

Support Services

Directorate












KENT POLICE ESSEX POLICE

Supporting policing
in Kent and Essex

Equality Impact Assessment

Name of Policy/Procedure: Proposed Section 22A Agreement between Kent Police & Essex Police

1. Considering both the public and employees, are there concerns that the policy/process could have a differential impact on any of the following groups? (please tick the relevant boxes):

Age	<input type="checkbox"/>	Pregnancy and maternity	<input type="checkbox"/>
Disability	<input type="checkbox"/>	Race	<input type="checkbox"/>
Gender	<input type="checkbox"/>	Religion or belief	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	Sexuality	<input type="checkbox"/>
Marriage or Civil partnership	<input type="checkbox"/>	Gypsy / Traveller community	<input type="checkbox"/>
Health	<input type="checkbox"/>	Socio-Economics	<input type="checkbox"/>

1.1 What does the data tell us about patterns of decision making, barriers to access or differential outcomes? *(for example does the profile of who has called to report an offence suggest some groups are more or less likely to engage with us, when looking at outcomes; which staff group most engage with a policy or process; is there a pattern whereby certain demographic groups are more or less represented in the outcome data. Where there is no data available this should always be an action for moving forward)*

No groups have been identified.

1.2 Outline why you have identified the issues affecting the groups above:

N/A

1.3 As a result of any differential impact, do changes need to be made to the existing policy/process to remove or reduce the potential for differential/adverse impact?

Please comment either way:

N/A

2. What information is currently **or** needs to be collected to indicate and monitor the impact going forward? (For policies with a low impact this may not be applicable)

None.

2.1 Who will be responsible for carrying out mitigating action and / or monitoring policy and by when?

SCD Command.

2.2 Does this activity provide an opportunity to build trust or relationships within the community (particularly those groups identified above)?

Collaboration has been and is considered important by successive Governments' and regarded as a key to identifying underlying problems that can be addressed to reduce cross boarder crime whilst achieving efficiencies and economies of scale.

3. Assessment

I have assessed the equality impact to be **Low**

Low – no groups were ticked or impact is limited

Medium – 1 or 2 groups were ticked **or** impact is identified but outcomes not within mitigation. further consultation will be required or monitoring for further review

High – 3 or more groups were ticked **or** significant impact is identified. – further consultation will be required before continuing

Signed	Christina Drewitt	Date	14/11/2022
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Feedback from any equality consultation will be sent to the policy owner for consideration of further changes to policy.

Once complete, please send a copy to essex.diversity.and.inclusion@essex.police.uk for information