

Equality and Human Rights Impact Assessment (EqHRIA)

Summary of Results

Policy / Practice	Death in Service
Owning Department	People and Development
Date EqHRIA Completed	12/06/2018

Purpose of Policy / Practice	The purpose of this SOP is to explain the procedure when a serving officer or staff member dies, as well as signpost to practical and emotional support for those affected. Special Constables are also covered by this procedure, with the exception of information relating to pension and benefits.
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A. Summary of Analysis / Decisions - What the assessment found and actions already taken.

Equality and Diversity

Race: There is potential for adverse impact on grounds of race, if managers fail to take cognisance of different cultural customs in their attempt to make contact after the death.

Religion: There is potential for adverse impact on grounds of religion or belief, if managers fail to take cognisance of religious observances in their attempt to make contact after the death.

Human Rights

Article 8 Right to Respect for Private and Family Life: There may be potential for this SOP to infringe on the right to respect for private and family life, as managers have to meet with the next of kin to discuss arrangements after the death.

Article 14 Prohibition of Discrimination: It is intended that the provisions laid out in this document should prohibit discrimination and ensure fair and equal treatment of all individuals who are involved in the process.

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

Equality and Diversity

Race: The SOP specifically states that managers should be respectful of different cultural methods of marking and dealing with death. Equality and Diversity training is also provided to all officers and staff, ensuring an awareness of and respect for individuals of different races and any related customs amongst staff and officers.

Overall, it is therefore not anticipated that this SOP is likely to have an adverse impact specifically on individuals relative to this protected characteristic.

Religion: The SOP specifically states that managers should be respectful of such religious observances. Equality and Diversity training is also provided to all officers and staff, ensuring an awareness of and respect for different religions and their customs amongst staff and officers.

Overall, it is therefore not anticipated that this SOP is likely to have an adverse impact specifically on individuals relative to this protected characteristic.

Human Rights

Article 8 Right to Respect for Private and Family Life: It is necessary for managers to meet with the next of kin as soon as practicable after the death, in order to discuss some of the associated practicalities, such as pension payments and funerals, as well as to provide some emotional support.

The SOP states that managers should meet with the next of kin at a time and place of their choosing. It specifically asks managers to be sensitive to any cultural or religious arrangements that may be in place. This guidance should ensure that managers demonstrate a respect for family and private life, even when required to liaise with the family at a difficult time.

It is intended that the provision of the guidance will allow managers to conduct their interaction with bereaved parties in a manner which is respectful/appropriate and which effectively protects Article 8.

Article 14 Prohibition of Discrimination: It is intended that the provisions laid out in this document should prohibit discrimination and ensure fair and equal treatment of all individuals who are involved in the process.