

# Equality Impact Assessment Form

## Part 1 – Initial Screening

1. Officer(s) & Unit responsible for completing the assessment:

Kerry McClelland – ICV Scheme Manager - EPU

2. Name of the policy, strategy or project:

ICV Health and Safety Guidance

3. What is the main purpose or aims of the policy, strategy or project?

To provide clear guidance to Independent Custody Visitors on Health and Safety considerations in relation to undertaking custody visits.

To reinforce and add to health and safety guidance provided in the Initial training.

To ensure as far as possible that all applicants have a good understanding of potential risks which could be encountered during a custody visit and appropriate precautionary measures which can be taken to mitigate those risks.

4. Who will be the beneficiaries of the policy/strategy/project?

Independent Custody Visitors, Detainees, MPA and MPS staff, and the community will all benefit from this policy.

5. Has the policy/strategy/project been explained to those it might affect directly or indirectly?

The guidance has been developed to support the training already given to ICVs at Initial Training on H&S issues. ICVs have often requested further guidance and this document has been produced to meet these requests.

6. Have you consulted on this policy?

The policy has been developed in close consultation with the Custody Directorate and the Met lead for Health and Safety. It elaborates on guidance already provided to ICVs during Initial training and on the section on Health and Safety in the ICV Handbook. Some input from ICVs has been taken in to account when producing the guidance.

7. Please complete the following table and give reasons/comments for where:
- (a) The policy/strategy/project could have a positive impact on any of the equality target groups or contributes to promoting equality, equal opportunities and improving relations within equality target groups.
- (b) The policy/strategy/project could have a negative impact on any of the equality target groups, i.e. disadvantage them in any way. If the impact is high, a full EIA should be completed.

Equality Target Group	(a) Positive Impact		(b) Negative Impact		Reason/Comment
	High	Low	High	Low	
Men	X				The impact on this group will be positive. The guidance is designed to ensure that the MPA's meets its duty of care towards all ICVs by providing them with clear guidance. All of the equality target groups will benefit from this approach.
Women				X	Pregnant women may be impacted upon as the guidance suggests that they should not enter custody suites while pregnant. This could be perceived as a positive or a negative impact. Positive because the welfare of the pregnant woman and unborn child are being considered and safeguarded or negative because pregnant women are discouraged from undertaking their ICV role whilst pregnant. It should be noted however that this is 'guidance' not instruction and the final decision is left with the individual
Asian or Asian British people	X				The impact on this group will be positive. The guidance is designed to ensure that the MPA's meets its duty of care towards all ICVs by providing them with clear guidance.
Black or Black British people	X				As above
White people (including Irish people)	X				As above
Chinese people	X				As above
Other racial/ethnic group (please specify)	X				As above
Mixed Race	X				As above
Disabled people				X	The policy does not seek to discriminate on the grounds of health status, which will ensure that people with pre-existing medical conditions, some of which may be considered to constitute a disability, are not disadvantaged
Gay, Lesbian and Bisexual people	X				The impact on this group will be positive. The guidance is designed to ensure that the MPA's meets its duty of care towards all ICVs by providing them with clear guidance.

Equality Target Group	(a) Positive Impact	(b) Negative Impact	Reason/Comment
Transgender people	X		As above
Older people (50+)		X	The upper age limit for insurance purposes is 85, so those aged 86 and over cannot participate in the scheme. Additionally the insurance company has placed a cap on insurance for those aged 82-85, reducing the amount that they are insured for. Though not directly a result of this guidance, both of these factors can be seen as having a negative impact on older people.
Younger people (17-25) and children	X		The impact on this group will be positive. The guidance is designed to ensure that the MPA's meets its duty of care towards all ICVs by providing them with clear guidance. However it should be noted that young people under the age of 18 are not eligible to become ICVs.
Faith groups (please specify)	X		The impact on this group will be positive. The guidance is designed to ensure that the MPA's meets its duty of care towards all ICVs by providing them with clear guidance.

8. Please give a brief description of how this policy benefits the equality target groups identified in the above table, i.e. promotes equality?

It is important the ICV Scheme does not seek to exclude people from volunteering and makes appropriate adjustments where possible to facilitate involvement from sections of the community that may feel disadvantaged. It is important that the MPA sends a clear message to all our ICVs about our values and our position in relation to enabling participation.

Some ICVs have sought to have people with pre-existing medical conditions excluded from the scheme or forced to inform their panel of their condition. This guidance is important in that as well as providing advice to ICVs, it also clearly sets out that the MPA takes it's duty of care towards ICVs seriously and that we will not permit discrimination on the grounds of health or disability.

9. If there is a negative impact on any equality target group, is the impact intended or legal?

Please see above

***If the negative impact is not intended, discriminatory and/or high in impact, complete part 1 and move on to the full assessment.***

10. What actions could be taken to amend the policy/strategy/project to minimise the low negative impact?

In terms of pregnant women, the policy already stresses that it is their choice to visit or not whilst pregnant, which minimises the negative impact.

11. If there is no evidence that the policy/strategy/project promotes equality, equal opportunities or improves relations within equality target groups, what amendments could be made to achieve this?

N/A

12. How will the policy, strategy or project be implemented including any necessary training?

The guidance will be sent to all ICVs and will be provided to new ICVs as an additional Appendix in the ICV Handbook. It augments - and will be complimented by – the Initial training.

ICV Co-ordinators will be on hand to answer any questions and to support ICVs in understanding and adhering to the guidance

Full Assessment necessary:  Yes  
 No

Date completed: 19/06/08

Signed by Line Manager: K. McClelland

Signed by Race & Diversity Unit: D. Lewins

Approved by SMT: C. Crawford

Please return a hard copy and electronic copy to the Race & Diversity Unit once completed. The original signed hard copy & an electronic copy should be kept within your unit for audit purposes.