



Equality Impact Assessment Summary

Summary

Name of Product	Staff Networks Policy
Description of Product	The staff networks policy provides detailed information, support and guidance for Cleveland Police staff networks. This also includes the roles and responsibilities for members of networks and line managers.
Department	Equality, Diversity & Inclusion Team, OPCC
Assessment Writer	[REDACTED]
Date Started	11 th March 2020
Head of Dept Sign Off	[REDACTED], Temporary Assistant Chief Executive - 19 th November 2020
EDI Manager Sign Off	[REDACTED] 18 th November 2020
Review Date	November 2021

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	18/11/2020	Final version proofed, amended and signed off by EDI Manager.	[REDACTED]
2	19/11/2020	Signed off by OPCC, Temporary Assistant Chief Executive	[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.**



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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.

The staff network policy will be impact assessed drawing on information from relevant internal stakeholders. Consultation with staff networks has taken place on many occasions in order to develop the policy guidance. Information has also been obtained from other forces in order to share and implement best practice.

- Meetings with the SAME Network and Women's Network lead took place and the draft policy was sent to them. Suggestions were made to make sure there is enough time capacity given to staff network members for doing network administration and attending meetings and events. A suggestion was also made to provide access to budgets for maintenance of staff networks and meeting and conference attendances.
- Consultation with the head of HR took place to discuss the draft of the staff networks policy and whether the policy is something that HR Business Partners can support. The policy now includes Human Resources responsibilities alongside, line management, network members and EDI team responsibilities.
- There has been early consultation with the Disability Support Network and the Autism Association Chair, a draft of the policy was presented to them at the Disability Support Network meeting. They were in support of the policy guidance and appreciated the requirement of a constituted network to include executive membership and for consistency all networks to have a terms of reference.
- Best practice information and research has been drawn from various different forces which includes regional and national forces. Research into what other public sector organisations have in place for supporting staff within their organisation has also been looked into. Information has been utilised from the NHS, Teesside University, and the Civil Service regarding the importance of having staff networks and how to set these up.
- Consultation took place with internal stakeholders for four weeks where they were sent a draft copy of the policy and asked to complete a review template to include any thoughts or feedback that they have for the draft. The



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consultation took place with Heads of Departments, Staff Networks and associations such as the Federation and UNISON.

Stage Three – Impact	
What potential positive or negative impacts has your research and consultation revealed?	
Age	
Positive Impacts	Negative Impacts
Staff networks promote equality and aim to challenge the workforce in order to improve the culture and processes within. There is a positive impact of age within the staff network policy where it applies to all individuals irrespective of their age fairly and inclusively.	There are no potential negative impacts found from the research and consultations that have been undertaken.
Disability	
Positive Impacts	Negative Impacts
The staff network policy allows for those who are underrepresented within the organisation, which is definitely the case for those who have a disability, whether physical or hidden, to have a safe space where any concerns and issues can be raised and addressed and also allows the opportunity for those individuals who have a disability to share their experiences with those who may have similar experiences.	There are no potential negative impacts found that affect those with a disability from the research and consultations that have been undertaken.
Gender Reassignment	
Positive Impacts	Negative Impacts
There is a positive impact for those individuals who are transitioning or querying their gender identity. This is because the staff networks policy applies to everyone equally, fairly and consistently. The policy aims to bring together people of all backgrounds and provides the process for staff networks to be developed, such as the existing LGBT+ Network. A positive impact already found is that the LGBT+ staff network helped shape the trans at work policy developed by HR and so there are many opportunities like this where individuals can feel confident that joining a	There are no potential negative impacts found from the research and consultations that have been undertaken. This policy has been developed with the involvement of colleagues from LGBT+ backgrounds and no potential negative impact was found.

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<p>staff network empowers them to make positive changes for the evolving organisation. Another positive impact is for those individuals who are transitioning, that there are colleagues they can relate to and share experiences with through the staff networks.</p>	
Marriage and civil partnership	
Positive Impacts	Negative Impacts
<p>After consultations with relevant stakeholders, no potential positive impact has been found with regards to marriage and civil partnerships. The policy doesn't impact those individuals who are married or in a civil partnership. The policy is applied to all individuals inclusively.</p>	<p>After consultations with relevant stakeholders, no potential negative impact has been found with regards to marriage and civil partnerships. The policy doesn't impact those individuals who are married or in a civil partnership. The policy is applied to all individuals inclusively.</p>
Pregnancy and maternity	
Positive Impacts	Negative Impacts
<p>This policy has a positive impact on those individuals who are experiencing pregnancy and maternity. The staff networks policy allows for staff networks to be developed such as the women's network which supports colleagues with maternity processes, issues and concerns. The Women's network also helped shape the maternity policy for police officers and staff. Another positive impact is for those individuals who are experiencing pregnancy and maternity, that there are colleagues they can relate to and share experiences with through the staff networks.</p>	<p>There are no potential negative impacts found from the research and consultations that have been undertaken. This policy has been developed with the involvement of colleagues who are involved within the Women's network and Human Resources department and no potential negative impact was found.</p>
Race	
Positive Impacts	Negative Impacts
<p>The staff networks policy has a positive impact on those individuals who have diverse ethnic backgrounds. The staff network policy allows for colleagues from BAME backgrounds to join the SAME network which brings together individuals from minority ethnic backgrounds to share and raise their individual experiences and be critical friends to the organisation. The</p>	<p>There are no potential negative impacts found from the research and consultations that have been undertaken. This policy has been developed with the involvement of colleagues who are involved within the SAME network and no potential negative impact was found.</p>



