



Equality Impact Assessment Summary

Summary

| | |
|------------------------|---|
| Name of Product | Regulation 12 / 13 (probationary period for police officers) |
| Description of Product | policy |
| Department | HR / P & D |
| Assessment Writer | ██████████ |
| Date Started | Autumn 2019 |
| Head of Dept. Sign Off | <i>Please include the date</i> |
| EDI Manager Sign Off | <i>Please include the date</i> |
| 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 |
|---------|----------|---|------------|
| 1.6 | Oct 2020 | Policy was due for review. During review the decision was taken to split police staff and officer probationary period policy into two policies, with the aim to make it easier for everyone, no matter if officer or staff, to understand what applies to them. | ██████████ |

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? | |

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.

As the number of student officers has increased over the course of Operation Uplift, there have been a number who have not been able to complete their probationary period to the required standard defined in regulation 13, whilst some have resigned, it has been necessary to undertake formal processes with others. When the Probation Policy reached its review date the decision was taken to split the policy into two; one for officers, one for police staff.

This separation is also important in the light of the force commencing the new Police Constable Degree Apprenticeship (PCDA) with Teesside university in Autumn 2020. This new route into policing is a significant change to the way we train and introduce officers into the force. The creation of a separate policy will assist officers, their line managers, and command managers so information is easier to read, follow and if necessary apply. In Autumn 2019 a number of regulation 12/13 matters arose and the Employee Relations (ER) and Learning Development Centre (LDC) and Assessment Unit teams identified areas for improvement. Initial stake holders discussions took place in late Autumn 2019 and then in early 2020. This included: Legal, Police Federation, ER, LDC Assessment Unit, Department of Standards and Ethics (DSE), senior command managers who would be involved in the process, and DCC Arundale for his comments on the process as it was (December 19 case) and how he wanted it to be.

Draft policy document 1st consultation was in March 20, comments received, then further discussion with key stakeholders. The second consultation phase took place in in May 20, resulting in further comments and more discussion with key stakeholders to fine tune documents. Consultation comments have been fed back upon verbally, as more work was undertaken on the policy.

Bench marking was undertaken for the changes implemented in this review, we looked at a number of other forces documents but as all were moving to PCDA they did not provide as much inspiration as for other policy work.

Stage Three - Impact

What potential positive or negative impacts has your research and consultation revealed?

Age

Positive Impacts

Negative Impacts



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| <p>This policy applies irrespective of age or entry method the different routes have differing entry requirements in relation to an individual's existing level of academic attainment. The minimum age for applicants is eighteen years of age. Having the document in the suite of policies that potential applicants can read will explain the way in which the regulation is applied and clarify expectations.</p> | <p>none</p> |
| Disability | |
| Positive Impacts | Negative Impacts |
| <p>To join the force there is a need to meet a nationally defined medical standard (linked to pension scheme) there is some latitude to allow entry to the role but not to all elements of the pension scheme. Pre-employment medical assessments include consideration of all pre-existing medical conditions, be they physical or mental. This involves consideration of the individual's medical record as disclosed by the GP or other medical professional. If specific neurological conditions such as dyslexia are present, reasonable adjustments will be made at this stage. There is also a need to on an on-going basis to maintain (base level) and attain necessary fitness levels (specialist roles) for officers. There is an alternative test if required to the bleep test prior to entry. Should anyone during their probationary period suffer injury / ill ness and as a result of this become disabled then their cases are considered on a case by case basis. The wellbeing team are included in regulation 12/ 13 discussions as necessary as the ER team seek advice and assessments for student officers to see if there is anything previously unknown, that might impact on any decision that needs to be taken.</p> | <p>none</p> |
| Gender Reassignment | |
| Positive Impacts | Negative Impacts |
| <p>This policy works alongside the force trans policy to support our employees. Cleveland</p> | <p>none</p> |



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|--|---|
| Police recognises that individuals may experience unlawful, unfair discrimination and treatment based on their gender identity and reassignment, which is why our Trans at Work Policy underpins application of this policy. | |
| Marriage and civil partnership | |
| Positive Impacts | Negative Impacts |
| | none |
| Pregnancy and maternity | |
| Positive Impacts | Negative Impacts |
| If a student officer becomes pregnant in their probationary period this policy would not be used the maternity policy and its provisions would be applied. | none |
| Race | |
| Positive Impacts | Negative Impacts |
| | It should be noted that historically people from BAME backgrounds are underdiagnosed with conditions such as ASD, ADHD, and dyslexia, with unconscious bias resulting in their disability being wrongly perceived as a behavioural or competency issue. Therefore those from BAME backgrounds may be less likely to have an existing diagnosis or awareness of neurodiverse conditions. The possibility of undiagnosed conditions being perceived as behavioural or competency issues will be considered at all stages of the policy, and tests to potentially diagnose neurodiverse conditions will be administered as appropriate |
| Religion or Belief | |
| Positive Impacts | Negative Impacts |
| The special leave policy might be important for periods of observance – police officer probationary period policy would not be used. | none |



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| Sex | |
|------------------------|------------------|
| Positive Impacts | Negative Impacts |
| None | none |
| Sexual Orientation | |
| Positive Impacts | Negative Impacts |
| None | none |
| 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 |
| Age - whilst we have not identified any likely disparity, we will regularly monitor data and take action should disparity become apparent. We will pay particular attention to ensuring that probationers have time, space and equipment to study in the workplace if studying at home is challenging. | ER team L&D Trainers Tutor Constables | Ongoing |
| Sex - whilst we have not identified any likely disparity, we will regularly monitor data and take action should disparity become apparent | ER team | Ongoing |
| By holding case conferences with mandatory attendance from both ER and Legal we introduce independent parties who sit outside of the individual's supervision. This reduces the risk of decisions regarding the individuals future employment due to any unconscious biases supervision may have regarding their conduct or capability. | ER team | |
| | | |

Stage Four – Mitigation – Risk Tolerance



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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

Does your head of department approve of tolerating this risk?

Yes/ No – *delete / add to business area risk register as appropriate.*

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.