

NOT PROTECTIVELY MARKED - POLICY

Appendix 1

Equality Impact Assessment Form

INITIAL EQUALITY IMPACT ASSESSMENT
(Applies to all Force Reference Documents)

Step 1– scoping the equality impact assessment (EIA)

<p>1. Name of the FRD</p> <p>ACPOS Best Practice Stress Policy</p>
<p>2. What are the main aims, purpose and outcomes of the policy and how does it fit in with the wider aims of the organisation?</p> <p>The aim of the Stress Policy principles is to provide direction and guidance highlighting Good Practice to all Forces on how to manage the pressures of work. The policy provides instruction on how to prevent the onset of physical symptoms and where this is not possible on what steps to take to get an employee quickly back to work</p>
<p>3. Who is the policy owner?</p> <p>ACPOS – PDD – Health, safety and Wellbeing portfolio.</p>
<p>4. Who implements the policy?</p> <p>All supervisors / team leaders/managers across the Scottish Police Service.</p>
<p>5. Who are the stakeholders?</p> <p>All personnel within the Police Service.</p>
<p>6. Who will benefit from the policy and in what way?</p> <p>Officers and staff directly affected by stress related ill-health will benefit from the policy as it provides an opportunity to tackle the causes of workplace stress and provides help in dealing with the symptoms. In addition the policy signposts where to seek assistance when it is life away from work that is the source of ill health.</p>

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7. What do you already know about the relevance of the policy? What are the main issues you need to consider?

The policy applies equally to all personnel across the Service and no group has been identified as being discriminated against where the policy is applied equitably. It is considered possible, but highly unlikely, that an individual suffering from the symptoms of chronic stress related ill health may fall within the remit of the Disability Discrimination Act and if this were the case normal protocols for the provision of suitable adjustments to the way of working or the workplace would apply.

8. What data, research or other information is available to support the initial equality impact assessment? (e.g. are there other, relevant EIAs that could apply in whole or in part?)

Research has consisted of a literature review and professional input from the Force Welfare officers.. No issues have been highlighted that require further consideration.

9. Are there any groups expected to benefit from this policy?

Group	Yes	No	Not known
Age	✓		
Disability	✓		
Gender	✓		
Gender Identity	✓		
Racial and ethnic origins	✓		
Religion and belief	✓		
Sexual Orientation:	✓		
Other (please specify)			

Please comment: The application of this policy will benefit any person who experiences ill health as a consequence of excessive pressure, irrespective of whether the source is in or out of the workplace. The policy also provides clear direction to supervisors and so removes any confusion on what steps to take to assist personnel displaying the signs of stress.

10. Are there any groups that the policy could adversely affect?

Group	Yes	No	Not known
Age		✓	
Disability		✓	
Gender		✓	
Gender Identity		✓	
Racial and ethnic origins		✓	
Religion and belief		✓	
Sexual Orientation:		✓	
Other (please specify)			

Please comment: If the policy is implemented fully and equitably there should be no adverse affect; however, if a particular group is excluded, or treated differently e.g. middle-aged men,

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this would inevitably cause problems.

11. Has previous consultation with relevant groups, organisations or individuals indicated that policies of this type create problems specific to them? No

Group	Yes	No	Not known
Age			
Disability			
Gender			
Gender Identity			
Racial and ethnic origins			
Religion and belief			
Sexual Orientation:			
Other (please specify)			

Consultation has taken place with Staff Associations through the Health, Safety and Wellbeing portfolio – no issues have been identified.

12. In the context of Q 9 above, are there any relevant groups which you believe should be consulted? If so, please specify.

No, as previously stated this policy applies equally and fairly to all personnel.

13. Is there opportunity to promote equality of opportunity or any other strategic aims of the force more effectively by altering the policy?

No, none identified.

14. What data is required in future to ensure effective monitoring?

Individual forces will require to implement their own Stress Management Policy based on the ACPOS guidance and to monitor Stress related absence as part of Absence Management procedures. This may identify trends at a local level that require action.

Do you recommend a full impact assessment?

Yes

No ✓

Please comment:

Any other comments on the policy and/or initial equality impact assessment?

Signed: A Sillars

Date 20th June 2011.

Director of Human Resources, Northern Constabulary - (on behalf of ACPOS PDD)