recruitment and communications will go to the Cleveland Police Women's Network for mentors and mentees, with the aim of improving retention and progression of working parents in our workforce.</p> <p>Reverse mentoring has been introduced improving cross generational morale and transfer of knowledge and skills from less experienced members of the organisation to seniors bringing people up to date with new processes and new trends/themes</p>	None identified
Race	
Positive Impacts	Negative Impacts
<p>Subject areas covered by the mentors have been broadened to ensure that they are more inclusive for all staff, officers and the wider public. Targeted recruitment and communications will go to the Support Association of Minority Ethnicity Staff for mentors and mentees, with the aim of improving retention and progression of</p>	None identified

Equality Impact Assessment Summary

<p>Black, Asian and minority ethnicity people in our workforce.</p> <p>Reverse mentoring has been introduced improving cross generational morale and transfer of knowledge and skills from less experienced members of the organisation to seniors bringing people up to date with new processes and new trends/themes</p>	
Religion or Belief	
Positive Impacts	Negative Impacts
<p>Subject areas covered by the mentors have been broadened to ensure that they are more inclusive for all staff, officers and the wider public.</p> <p>Reverse mentoring has been introduced improving cross generational morale and transfer of knowledge and skills from less experienced members of the organisation to seniors bringing people up to date with new processes and new trends/themes</p>	<p>None identified</p>
Sex	
Positive Impacts	Negative Impacts
<p>Subject areas covered by the mentors have been broadened to ensure that they are more inclusive for all staff, officers and the wider public. Targeted recruitment and communications will go to the Cleveland Police Women's Network for mentors and mentees, with the aim of improving retention and progression of working women in our workforce.</p> <p>Reverse mentoring has been introduced improving cross generational morale and transfer of knowledge and skills from less experienced members of the organisation to seniors bringing people up to date with new processes and new trends/themes</p>	<p>None identified</p>
Sexual Orientation	
Positive Impacts	Negative Impacts

Equality Impact Assessment Summary

<p>Subject areas covered by the mentors have been broadened to ensure that they are more inclusive for all staff, officers and the wider public. Targeted recruitment and communications will go to the LGBT+ Network for mentors and mentees, with the aim of improving retention and progression of LGBT+ people in our workforce.</p> <p>Reverse mentoring has been introduced improving cross generational morale and transfer of knowledge and skills from less experienced members of the organisation to seniors bringing people up to date with new processes and new trends/themes</p>	<p>None identified</p>
<p>Other – Please clarify</p>	
<p>Positive Impacts</p>	<p>Negative Impacts</p>
<p>The Mentors are now available to our external stakeholders.</p> <p>Reverse mentoring has been introduced improving cross generational morale and transfer of knowledge and skills from less experienced members of the organisation to seniors bringing people up to date with new processes and new trends/themes</p>	<p>None identified</p>

<p>Stage Four – Mitigation – Actions</p>		
<p>What can be done to mitigate/minimise negative impacts?</p>		
<p>Action</p>	<p>Action Owner</p>	<p>Action Status</p>
<p>N/A</p>	<p>N/A</p>	<p>Ongoing or Complete – <i>delete as appropriate</i></p>

<p>Stage Four – Mitigation – Risk Tolerance</p>	
<p>Have we exhausted options to mitigate/minimise any negative impacts? List negative impacts we have not been able to mitigate here.</p>	
<p>Impacts we cannot mitigate</p>	<p>COVID 19 and ability/individual needs where ability to meet face to face may not always be possible.</p>



Equality Impact Assessment Summary

Does your head of department approve of tolerating this risk?

Yes – Virtual conferencing can be utilised to keep the mentoring support maintained If unable to meet face to face.

Stage 5 – Sign Off

Once you have completed your assessment and product you must request your head of department sign them off. You then need to send your completed EIA summary and the product you have assessed to the EDI team:

everyonematters@cleveland.pnn.police.uk

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