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<p>staff networks have already provided useful advice and guidance to the organisation on important topics such as positive action in recruitment and community tensions. The policy allows for the platform for individuals to share their experiences with those from similar backgrounds and raise concerns and address issues and barriers unitedly.</p>	
Religion or Belief	
Positive Impacts	Negative Impacts
<p>The staff networks policy has a positive impact on individuals who follow a religion and have specific beliefs. The staff network policy allows for those who are underrepresented within the organisation, to have a safe space where any concerns and issues can be raised and addressed and also allows the opportunity for those individuals to share similar experiences with others. There are two staff networks that predominantly focus on religion and belief with those being the Christian Police Association and the Vegan Network. Positive impacts such as vegan uniform, equipment and food has already been implemented within the organisation and that has been possible because of the staff network which provides the platform to raise concerns and find the appropriate solutions. The policy promoted diversity and the staff networks depict this through religious festivals that are celebrated and promoted via the networks. An example being the Ramadan briefing for the organisation and communities, which was developed by Muslim colleagues.</p>	<p>There are no potential negative impacts found from the research and consultations that have been undertaken.</p>
Sex	
Positive Impacts	Negative Impacts
<p>Staff networks promote equality and aim to challenge the workforce in order to improve the culture and processes within. The staff networks policy has a positive impact for individuals of both sexes and this is because the policy allows the networks being open to membership for</p>	<p>There are no potential negative impacts found from the research and consultations that have been undertaken. This policy has been developed with the involvement of colleagues from HR, legal services, trade unions and those who are</p>

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<p>both males and females and does not disadvantage anyone due to their sex. This is already displayed via the women's network, which is open to everyone. Key issues such as caring responsibilities, paternity and maternity are key agendas for the network which are issues/barriers faced by both sexes.</p>	<p>involved within all of the staff networks and also the Women's network and no potential negative impact was found.</p>
<p>Sexual Orientation</p>	
<p>Positive Impacts</p>	<p>Negative Impacts</p>
<p>There is a positive impact for those individuals who are lesbian, gay, heterosexual and bisexual. This is because the staff networks policy applies to everyone equally, fairly and consistently. The policy aims to bring together people of all backgrounds and provides the process for staff networks to be developed, such as the existing LGBT+ Network. Positive impacts are already visible through the rainbow epaulettes and pride flags on vehicles promoting inclusion of all. This is only possible because of those staff network members involved in the LGBT+ network.</p>	<p>There are no potential negative impacts found from the research and consultations that have been undertaken. This policy has been developed with the involvement of colleagues from LGBT+ backgrounds and no potential negative impact was found.</p>
<p>Other – Please clarify</p>	
<p>Positive Impacts</p>	<p>Negative Impacts</p>
<p>Staff networks are identified as networks that represent individuals who are underrepresented within the organisation and who may identify with protected characteristics linked to the Equality Act 2010.</p> <p>We also have staff networks who do not directly represent individuals who are underrepresented, however they bring together individuals who share the same interests and allows for good networking opportunities between colleagues across the organisation.</p> <p>This has a positive impact on any individuals who want to set up a new network which doesn't fit the current set up of networks, as networks can be</p>	<p>There are no potential negative impacts found from the research and consultations that have been undertaken.</p>



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recognised either as part of the protected characteristics within the Equality Act 2010 or any individuals who share similar experiences.	
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Stage Four – Mitigation – Actions		
What can be done to mitigate/minimise negative impacts?		
Action	Action Owner	Action Status
The staff network policy is to be reviewed annually by the EDI team and staff networks, and any updates to the policy will be equality impact assessed.	EDI Team	Ongoing

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	Not applicable
Does your head of department approve of tolerating this risk?	Yes/ No – <i>delete / add to business area risk register as appropriate.</i>

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.