

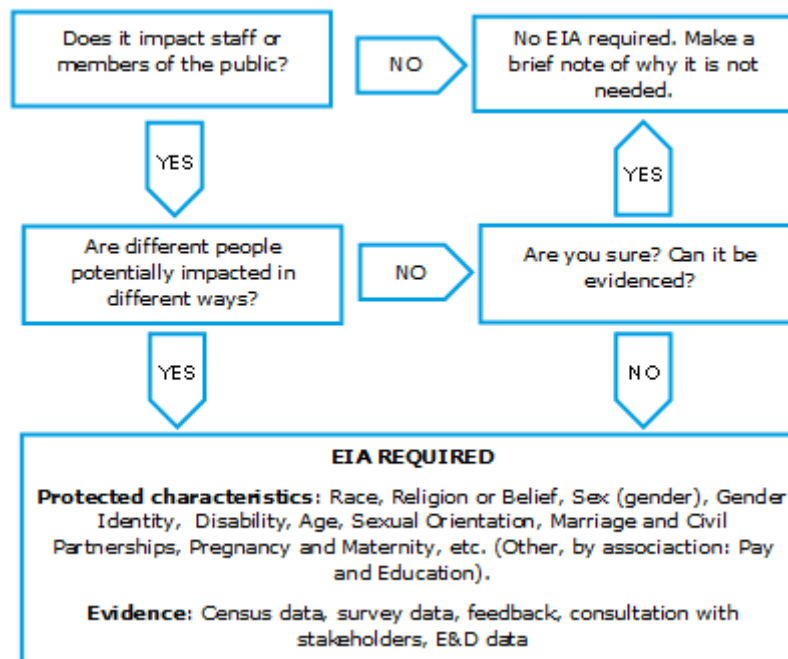


Mae'r ddogfen hon ar gael yn Gymraeg yn ogystal â Saesneg.

This document is available in Welsh as well as English.

### Equality Impact Assessment Template (EIA)

Please consider the below flowchart before starting your assessment. All public bodies must pay 'due regard' to the Protected Characteristics detailed within the Equality Act 2010.



Name of the policy, procedure or business area:	Office of the Police and Crime Commissioner Decision Making Policy
Name of the person carrying out the Equality Impact Assessment:	Sarah Francis
Role of the person carrying out the Equality Impact Assessment:	Policy Advisor OPCC

#### 1. Purpose

2.1 What are the aims of the policy, procedure or activity and how do they fit in with the wider aims of the organisation?	This policy sets out the process for decision making by the Police and Crime Commissioner for Dyfed-Powys. It outlines the approach and principles for decision making together with providing information on how decisions will be recorded and published.
2.2 What are the motivators or driving forces in the development of this policy, procedure or activity?	The Commissioner has a statutory framework for decision making due to decisions taken by the Commissioner primarily arising from discharging statutory responsibilities.

## 2. Assessment

To assess the impact that the policy, procedure or activity has or is likely to have on a person, it is important to look at all the data and information available to you. It may be necessary to obtain further information through consultation, which should also be included.

You are looking for bias that can occur when there are significant differences between groups of people in the way the policy, procedure or activity impacts them, in respect of Protected Characteristics (age, sex, disability, sexual orientation, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief).

In carrying out this assessment, it is suggested that you consider:

- **Data in relation to the personal diversity data** which is relevant to the policy. E.g., if the policy relates to service delivery, then you may need to look at CENSUS data, and any personal diversity data we hold in relation to people accessing those services.
- **Grievance data** – it may identify issues which may need addressing through the equality impact assessment e.g., complaints relating to accessibility for wheelchair users in custody, will need to be addressed through the equality impact assessment when reviewing the custody procedure document.
- **Any research available in relation to inequality surrounding the policy matter** – this may include HMIC reports, Equality and Human Right Commission reports etc. E.g., there are several reports which highlight inequality around stop and search, and the diversity of police officers which could be taken into consideration in drafting relevant equality impact assessments.
- **Consultation with diverse groups including our diversity champions, IAG members and staff support networks** - this would provide external challenge to the equality impact assessment and ensure that the opinions of our diverse communities are considered.
- **Any survey data which exists relating to this matter.**
- **Any other individuals/groups that you think could assist you** – with a direct link to the matter.

A selection of data which may be useful to you can be found on the [Equality and Diversity intranet page](#). Should you require advice as to what information/data you need to consider in completing this EIA then please do not hesitate to contact the Equality and Diversity Manager via Teams.

