

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

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| Policy / Practice | Allowances and Expenses, Police Officers, V11.0 |
| Owning Department | People and Development, Reward and Policy |
| Date EqHRIA Completed | 11/11/2019 |
| Purpose of Policy / Practice | The purpose of the Allowances and Expenses, (Police Officers) procedure is to provide an overview of the allowances and expenses available to police officers. The intended outcome of the procedure is that officers and managers have a clear understanding of the allowances and expenses offered, how they can be claimed and the current rates that may be claimed. |

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

A review of this procedure has been undertaken as part of the policy simplification project. The review will ensure that the contents remain up to date, and take account of any changes in legislation, Police Negotiating Board (PNB) updates and organisational practices. This will ensure that the procedure meets all legislative requirements and provide the best possible access to clear and succinct information regarding allowances and expenses for Police Officers.

The EqHRIA identified that there was an overall low or no impact for most of the protected characteristics groups.

Consultation within the organisation and with diversity staff associations is undertaken at each review.

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

Ongoing consultation with statutory and diversity staff associations and monitoring of employee relations cases will help to ensure that any unintended and unforeseen impacts are identified and mitigated against.

Management Log – Policy Support Dept. Use Only

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