

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

**Summary of Results**

### Policy/Practice Name:

Post Incident Procedures National Guidance

### Owning Department:

National Support, Partnerships and Preventions Unit – Professional Standards Department

### Date EqHRIA Completed:

13/09/2022

### Purpose of Policy/Practice:

The purpose of this policy is to outline what Post Incident Procedures are and when they should be applied, detail key roles and provide links to additional and more in-depth information.

The purpose of this practice is to balance the needs of the enquiry with the welfare needs of police officers and staff.

### Summary of Analysis / Decisions:

**What the assessment found, and actions already taken.**

The assessment found that the likely impact on protected characteristics when considering Post Incident Procedures (PIP) is low. The Key Police Witnesses (KPWs) during any PIP will be police officers and staff. The guidance has no direct effect on any members of the public. Welfare needs will be considered on an individual basis.

It was found that there was a low impact for disability. Some police officers or staff may be dyslexic and / or, living with a disability or neuro diverse condition. Reasonable adjustments will be made and a range of wellbeing provisions made available.

For Pregnancy and Maternity there was found to be a low impact as some KPWs may be pregnant. Measures would be put in place as necessary to ensure the welfare of the KPW.

A low impact was found for race as the race of the KPW may compromise their anonymity. Bespoke measures would be put in place when required.

There may be KPWs who are part of the Religion or Belief protected characteristic group. The impact for this protected group was found to be low. Spiritual support such as a spiritual guide/prayer reading may be considered by the Post Incident Manager (PIM).

Police officers and staff will be included in the protected characteristic group for Sex. There was found to be a low impact for Sex. The Sex of a KPW could compromise their identity. Appropriate measures would be put in place where necessary. A KPW will be able to request a PIM of a particular sex.

There was no impact for the protected characteristics of Age, Gender Reassignment, Marriage and Civil Partnership and Sexual Orientation.

It was found that Post Incident Procedures protect Human Rights Act 1998 Articles 2, 3, 5,6,7,8 and 14 as well as Protocol 1, Article 1. Post Incident Procedures were found not to be applicable in relation to Article 4, 9, 10 and 11.

### Summary of Mitigation Actions:

**What the assessment found, and actions already taken.**

The role of the PIM is to consider what additional measures and actions are necessary to mitigate against the impact of the KPW protected characteristics. This will always be done in consultation with the KPW.

The Post Incident Procedures Guidance will be reviewed biennially. Post Incident Managers will undergo annual refresher training.