

BTPA Equality Impact Assessments 2008/9 and 2009/10 to date

EIA Ref	Policy/function title	Key findings	Outcome of EIA	Date of next review
2008				
0108	BTPA ICV Scheme	<p>Draft scheme did not make specific provision for reimbursement of expenses relating to special requirements/accessibility.</p> <p>The scheme also did not make provision for information to be provided in alternative languages or formats.</p> <p>The scheme did not specify any special considerations that ICVs and BTPA should take into account when prescribing the facilities which should be inspected at each visit. For example are appropriate toilet/washing facilities available for men& women & who is reasonably expected to inspect these.</p>	Wording of scheme updated to address these points.	July 2011 (in the interim the policy will be updated as needed as new providers are added)
0208	BTPA Communications & Consultation Strategy	IEIA stopped pending revision of the strategy (see forthcoming IEIA 0309)	Implementation of strategy postponed – further work need so IEIA not progressed	N/A
0308	BTPA Policy Handbook	None arising – section 1 of the document sets out a range of diversity/equality issues to be considered in developing new policies.	No action recommended.	August 2011
0408	Member Handbook & Allowances Scheme	<p>The existing document was not offered in alternative languages or formats.</p> <p>The Scheme did not make provision for meeting the costs of carers for dependent adults or children when away on Authority business.</p>	<p>This was made explicit in the revised document.</p> <p>This was added to the document with guidance on limits.</p>	<p>September 2009 – update payment limits only</p> <p>Full review September 2011</p>

2009 to date				
0109	BTPA Health & Safety Statement	Two potential issues arose in relation to access to information and training. The proposed approach was largely IT based which may have caused accessibility problems for people with visual/hearing impairments or manual dexterity problems or for people who did not have English as their first written/spoken language.	The policy was amended to say that the Authority would consider making information and training available in alternative formats where this was appropriate as a reasonable adjustment.	June 2010 – update any amendments to statutory duties
0209	BTPA expenses policy	Members or staff with caring responsibilities may be at a disadvantage if expenses arising from the costs of looking after dependents whilst they are on Authority business are not covered by the policy.	No amendment needed as this is addressed in the BTPA Members Allowances Scheme which is referenced as a linked document at the start of the policy.	September 2010 – refresh limits Full review September 2012
0309	Revised BTPA Communications & Consultation Strategy & Plan	Policy was approved at the Police Authority on 24.09.09 for further refinement. An IEIA is to be completed following this meeting though this policy is likely to be progressed to a full EIA where external feedback is invited.		September 2010
0409	Senior Officer Complaints Policy	To be completed – policy due for approval at PSC November 2009	N/A	N/A
0509	Senior Staff Complaints Policy	To be completed – policy due for approval at PSC November 2009	N/A	N/A
0609	BTPA Members & staff Conduct and Complaints Policy	To be completed – policy due for approval at PSC November 2009	N/A	N/A