


National Policing Improvement Agency


(E)quality Impact Assessments


Alex Prottis
Equality Diversity & Human Rights Unit
www.npia.police.uk 


National Policing Improvement Agency

Workshop Outline


- The impact & cost of 'failing to comply'
- Using EIAs to inform decision making

www.npia.police.uk 


National Policing Improvement Agency


'Failing to comply...'

Michael Gove loses High Court case over scrapping school building projects
Michael Gove, the Education Secretary, lost a High Court battle to cancel school building projects in a landmark case which threatens to slow the Government's spending cuts.




£10m of funding cuts to charities quashed by Judge: Compact principles upheld
31/03/11
 By Andrew Holt
 Voluntary sector organisations have won the right to a judicial review challenge of London Councils' decision to cut £10 million of funding.
 They should also receive further funding beyond any fresh decision made following the new process, in line with Compact principles.
 On behalf of the claimants, Pierce Olynn solicitors announced that Mr Justice Caerh-Smith held that London Councils' consultation process was flawed and that they had failed to meet their statutory equality duties.

It was among the first education schemes in England to be cut back by Education Secretary Michael Gove. Photo: AP/Wide World
By Peter Hatcherham 8:48PM GMT 11 Feb 2011
Comments
A judge told Mr Gove he was wrong to scrap the £55 billion Building Schools for the Future scheme last July because it violated equality legislation.

www.npia.police.uk 

'Failing to comply...'


National Policing Improvement Agency

Page last updated at 16:27 GMT, Friday, 1 October 2010 17:27 UK

[E-mail this to a friend](#) [Printable version](#)


ISCRE holds stop and search protest in Ipswich

By Richard Haugh
BBC Suffolk

Ipswich and Suffolk Council for Racial Equality (ISCRE) is calling on the police to address concerns over stop and search figures.

ISCRE says a disproportionate number of people from black and ethnic minority backgrounds are stopped and searched without being arrested and charged.

"We can see stop and search as a tool that is necessary but that the use of the tool is not proportionate."



Leon Hall and ISCRE are calling for better communication with the police

Police language contract cancelled

Published on Tuesday 8 March 2011 08:32

Police are looking for new interpreters and translation staff after a contract with an agency was cancelled.

Lancashire police had a deal with Applied Language Solutions (ALS) to provide interpreters for interviews with suspects, victims and witnesses, whose English was insufficient for understanding.

But now, Lancashire police and three other north west forces, have scrapped their deals with the firm after a judicial review was carried out into the contracts.

www.npia.police.uk


INVESTORS IN PEOPLE

'Failing to comply...'


National Policing Improvement Agency

UK News

British woman interned by Japan wins her claim for 'racist' compensation



Diana Elias, 81, of north London, said the scheme denied payments to people of foreign national origin.

But Mrs Elias still does not know whether she will receive the £10,000 awarded by the Ministry of Defence to other British civilians who survived the Far East internment camps.

By Joanna Rosenberg, Legal Editor
12:16 AM BST on Jul 2009

A British woman interned by the Japanese during the Second World War won her claim over a compensation scheme yesterday.

Diana Elias, 81, of north London, said the scheme denied payments to people of foreign national origin.


But Mrs Elias still does not know whether she will receive the £10,000 awarded by the Ministry of Defence to other British civilians who survived the Far East internment camps.

- R(Talawa) v Arts Council of England [2005]
- Secretary of State for Defence v Elias [2006]
- R(Law Society) v Legal Services Commission [2007]
- R(Chavda) v Harrow LBC [2007]
- R(Eisai) v National Institute for Clinical Excellence & Others [2007]
- R(Kaur & Shah) v London Borough of Ealing [2008]
- R(Brown) v Secretary of State for Work and Pensions [2008]
- R(Harris) v London Borough of Haringey [2010]
- R(Hajrula) v London Councils [2011]
- R(Luton Borough Council) v Secretary of State for Education [2011]

www.npia.police.uk


INVESTORS IN PEOPLE

The Public Sector Equality Duty


National Policing Improvement Agency

General Duty


Public bodies must have 'due regard' to...

- Eliminate discrimination, harassment and victimisation;
- Advance equality of opportunity between people from difference groups;
- Foster good relations between people from different groups

Specific Duty

- Publication of Data – public bodies must publish information to demonstrate compliance with the general duty.
- Setting of Objectives – public bodies must set one or more equality objectives

www.npia.police.uk


INVESTORS IN PEOPLE

The Brown Principles



1. The duty is triggered whenever 'an issue arises'
2. The duty arises before a decision is made or a proposal is adopted, and is ongoing
3. The decision maker must be aware of the section 149 needs
4. The impact of the proposal or decision must be properly understood to enable due regard to be had
5. Where negative effects are identified, potential mitigation must be considered
6. Responsibility for discharging the duties cannot be delegated or sub-contracted
7. The process of having due regard should be documented and transparent

www.npia.police.uk



Current Issues



- Budget Cuts / Funding
- Restructures / Collaboration
- Operational Decision (Stop & Account)

www.npia.police.uk



Conclusion



- What information should you expect to see before you when making a COT level decision;
- Justifying outcomes as a proportionate means to achieving a legitimate aim;

www.npia.police.uk



Questions ?



Alex Protts
Team Leader
Equality Diversity and Human Rights Unit
National Policing Improvement Agency

Alex.Protts@npia.pnn.police.uk
01256 602410 / 07595 004985

www.npia.police.uk