

## Equality and Human Rights Impact Assessment (EQHRIA) Summary of Results

<b>Policy / Practice</b>	Suspension from Duty Standard Operating Procedure
<b>Owning Department</b>	Professional Standards Department
<b>Date EQHRIA Completed</b>	21 July 2017

<b>Purpose of Policy / Practice</b>	<p>These procedures apply to all Police Officers up to and including the rank of Chief Superintendent.</p> <p>The purpose of this policy is to provide guidance to supervisors and managers of officers suspended from duty and to remind them of such officers' entitlements, conditions and responsibilities whilst so suspended. The contents also provide information, which may be of use to suspended officers, colleagues and liaison officers appointed to maintain contact with suspended officers.</p> <p>The policy is intended to provide a step-by-step process for officers to follow in regards to suspension; to support Liaison Officers and Suspended Officers, signposting through the process; &amp; outline the roles and responsibilities within the suspension process.</p>
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### **A. Summary of Analysis / Decisions - What the assessment found and actions already taken.**

**Equality Impact Assessment:**

Analysis of the relevant material revealed there to be no impact on any protected groups. Any future impact will be identified and assessed as part of established procedure.

**Human Rights Impact Assessment:**

Analysis of the relevant material within the SOP found that the SOP would protect articles 2, 6, 8 & 11 of the Human Rights Act 1998. It was also revealed that there would be some minor infringements to articles 8 and 11. Those potential infringements however are mitigated by local legislation.

### **B. Summary of Mitigation Actions - What else we plan to do and how we are going to check that it has been done.**

**NOT PROTECTIVELY MARKED**

Owning Department will monitor changes in legislation/circumstances which may affect the SOP and assess how these changes may impact on the protected groups.

In addition they will be responsible for the cyclical review of both SOP and EqHRIA.