Please list any data/consultation/research you have considered in undertaking this assessment:

### The Strategic Framework

- The Police Reform and Social Responsibility Act 2011 which sets out the functions of Commissioners as a corporation sole and provides the legal framework for decision making;
- The Policing Protocol Order 2023 sets out the framework within which the Commissioner and Chief Constable should work. It requires all parties to abide by the Nolan Principles of Public Life;
- The Financial Management Code of Practice for the police service provides clarity around the financial governance arrangements and specifies the need to embed the principles of good governance into the way the OPCC operates;

- The Police and Crime Commissioner Elections (Declaration of Acceptance of Office) Order 2012 requires the Commissioner to swear an oath of impartiality. It commits the Commissioner to serve local people without fear or favour and to set out publicly their commitment to tackling their role with integrity, impartiality and fairness;
- The Elected Local Policing Bodies (Specified Information) Order 2011 and the Elected Local Policing Bodies (Specified Information Amendment) Orders 2012, 2013 and 2021 specify the information that must be published by the Commissioner and includes specific reference to decisions. It sets out the timescales and requirements for recording and publication of decisions and related policies; and
- The statutory framework of the Information Orders, the Freedom of Information Act 2000 and the Data Protection Act 2018 set the minimum standards for publication.

#### The Association of Police and Crime Commissioners (APCC)

PCCs are expected to adhere to the Seven Principles of Public Life, as determined and published by the Nolan Committee. These include selflessness, integrity, objectivity, accountability, openness, honesty, and leadership. Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

#### The Equality Act 2010 and PSED – Public Sector Equality Duty

The Equality Act 2010 protects people from discrimination because of a protected characteristic. The Public Sector Equality Duty was later introduced as a statutory duty on listed public authorities and other bodies carrying out public functions. It ensures that those organisations consider how their functions will affect people with different protected characteristics.

#### The Socio-Economic Duty

The overall aim of the duty is to deliver better outcomes for those who experience socio-economic disadvantage.

#### **Detail the result of your assessment in the below table:**

You need to note any findings here. Has your research identified any negative or disproportionate impact on certain groups? Have we received complaints from certain groups of people in relation to the policy, procedure or activity? Have the IAG members raised any concerns? Detail any such findings in the below table.

#### **Could the policy, procedure or activity have a negative disproportionate impact on people who share this protected characteristic?**

2.1 <b>Age</b> (children, young people (17-25), older people or groups, e.g., over 55's)	No  Age does not affect inclusion.
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	<p>The Commissioner will make use of their professional advisors (OPCC staff, legal advisors etc.) in decision making. They will take into consideration the impact of any decision on those who live and work in the Dyfed-Powys area and will give consideration to equality under the Equality Act 2010, (including the Welsh language) and human rights issues as appropriate.</p>
<p><b>2.2 Disability</b> (seen or unseen physical, cognitive, hearing/visual impairment, mental health issues or learning difficulties)</p>	<p>No</p> <p>Disability does not affect inclusion.</p> <p>The Commissioner will make use of their professional advisors (OPCC staff, legal advisors etc.) in decision making. They will take into consideration the impact of any decision on those who live and work in the Dyfed-Powys area and will give consideration to equality under the Equality Act 2010, (including the Welsh language) and human rights issues as appropriate.</p> <p>With regards to the publication of the Policy, the OPCC will seek to provide, upon request, additional accessible versions specifically for individuals who require alternatively accessible formats (an Easy Read version), as well as visual and hearing impairment (Braille version and a BSL version of the Easy Read).</p>
<p><b>2.3 Gender Reassignment</b> (Individuals, both staff and public, who are transitioning or have transitioned from their biological sex at birth, non- binary, or gender fluid)</p>	<p>No</p> <p>Gender Reassignment does not affect inclusion.</p> <p>The Commissioner will make use of their professional advisors (OPCC staff, legal advisors etc.) in decision making. They will take into consideration the impact of any decision on those who live and work in the Dyfed-Powys area and will give consideration to equality under the Equality Act 2010, (including the Welsh language) and human rights issues as appropriate.</p>
<p><b>2.4 Marriage and Civil Partnership</b> (employment discrimination)</p>	<p>No</p> <p>Marital status does not affect inclusion.</p> <p>The Commissioner will make use of their professional advisors (OPCC staff, legal advisors etc.) in decision making. They will take into consideration the impact of any decision on those who live and work in the Dyfed-Powys area and will</p>

