

Equality and Human Rights Impact Assessment (EqHRIA) Summary of Results

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| Policy / Practice | Management and Development of Probationary Sergeants V2.00 |
| Owning Department | People & Development |
| Date EqHRIA Completed | 02/05/2019 |
| Purpose of Policy / Practice | The purpose of this procedure is to set out the areas of training and development that newly appointed sergeants must complete during their probation and how that probation will be managed. |

A. Summary of Analysis / Decisions - What the assessment found and actions already taken.

This process is concerned with the management of officers who have been successfully promoted to the rank of sergeant and in probation.

The equality profile of officers in probation is a by-product of the promotion process and any analysis of equality impact here is limited to the controllable factors within the Probationary Sergeant procedure.

The assessment found:

- Since the completion of the last EqHRIA in May 2017, unconscious Bias has been addressed through Empower Hour Training sessions throughout the force.
- Synergies have been optimised between related procedures, specifically Disability in Employment, Flexible Working and Transitioning at Work to improve the management of individuals within certain protected characteristics.
- A number of interdependencies may still be barriers to officers applying for promotion opportunities e.g. the completion of a mandatory leadership programme. The criteria around mandatory requirement should be assessed and objectively justified where appropriate to ensure that potential applicants are not self-eliminating based on these.
- The development of robust and ongoing evaluation processes have improved through the use of inbuilt functionality within the Human Resource Management System.

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

Unconscious bias.

The potential for negative impacts as the result of managers being influenced by 'unconscious bias remains, despite the efforts to mainstream. Work continues to promote flexibility and adjustments to process that advance representation of all protected and under-represented groups.

A review of mandatory course completion that heavily relates to operational ability is underway.

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