

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

Policy / Practice	Stress Management V3.00
Owning Department	People and Development
Date EqHRIA Completed	15/07/19
Purpose of Policy / Practice	This procedure outlines advice and support to all staff and managers to assist in the identification of stress related symptoms, and provide appropriate action to support individuals believed to be experiencing stress.

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

This procedure is entirely supportive in nature, and while it may have a disproportionately high impact on individuals with certain protected characteristics, this impact will always be positive. The groups identified where a disproportionately high positive impact may be expected are:

- Special Constables in the 16-24 age bracket (as stress may impact more on younger individuals, and we have a disproportionately high percentage of Special Constables in this age bracket)
- Pregnant individuals, or those on maternity leave (as they are at an increased risk of experiencing stress)
- Individuals of different races (as, if they are subject to racially-motivated bullying/victimisation/harassment, they will be at increased risk of experiencing stress)
- Male officers/members of staff (as men are less likely to seek help or support when experiencing mental health issues or symptoms of stress)

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

No mitigation actions are required, as no negative impact was identified for individuals with any protected characteristic.

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