

EQUALITY IMPACT ASSESSMENT

POLICY	PROTOCOL ON MEMBER/ AUTHORITY & CONSTABULARY OFFICER RELATIONS	
Description	<p>Aims The purpose of the protocol is to provide guidance to Members and officers in their relations with one another. It reflects the principles underlying the Code of Conduct but does not substitute or replace the statutory obligations of the Authority. The aim of the guidance is to maintain the integrity of the Authority, and in particular the Members and officers, by setting out what is expected in relation to personal conduct.</p> <p>Which individuals and organisations are likely to have an interest in or likely to be affected? Any Member of the Authority or staff directly employed by the Police Authority.</p> <p>General comments:- Members will be guided by the Ten General Principles of Public Life, and the Authority's Members' Code of Conduct.</p> <p>Officers are required to be politically neutral in their dealings with Members and uphold the highest standards of conduct and integrity.</p>	
DOES THE ACTIVITY INCLUDE MECHANISMS TO:-		
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
DIVERSITY/GROUP	IMPACT H/M/L	REASONS/ COMMENTS
Race	L	The impact should be positive
Gender	L	The impact should be positive
Disability	L	The impact should be positive
Age	L	The impact should be positive
Sexual orientation	L	The impact should be positive
Religious belief	L	The impact should be positive
Transgender or transsexual individuals	L	The impact should be positive
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

A handwritten signature in black ink, appearing to read "A.M. Collins". The signature is written in a cursive style with a large initial "A" and "M".

Signed (Chief Executive) 25 August 2009

A handwritten signature in black ink, written in a cursive style. The signature is somewhat stylized and difficult to read, but appears to be a name followed by a period.