



**Force Policy
(Development and Update)
Policy**
Not Protectively Marked

Section A - Force Policy (Development & Update) Policy

A.1 Policy Statement

A policy is a principle, stance or course of action that must be adhered to in respect of a specific issue or piece of legislation. Policies developed by the City of London Police therefore contain information regarding our stance in relation to a particular issue.

This policy sets out how Force policy is developed, monitored and reviewed within the City of London Police in accordance with all current legislative requirements.

The purpose of this policy is to establish a system of accountability and provide guidance for commissioning, developing, approving, implementing, publicising, monitoring and reviewing Force policy in a way that is clear, responsive and easily accessible.

This policy provides the strategic framework for developing, monitoring and reviewing Force policy in the City of London Police which reflects and promotes our legal and statutory duty under the Race Relations (Amendment) Act 2000 (RR(A)A), Force Race Equality Scheme, Human Rights Act 1998, Policing Bureaucracy and other relevant legislation.

This policy will ensure that CoLP complies with the requirements of existing legislation with regards to the implementation, monitoring and review of all Force policy. All policies will:

- Be commissioned through a force strategic committee (Policy Forum)
- Be developed in accordance with corporate guidelines and quality standards
- Be approved through a process of inclusive decision making (For example via the Race and Diversity Unit or Diversity Advisory Group, etc.)
- Assess the potential for any negative impact on diversity groups or other specified areas (e.g. Human Rights)
- Be published in an agreed corporate format
- Be accessible through the Force Intranet
- Be reviewed regularly in accordance with RR(A)A and other relevant legislation to ensure policies are compliant with the Force's Race Equality Schemes
- Each policy will be supported by a Standard Operating Procedure which details the prescribed actions required to comply with the policy.

Section B - Race Equality Review

B.1 Data Used to Assess this Policy

Race Equality Scheme
Commission for Racial Equality website
Home Office, Community & Race website
Consultation Forum site on CoLP Intranet site

B.2 Impact on Racial Groups

There is no evidence at present to suggest that this policy has an adverse impact on any racial groups.

All policies must identify and address the potential for any adverse impact during the development of the policy through assessment and consultation. For ratified policies, any adverse impact should be identified during the monitoring or review process.

B.3 Who is Affected?

This policy affects all CoLP including Police Officers, PCSOs, Specials and Civilian Support Staff.

B.4 Evidence of Discrimination or Damage to Good Race Relations

There is no evidence at present to suggest that this policy will discriminate or damage good race relations. All policy developers are under a duty to positively promote equal opportunities and diversity and take into account the general duty under the RR(A)A.

B.5 Justification for Policy

This policy is justified as statutory requirements under the RRAA, Disability Discrimination (Amendment) Act 2003 and Freedom Of Information Act 2000. The policy template incorporates these drivers in its structure.

B.6 Changes Made Due to Race Equality Review

No changes have been made.

Section C - Disability Review

C.1 Data Used to Assess this Policy

Disability Discrimination Act 1995.

C.2 Impact on People with Disabilities

There is no evidence at present to suggest there will be any adverse impact on people with disabilities.

Through the process of assessment and consultation, any adverse impact should be identified in the development stage and be addressed at that point. If, through the monitoring or review process, a ratified policy is later found to have an adverse impact, this will be addressed at that point.

C.3 Who is Affected?

All Police staff including Police Officers, PCSOs, Specials and Civilian Support Staff.

C.4 Evidence of Discrimination

There is no evidence of discrimination. All policy developers are under a duty to positively promote inclusivity.

C.5 Justification for Policy

This policy is in line with legislative requirements and existing Force policy.

C.6 Changes Made Due to Disability Review

No changes have been made.

Section D - Impact Assessment

D.1 How Consultation Was Carried Out

CoLP Race and Diversity Unit

Diversity Advisory Group

Internal Advisory Group

Consultation Forum site on CoLP Intranet site

Federation

D.2 Summary of Responses

Overall support of the policy document and associated SOP. Comments made in relation to inserting definition of a policy and SOP; explanation of how policy grading is arrived at; and clarification of impact both positive and negative.

D.3 Proposed Action as a Result

Comments noted and changes incorporated as recommended.

D.4 Diversity Team Response

The perceived impact on Race and Diversity is difficult to assess for this policy bearing in mind this policy is in relation to writing Force policy. Clearly race equality impact assessment as a process in policy writing has been given careful consideration and the policy guide includes a lot of information provided by the CRE into how to undertake the screening process and the race equality impact assessment. The writing of this policy therefore ensures every other policy written within the CoLP gives appropriate consideration to equality impact assessments.

Data around legislative requirements required when writing a policy has been used and the CRE guidance for Race equality impact assessments has been included.

Section E - Next Review

E.1 Date of Next Review

The policy is a high priority and will be reviewed annually from the date of ratification at Policy Forum.