

### Overview of Impact Assessment Prioritisation

Function	Does the function/policy involve the public or have consequences for them?		Which element of the general duty is the function/policy relevant			What priority would you give this function/policy?		
	Involves them	Has consequences	Eliminate discrimination	Promote equality of opportunity	Promote community cohesion	High	Medium	Low
Consultation and Community Engagement	✓	✓	✓	✓	✓	✓		
Joint Community Engagement Strategy		✓		✓	✓		✓	
Communications Strategy		✓	✓	✓			✓	
Developing and consulting on Single Equality Scheme		✓	✓	✓	✓	✓		
Partnership Work	✓	✓			✓		✓	
Independent Custody Visiting (including Recruitment and Retention)	✓				✓		✓	
Police Authority Complaints Policy and Procedure			✓	✓				✓
Consultation relating to Budget Setting and Resource Allocation	✓	✓	✓	✓		✓		
Development of Strategic Plans (Annual Policing Plan, Three Year Strategic Plan)		✓	✓	✓	✓	✓		
Authority Scrutiny of Human Resources (including recruitment, retention, promotion, training and use of grievance procedures)	✓		✓	✓			✓	

Function	Does the function/policy involve the public or have consequences for them?		Which element of the general duty is the function/policy relevant			What priority would you give this function/policy?		
	Involves them	Has consequences	Eliminate discrimination	Promote equality of opportunity	Promote community cohesion	High	Medium	Low
Chief Officer Appointments			✓	✓				✓
Independent Member Appointments	✓	✓	✓	✓	✓	✓		
Assessment of Complaints relating to Members			✓	✓				✓
Member Training				✓				✓
Staff Complaints/Grievance Policy				✓				✓
Member Performance Development Reviews				✓				✓
<b>TOTALS</b>	<b>6</b>	<b>8</b>	<b>10</b>	<b>14</b>	<b>7</b>	<b>5</b>	<b>5</b>	<b>6</b>

In addition to this prioritised programme the Authority will conduct Equality Impact Assessments on other work on an ongoing basis as appropriate. The Authority recognises the need to impact assess policies and projects at the earliest possible stage to ensure that findings are implemented before the policy or project is agreed.

**Equality Impact Assessment Committee Timeframe**

**High Risk Equality Impact Assessments – Year 1**

<b>Quarter</b>	<b>January - March 2010</b>	<b>April – June 2010</b>	<b>July – September 2010</b>	<b>October – December 2010</b>
<b>Committee</b>				
Community Engagement	Consultation and Community Engagement			
Complaints and Prof. Standards				
Finance	Consultation relating to the Budget Process			
Human Resources				Independent Member Appointments
Performance		Development of Strategic Plans		
Standards				
Equality, Diversity & Human Rights			Single Equality Scheme	

### Medium Risk Equality Impact Assessments – Year 2

Quarter	January - March 2011	April – June 2011	July – September 2011	October – December 2011
<b>Committee</b>				
Community Engagement	Partnership Work	ICV (recruitment/ retention)	Joint Community Engagement Strategy	
Complaints and Professional Standards				PA Complaints Policy and Procedure
Finance				
Human Resources		Monitoring of HR		
Performance				
Standards				
Equality, Diversity & Human Rights				

### Low Risk Equality Impact Assessments – Year 3

Quarter	January - March 2012	April – June 2012	July – September 2012	October – December 2012
<b>Committee</b>				
Community Engagement		Communications Strategy		
Complaints and Professional Standards				
Finance				
Human Resources	Chief Officer Appointments		Member Training	
Performance				
Standards		Assessment of Complaints relating to Members Policy		Member PDRs Staff Complaints Grievance