



Equality Impact Assessment Summary

Summary

Name of Product	Overtime Policy – Police Officers
Description of Product	Force Policy
Department	Local Policing
Assessment Writer	[REDACTED]
Date Started	November 2020
Head of Dept Sign Off	[REDACTED] 14/12/2020
EDI Manager Sign Off	[REDACTED] – 10 December 2020
Review Date	17 November 2022

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
0.1	11/20 20	New EIA for New Policy	[REDACTED] [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 here.**

Is an EIA required at this time?	Yes
If no, what is your rationale?	



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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.
Internally sent to Police Federation, SUMs and Support Networks.
External consultation is not relevant on this occasion.

Stage Three - Impact	
What potential positive or negative impacts has your research and consultation revealed?	
Age	
Positive Impacts	Negative Impacts
Reduced hours with overtime no longer being seen as a normal part of the job.	
Disability	
Positive Impacts	Negative Impacts
Reduced hours with overtime no longer being seen as a normal part of the job.	
Gender Reassignment	
Positive Impacts	Negative Impacts
Reduced hours with overtime no longer being seen as a normal part of the job.	
Marriage and civil partnership	
Positive Impacts	Negative Impacts
Reduced hours with overtime no longer being seen as a normal part of the job.	
Pregnancy and maternity	
Positive Impacts	Negative Impacts
Reduced hours with overtime no longer being seen as a normal part of the job.	
Race	
Positive Impacts	Negative Impacts
Reduced hours with overtime no longer being seen as a normal part of the job.	
Religion or Belief	
Positive Impacts	Negative Impacts



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Reduced hours with overtime no longer being seen as a normal part of the job.	Impact of working overtime on religious observation, such as fasting etc. This can never be fully ruled out but will be a consideration.
Sex	
Positive Impacts	Negative Impacts
Reduced hours with overtime no longer being seen as a normal part of the job.	
Sexual Orientation	
Positive Impacts	Negative Impacts
Reduced hours with overtime no longer being seen as a normal part of the job.	
Other – Please clarify	
Positive Impacts	Negative Impacts

Stage Four – Mitigation – Actions		
What can be done to mitigate/minimise negative impacts?		
Action	Action Owner	Action Status
This policy is designed to improve the oversight and management of overtime and reduce the impact overwork can have on staff. The negative impacts refer to scenarios where policy may not be applied or where overtime is mandated. Further action at this time is not required.		Complete

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.	
Impacts we cannot mitigate	None



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Does your head of department approve of tolerating this risk?

Yes

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.