

**Equality and Human Rights Impact Assessment (EqHRIA)**

**Summary of Results**

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| **Policy / Practice** | Management and Development of Probationary Sergeants Procedure V3.0 |
| **Owning Department** | **People & Development** |
| **Date EqHRIA Completed** | 30/11/2022 |
| **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. |

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| 1. **Summary of Analysis / Decisions** -What the assessment found and actions already taken.
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| This procedure applies to:-* Police Officers who are qualified through the Police Promotion Examinations or the Diploma in Police Service Leadership and Management have who have been successful at the National Promotions Assessment Centre: and
* Police Officers who have been successful at the National Promotions Assessment Centre and are undertaking the Police Leadership Development Program (PLDP) during their probationary period in the rank of Temporary Sergeant.

V3.0 introduces a change to the assessment of Probationary Sergeant’s performance which is now measured against the Competency and Values Framework through the MyCareer appraisal system (performance was previously tested against the behavioural competencies of the National Occupational Standards). The assessment found that the procedure provides fair and consistent access to training & development for probationary Sergeants including those with protected characteristics, evidenced by the provisions for extensions and the number of successful confirmations in rank.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. |

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| 1. **Summary of Mitigation** **Actions** - What else we plan to do and how we are going to check that it has been done.
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| Unconscious BiasThe potential for negative impacts as the result of managers being influenced by ‘unconscious bias’ is recorded throughout this document. In mitigation of this, the topic of unconscious bias is now covered in the training provided to line managers undertaking the selection process at the National Promotions Assessment Centres (NPACs). This topic is available as an e-briefing on the dedicated Intranet pages for Probationary Sergeants and training continues to be embedded through delivery of Empower Hour training sessions across the organisation.Disability / Reasonable AdjustmentThis document highlights the need to recognise that some individuals have additional needs which should be taken into account in order to be able to access this process in a fair and equitable manner.The status of all officers undertaking the Probationary / Temporary Sergeant (including PLDP) process will be considered on a case by case basis. Bespoke arrangements will be considered where applicable and reasonable adjustments implemented in order to assist officers in completion of the process.Pregnancy / maternityThe issue of possibly not completing the Probationary / Temporary Sergeant posting within 12 months when an individual is on maternity, adoption or shared parental leave has been noted by management. The status of all officers undertaking the Probationary / Temporary Sergeant (including PLDP) process will be considered on a case by case basis. Bespoke arrangements, including the utilisation of flexible working plans, will be considered and implemented wherever possible. |

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| **Management Log – Policy Support Dept. Use Only** |
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