

# West Midlands Police

## Initial Screening Template

May be published once complete

This document is intended for the initial assessment and screening of Procedure/ Policy/Orders and Functions of West Midlands Police documents. Please add information as necessary where supporting data can be found to provide evidence for each area of the form that is being completed. In electronic form, the table will expand at the convenience of the user.

\*\*\*Page two includes a pro-forma designed to assist in the screening process.\*\*\*

Section/Department owning Policy/Order  Operations  Author and date of Policy/Order Ch Insp. Mayne June 2011	Name and role of trained Equality Impact Assessor completing screening  PS 5872 Donna Jones Operations Events Planning	Date of Screening  June 2011	Date of previous Screening (If appropriate)  N/A
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**Procedure/Policy/Order or Function\* Title**

Operation Pelkin 2011 – Policing Response to the Liberal Democrat Party Conference September 2011

(\* Please clarify the nature of the item being screened)

**1. Identify the Aims/Purpose of the Policy/Order**

The aim of the Operational Order is to detail the policing methods to be used in order to achieve the Conference Gold Strategy Objectives.

The Operational Order is an amalgamation of a number of smaller orders specific to an area of business. This EQIA has access to and takes into consideration all of those documents.

The EQIA recognises that some key elements of the operation are delivered by external partner agencies and whilst guidance has been given to ensure that their work meets the standards of West Midlands Police, the management of this is solely their responsibility,

**On the basis of existing knowledge, data and best estimates does this item of Policy/Order have an adverse or differential impact on any of the following areas.**

**AGE / DISABILITY / GENDER / RACE / RELIGION / SEXUAL ORIENTATION**

**Consider whether the Policy/Order impacts upon eliminating discrimination, promoting equality of opportunity and promoting good Race/Public relations?**

**2. List which strands of diversity may be impacted upon in a differential or adverse way. If none use this space to provide evidence and justification for your decision – consider consultation with interested groups.**

Operation Pelkin will deploy officers, staff and members of the wider police family to deliver a safe and secure conference. All police deployments (including specialist roles) are subject to and covered by internal policy and procedures which are assessed in their own right and do not form part of this initial screening process.

The scale of these deployments will however have an increased impact upon all members of the community within the area for the duration of conference. This EQIA reviews those areas that are NOT covered above.

**Sexual Orientation:** Procedures have been agreed with the Party to ensure that Transgender applicants may apply and be identified in a way that meets security requirements, but maintains the privacy and wishes of the applicant.

**Age:** The accreditation process is structured to ensure that elderly and young persons are not disadvantaged in the process by the requisite security checks.

**Disability:** Access for the disabled has been built into every element of the plan through arrival, reception, security and exit. Information above is reiterated at all briefings and in tasking booklets. All arrangements for the disabled have been approved by the party.

**Race / Religion:** There is no restriction on any person when applying for accreditation due to their race, religion or country of origin. Applicants from pre identified countries will however be subject to 'enhanced' vetting procedures.

All persons wishing to attend conference will be subjected to accreditation standards set by the Police in conjunction with Greater Manchester Police. It is the responsibility of the Party to ensure that those wishing to apply are supported to enable them to do so, for example access to IT systems and relevant support during the application process; for example the elderly or visually impaired.

Search and Access management at both the ICC and the Hyatt Hotel are the responsibility of the Private Security companies employed by either the Liberal Democrat Party or the venue. These will operate alongside the Policing Operation but are entirely enforced at their direction.

Legitimate protest will be facilitated by the Police throughout the conference. The main protest march taking place on a Sunday will have increased impact on Christians and other religious groups wishing to attend worship services, however early communication has been made with organisations in the locality in order to reduce this impact. It is the responsibility of the event organiser to ensure that all persons wishing to take part in a march or demonstration can do so in a safe and non discriminatory way.

**3. Does this policy/Order require a full impact assessment? – Delete as appropriate**

**NO – See evidence above** Signed \_\_\_\_\_ Date \_\_\_\_\_  
(Submit this form in electronic format to the Diversity unit for publication)

or

**YES – See concerns raised above** Signed \_\_\_\_\_ Date \_\_\_\_\_  
(Complete form EQIA ii and attach this initial screening – submit both in electronic format to the Diversity unit for publication) email [dccu@west-midlands.pnn.police.uk](mailto:dccu@west-midlands.pnn.police.uk)

Not protectively marked/Restricted/Confidential (delete as appropriate)

This pro-forma is designed to help you complete the Screening Assessment with regards to your policy/ procedure/ activity.

<b>Diverse groups can be listed as Age, Disability, Faith, Gender, Race, and Sexual Orientation. People identifying as Transsexual are covered by gender legislation.</b>	<b>Impact on staff? (Internal)</b>	<b>Impact on the public? (External)</b>
Could this activity potentially discriminate against any diverse group?	No	No
Could this activity prevent us promoting equality for any diverse group?	No	No
Could this activity potentially create harassment against any diverse group?	No	No
Could this activity potentially discourage the participation of any diverse groups?	No	Yes
Could this activity promote negative attitudes towards any diverse groups?	No	No
Could this activity help to prevent equality of opportunity between diverse groups?	No	No
Is there evidence / belief that some groups could be differently affected?	No	No
Is there any public concern that the function or policy is being carried out in a discriminatory way?	No	Yes
<b>Please add up your ‘yes’ answers.</b> <b>A score of 1-3 = low-impact policy.</b> <b>A score of 4 or 5 = medium impact policy.</b> <b>A score over 5 = high impact policy.</b> <b>For medium and high impact policies, you must carry out a full impact assessment as you develop your policy.</b>	0	2