

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

<b>Policy / Practice</b>	<b>Diploma in Police Service Leadership and Management (DPSLM) V6.0</b>
<b>Owning Department</b>	People and Development (Leadership, Training and Development)
<b>Date EqHRIA Completed</b>	29/07/2020
<b>Purpose of Policy / Practice</b>	The procedure sets out the process for the selection and appointment of police officers onto the Diploma in Police Service Leadership and Management (DPSLM). It has been updated to incorporate the new application process which assesses evidence against the qualities outlined in the Competency Values Framework (CVF).

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

It is recognised that there is the potential for unconscious bias which may lead managers to make unintentional/uninformed assumptions in relation to the capability, aspirations or performance of an individual - specific guidance in relation to this will be provided to the local assessor panels.

Officers on maternity/adoption/shared parental leave are less likely to have time to complete the application based on the CVF. As per the Attendance Management SOP, any individuals on leave or long-term absence should be made aware of the opening of the process by their line managers and supported in completing the form from home. If a police officer commences the DPSLM and subsequently goes on maternity/adoption/shared parental leave, they will be supported by the course tutors to meet any requirements.

A statement on the application form highlights that any student who needs additional support under the Equality Act should make contact with LTD at the time of application. This will allow the DPSLM tutors and Equality & Diversity team to support candidates. If an officer discloses a neurodiverse condition specific guidance is available in the Disability in Employment Procedure.

### **B. 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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**OFFICIAL**

As the DPSSLM is accessed via the Moodle (online) platform, this can be accessed via any tablet/PC providing access for home working, if an individual is off due to maternity/adoption/shared parental leave.

The only reported risks so far have been dyslexia issues using the online platform. Software to assist and support these issues was supplied with positive impact.

Any reasonable adjustments which are required to assist individuals undertaking the DPSSLM will continue to be supported by course tutors.

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

<b>Review Date</b>		<b>Review Date</b>	
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