

## EQUALITY IMPACT ASSESSMENT

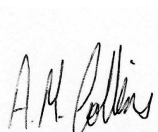
<b>POLICY</b>	<b>DISCIPLINARY PROCEDURE</b>	
<b>Description</b>	<p><b>Aims</b> The disciplinary procedure will be used where informal action has not achieved the desired improvement in performance/conduct or where misconduct or unsatisfactory performance is considered to be too serious to be classed as minor. The procedure will also apply where disciplinary action is considered necessary, but the results may not necessarily reach dismissal stage.</p> <p><b>Which individuals and organisations are likely to have an interest in or likely to be affected?</b> This procedure shall apply to all staff directly employed by the Police Authority and will apply to all cases where dismissal may be contemplated. This would cover issues such as capability, conduct, and non-confirmation of probationary period.</p> <p><b>General comments:-</b> Minor conduct or performance issues will always be dealt with by managers on an on-going basis rather than letting issues escalate so formal action is needed. This procedure should only be used where that normal process has been ineffective or where there is a breach of discipline that it too serious to be classed as minor. In order for performance issues to be handled effectively it is important that they are completed in a timely manner and that investigations are carried out as soon as may be reasonably practical in order to ascertain the facts.</p>	
<b>DOES THE ACTIVITY INCLUDE MECHANISMS TO:-</b>		
Promote equality of opportunity	Yes	
Eliminate discrimination that is unlawful.	Yes	
Eliminate harassment	Yes	
Promote positive attitudes	Yes	
Encourage participation	Yes	
Take steps to meet people's needs, even if this requires more favourable treatment.	Yes	
Provide an opportunity for people to highlight the barriers presented by this policy?	Yes	
<b>DIVERSITY/GROUP</b>	<b>IMPACT H/M/L</b>	<b>REASONS/ COMMENTS</b>
Race	L	There should be no impact
Gender	L	There should be no impact
Disability	L	There should be no impact
Age	L	There should be no impact
Sexual orientation	L	There should be no impact
Religious belief	L	There should be no impact
Transgender or transsexual individuals	L	There should be no impact

Could any high impact be justified on the grounds of promoting equality of opportunity?	Yes
Is a full assessment necessary?	No
Could any high impact amount to an adverse impact in this policy?	No

I am satisfied that this policy has been successfully impact assessed.

I understand the impact assessment of this policy is a statutory obligation and that, as owners of this policy, we take responsibility for the completion and quality of this process.

Signed (completing officer) 25 August 2009



Signed (Chief Executive) 25 August 2009

