

EQUALITY ANALYSIS FOR POLICY/PROCEDURE

This document should be used to conduct Equality Analysis (EA) in relation to **new** and **existing** Policy and Procedure Documents.

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|--|---------------------------------|
| Policy/Procedure Reference and Title: | P3 Critical Incident Management |
| Summary of contents - This Policy/Procedure directs staff by: | |
| This policy describes the definition of a critical incident and the processes to follow, should a critical incident be declared. | |

Whilst all EA is reviewed at least biennially, this document is a live record and should be continually updated and reviewed. (Please include details of stakeholder consultation **below**). For further detailed advice on EA please contact the Diversity Unit, HR Strategy & Change.

SECTION 1

| | |
|---|-------------|
| Does this document relate to the treatment of people? | No * |
| <p>Please describe why:</p> <p>Although the processes carried out during dealing with a critical incident would require officers and staff to deal with people, this policy does not give direction on this element of the procedures.</p> | |
| <p>*Move to Section 1B.</p> | |

SECTION 1B

| | |
|--|------------------------------------|
| Does the process referred to in this document relate to the treatment of people? | Yes (complete all sections) |
| <p>A critical incident will always require an officer or member of staff to deal with other people, whether that be members of the public, other organisation's personnel or SYP colleagues.</p> | |
| <p>*Move Straight to Signature</p> | |

SECTION 2

| | |
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| Is there any adverse impact on any group based on a protected characteristic? | Y |
| <p>If yes, please describe how this impact is explained or justified?</p> <p>During incidents the safety of the public and colleagues alike is of utmost importance. As such, this may mean the needs of the individual may the needs of some are temporarily overlooked as the needs of dealing with the situation are prioritised.</p> | |
| <p>What action have you taken to mitigate or remove any adverse impact?</p> <p>As stated above, the safety of the public and colleagues alike is of utmost importance. This takes precedence and would justify any adverse impact. All staff involved in such incidents are constantly risk assessing the situation. They record and document all the proceedings, justifying their actions.</p> | |

SECTION 3

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| Is there any positive impact on any group based on a protected characteristic? | N |
| <p>If yes, please record reasoning:</p> | |

SECTION 4

This section details the start date of the EA and consultations that have been carried out in the development or review of this policy or procedure.

| | | | |
|---|----------------|-----------------------------|------------|
| Name of Person completing the Equality Analysis: | Katie Newbould | Version 1 Start Date | 31/01/2017 |
|---|----------------|-----------------------------|------------|

CONSULTATION

List below who you have consulted with on this policy or procedure (incl. committees, groups, etc):

| Role & Title | Date Consulted | Version |
|--|-----------------------|----------------|
| Ch Insp Iain Chorlton, Firearms Training and Protect, JSO(U) | 31/01/2017 | 1.0 |
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| Signature of person checking Equality Analysis*: <small>*This should be the Policy Owner</small> | Teresa Govier, T/Head of Communications | Date: | 24/03/17 |
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