



Equality Impact Assessment

Job Related Fitness Testing Policy

Document Version:	2
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What is an Equality Impact Assessment?

An Equality Impact Assessment (EIA) is an evidence-based assessment of how an organisational policy, plan or practice will positively support the Constabulary's/Constabularies' general equality duties, as well as identify any potential negative disproportionate impact on people or groups of people, specifically those identified as having a protected characteristic as identified in the Equality Act 2010. It will also outline any steps required to mitigate any negative impact as well as identify ways to promote equality of opportunity.

There are nine protected characteristics, which are:

- Age,
- Disability,
- Gender Reassignment,
- Marriage and Civil Partnership,
- Pregnancy and Maternity,
- Race,
- Religion or Belief,
- Sex, and
- Sexual Orientation.

Two additional areas for consideration have also been included in this assessment:

- Family Status (e.g. dependants or caring responsibilities), and
- Economic Status.

Completing the EIA

Stage one of the EIA (Initial Screening) must be completed before a policy, plan or practice is developed or reviewed. This will then determine whether it is necessary to continue onto stage two; the Full EIA. Where a Full EIA is required, this is an ongoing process and needs to be completed alongside the policy, plan or practice development/review and must not be completed retrospectively.

Completion of the EIA should be carried out in conjunction with the joint Equality Impact Assessments policy.

Further advice on the completion of the Equality Impact Assessment can be obtained from either of the Constabularies' Diversity Units.

Please Note: For ease of reference, within this template the term 'policy, plan or practice' is used, but must be taken to mean any organisational functions, activities or decisions that may affect external communities or internal personnel.

Stage One – Equality Impact Assessment Initial Screening

The EIA Initial Screening must be completed prior to a policy, plan or practice being developed/reviewed.

1 Summarise the main aim(s) or purpose(s) of the policy, plan or practice, including any benefits or outcomes:

To provide guidance and information on the fitness testing of serving officers.
Benefits:

- Guidance on internal processes and clarification of responsibilities before, during and after the fitness testing procedure.

Outcomes:

- Clear guidance for management, officers and HR/L&D/Occ Health to follow
- Responsibilities clearly laid out within policy

2 What factors, if any, could contribute or detract from the outcomes?

The desired outcomes could be affected negatively by anyone involved in the fitness testing process who fails to consistently implement the actions and procedures required by the policy.

3 Identify individuals and organisations (internally and externally) that are likely to have an interest in, or be affected by the policy, plan or practice:

Internal
Police officers, HR Department, L&D department, Workplace Health, Chief Officers, Police Federation, Superintendents Association, Staff Network Groups, PCC's
External
Members of the public: an effective fitness testing regime will enhance public perception of the Forces and its officers, and assist in attracting good quality applicants from the wider labour market. Improved fitness levels amongst officers will have a positive impact on officers and subsequently on the service provided to customers (who may also be potential recruits).
Other forces: a fair and effective fitness testing regime sets a standard of best practice with other forces, improving reputation and promoting itself as a desirable potential employer.

4 Is there any evidence that the policy, plan or practice could have a differential and/or adverse impact on any of the following groups?

Protected Characteristic	Evidence/Reason
Age Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Disability Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Disabled officers may be unable to meet the physical demands of the fitness test

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Gender Reassignment	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Officers/staff undertaking gender reassignment will be subject to risk assessment as outlined in the Transgender Staff and Officers policy
Marriage & Civil Partnership	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Pregnancy & Maternity	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Women returning from maternity leave will be subject to risk assessment as outlined in the Maternity, Adoption and Support Leave policy
Race	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Religion or Belief	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Sex	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Sexual Orientation	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Family Status*	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Economic Status	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	

*For example, dependants or caring responsibilities

5 Can any impact identified above be justified? Yes No N/A

Evidence/Reason:

The test is justified to meet operational requirements. Officers who are on restricted or limited duties and therefore not currently required to undertake Officer Safety Training will not be required to undertake the JRFT for the duration of their restriction.

The Equality Impact Assessment is now complete if:

- **No** differential/adverse impact has been identified, or
- A differential/adverse impact has been identified **but can be justified**.

If the differential/adverse impact **cannot** be justified, a [Full Equality Impact Assessment](#) must be completed.

6 Is a Full Equality Impact Assessment required? Yes No*

***Please Note:** If equality issues are identified during the course of the policy, plan or practice development/review, the EIA Initial Screening will need to be revisited. This may result in a Full EIA being required where it previously was not.

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Stage Two - Full Equality Impact Assessment

A Full EIA must be completed where the EIA Initial Screening has indicated that a policy, plan or practice has the potential for differential/adverse impact which cannot be justified on the grounds of being a necessary and proportionate means of achieving a legitimate aim.

Please Note: This is an ongoing process and needs to be considered/completed alongside the policy, plan or practice development/review.

The following questions should be considered from the perspective of all protected characteristics, as identified on page 2.

1 Research

a) What quantitative data has been considered?
b) What qualitative data has been considered?
c) Have any concerns been identified through the research findings?
d) Have any gaps in the research/data been identified?
e) Has the policy, plan or practice been amended as a result of the research findings, and if so, how?
<i>(Amendments must be recorded in Appendix A)</i>
f) Outline any plans for further research or data collection.

2 Consultation

a) Which individuals and organisations internally and externally were consulted?
<i>(Equality & Diversity related responses received must be recorded in Appendix A)</i>
b) How have the consultees been informed of the results of consultation?

3 Equality Analysis

a) From the research and consultation, is there any evidence that the policy, plan or practice could be perceived as discriminatory or could damage good relations between different groups of people?

b) What negative implications, if any, have been identified through the research and consultation?

c) What positive implications, if any, have been identified through the research and consultation?

d) From the research and consultation, is there any evidence that the policy, plan or practice discriminates directly or indirectly, against any members of the public or Norfolk and/or Suffolk Constabulary staff?

4 Equality Review

a) What key changes have been made throughout the EIA process to reduce adverse impact or promote good relations between different groups of people?

b) What changes, if any, were considered but not implemented? Please state why.

c) If the potential remains for the policy, plan or practice to have a negative impact on one or more of the protected characteristics, explain why implementation is to continue, and how this can be justified.

5 Monitoring

a) What arrangements have been made to monitor the policy, plan or practice? Identify monitoring review dates.

Stage Three – Final Approval and Sign Off

This Full Equality Impact Assessment was completed by:

Name:
Position:
Date:

This Full Equality Impact Assessment has been endorsed by:

Name:
Position: Diversity Officer
Date:

I am satisfied that [enter name of policy, plan or practice] has been fully and adequately Equality Impact Assessed.

Signed by policy, plan or practice owner:

Name:
Position:
Date:

Appendix A

Record of Decisions/Amendments Made

Use this table to record and explain any decisions/amendments made during the development/review of the policy, plan or practice.

Decision/Amendment	Rationale/Explanation of Action taken

Record of Consultation Responses and Action Taken

Any responses received during the consultation process relating to equality/diversity issues should be documented below.

Consultee	Comment/Response	Action and Rationale