	<p>give consideration to equality under the Equality Act 2010, (including the Welsh language) and human rights issues as appropriate.</p>
<p><b>2.5 Pregnancy and Maternity</b> (pregnancy period and the time absent from work before and after the birth, including adoption, fostering and baby-loss)</p>	<p>No</p> <p>Pregnancy and Maternity status does not affect inclusion.</p> <p>The Commissioner will make use of their professional advisors (OPCC staff, legal advisors etc.) in decision making. They will take into consideration the impact of any decision on those who live and work in the Dyfed-Powys area and will give consideration to equality under the Equality Act 2010, (including the Welsh language) and human rights issues as appropriate.</p>
<p><b>2.6 Race</b> (people defined by their colour, nationality, including citizenship, ethnic or national origins)</p>	<p>No</p> <p>Race does not affect inclusion.</p> <p>The Commissioner will make use of their professional advisors (OPCC staff, legal advisors etc.) in decision making. They will take into consideration the impact of any decision on those who live and work in the Dyfed-Powys area and will give consideration to equality under the Equality Act 2010, (including the Welsh language) and human rights issues as appropriate.</p> <p>The Decision Making Policy will be made available in alternative 'community languages' upon request, to ensure that it is inclusive and accessible to all.</p>
<p><b>2.7 Religion or belief</b> (any religion, including no religion, any belief – includes religious and philosophical beliefs, no beliefs)</p>	<p>No</p> <p>Religion or belief does not affect inclusion.</p> <p>The Commissioner will make use of their professional advisors (OPCC staff, legal advisors etc.) in decision making. They will take into consideration the impact of any decision on those who live and work in the Dyfed-Powys area and will give consideration to equality under the Equality Act 2010, (including the Welsh language) and human rights issues as appropriate.</p>
<p><b>2.8 Sex</b> (Consider Male, Female, Intersex – biological sex assigned at birth)</p>	<p>No</p> <p>Sex does not affect inclusion.</p>

	<p>The Commissioner will make use of their professional advisors (OPCC staff, legal advisors etc.) in decision making. They will take into consideration the impact of any decision on those who live and work in the Dyfed-Powys area and will give consideration to equality under the Equality Act 2010, (including the Welsh language) and human rights issues as appropriate.</p>
<p><b>2.9 Sexual Orientation</b> (a person's sexual or romantic attraction to other people, or lack thereof)</p>	<p>No</p> <p>Sexual Orientation does not affect inclusion.</p> <p>The Commissioner will make use of their professional advisors (OPCC staff, legal advisors etc.) in decision making. They will take into consideration the impact of any decision on those who live and work in the Dyfed-Powys area and will give consideration to equality under the Equality Act 2010, (including the Welsh language) and human rights issues as appropriate.</p>

The Socio-Economic Duty states that: "An authority to which this section applies must, when making decisions of a strategic nature about how to exercise its functions, have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage."

<p><b>2.10 Pay</b> (lower/higher pay within communities, employment status, being on benefits, unable to work)</p>	<p>No</p> <p>Pay does not affect inclusion.</p> <p>The Commissioner will make use of their professional advisors (OPCC staff, legal advisors etc.) in decision making. They will take into consideration the impact of any decision on those who live and work in the Dyfed-Powys area and will give consideration to equality under the Equality Act 2010, (including the Welsh language) and human rights issues as appropriate.</p>
<p><b>2.11 Education</b> (no education, low educational achievement, high educational achievement)</p>	<p>No</p> <p>Education does not affect inclusion.</p> <p>The Commissioner will make use of their professional advisors (OPCC staff, legal advisors etc.) in decision making. They will take into consideration the impact of any decision on those who live and work in the Dyfed-Powys area and will give consideration to equality</p>



	under the Equality Act 2010, (including the Welsh language) and human rights issues as appropriate.
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In accordance with the Welsh Language Standards, the following considerations also need to be made in relation to the Welsh Language:

2.12 Evidence your considerations on how the policy decision would have positive effect: increased positive effects, on — (a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language.	<p>The profile of the Welsh speaking population across Dyfed-Powys has been considered in setting out the Policy.</p> <p>The OPCC gives due regard to the requirements of the Welsh Language (Wales) Measure 2011 in ensuring the Welsh language is not treated less favourably than the English language.</p> <p>To ensure compliance with the Welsh Language Standards, the author of the decision log will ensure that the document is published and promoted simultaneously in English and Welsh. The Decision Making Policy will also be published and promoted simultaneously in English and Welsh.</p>
2.13 Evidence your considerations on how the policy decision would <b>NOT</b> have adverse effects, or how it would have decreased adverse effects, on — (a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language.	As above


### 3. Action plan to reduce identified impact

Where a negative or disproportionate impact has been identified, then we need to be taking steps to reduce or eliminate this impact through making relevant changes to the policy, procedure or activity.

Where it is considered that the policy, procedure or activity causing the impact is justifiable, then the reasons for this conclusion must be explained clearly.

Identified impact:	No identified impact
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<b>Action proposed:</b>  N.B. Where it is considered that the impact is justified, then the reasons for this should be set out clearly.	No identified Action
<b>Completion date:</b>	09/06/2025
<b>Review date:</b>	
<b>EIA approved by:</b>	
<b>Date of Approval:</b>	16/06/2025

\*\*copy and paste the above table as many times as necessary, depending on the number of 'impacts' identified)

**Please submit your completed EIA with your draft policy to the Policy Officer for review. Policies are subject to final approval via the force Governance structure for your business area prior to publication.**