

**Equality Analysis**

This template must be completed for all NYP initiatives (i.e. policies, practices, projects, strategies, programmes). Guidance on completing an equality analysis can be found on the Diversity Subsite.

An Equality Analysis (EA) examines the impact that NYP’s policies, practices, functions and services have on people from the protected characteristic groups. Undertaking an EA will identify any potentially discriminatory or negative consequences as well as potential benefits ensuring that, as far as possible, everyone has an equitable experience of policing services.

The sections below should be considered from the perspective of race, disability, gender, religion or belief, sexual orientation, age, gender reassignment, marriage and civil partnership, pregnancy and maternity.

Stage 1 - Screening

**a) Identify the aims, objectives and intended outcomes of the initiative.**

Initiative to implement a new telephony platform with Unified Communications capabilities. Enabling email, phone, instant message and video to be utilised to communicate internally within NYP and with external partners required.

Initiative will move telephony from analogue to Internet Protocol (IP) which will result in the data network being utilised for telephone calls. Staff will receive communication solutions based on their roles. This could result in new handsets being distributed, or for mobile workers, soft phone clients on laptops and headsets being used.

Yellow phones are also part of the scope of the project. The project team need to assess the potential solution replacements for the yellow phones. As yet there is no identified solution, but the proposed solution will take into consideration the requirements of people who may have a disability.

**b) Could any of the groups of people set out at d) be affected differently by the initiative e.g. in terms of access to a service, or being able to take advantage of proposed opportunities?**

For staff with disabilities the project will ensure that the solutions provided cater for these to enable all staff to utilise the functionality the solution will deliver.

**c) What research have you done? What information/data has been considered?**

HR have been approached to identify what pre existing information is available for staff. It may be that personal engagement is required, in which case line managers will be contacted to obtain direct information, in the first instance. Once the breadth of requirements have been identified, research will be undertaken with the chosen supplier, regional and national forces and external organisations to provide the appropriate solution for the individuals. A training programme will be delivered for all users, however if required this can be tailored specifically for users where requirements differ

Where public communication is required, engagement with the public may be required to understand the needs of the public in relation to yellow phones in the first instance. Potential solutions can be sought to take into consideration disability compliance and ensure the appropriate steps are taken to meet the needs of the public

d) Following the assessment of available information/data, has a positive (beneficial) or negative (adverse) impact been identified? OR is the initiative equality neutral, i.e. no particular/minimal affect on any group? Give details on whom the initiative impacts and how.				
	Positive (High Impact)	Negative (High Impact)	Neutral (Low/no Impact)	Details
Race			No Impact	
Gender			No Impact	
Disability	X			TBC – Awaiting information
Religion or belief			No Impact	
Sexual Orientation			No Impact	
Age			No Impact	
Marriage and Civil Partnerships			No Impact	
Gender Reassignment			No Impact	
Pregnancy and Maternity			No Impact	
<p>If the impact is equality neutral (i.e. no particular/minimal affect on any group) this should be noted and no further action is required. Where a potential impact (positive or negative) has been identified, further assessment is required to determine what changes may be necessary to either reduce the negative impact or enhance the positive impact and sections e) to g) should be completed.</p>				
e) Consult with the groups you have at section b)				
Assessment	Date of Consultation	Outcome Once information has been received consultation can be undertaken		

<b>f) Decide what actions, if any, will be taken as a result of the analysis. Are there any specific factors which need to be taken into account?</b>	
<b>g) Provide a report outlining the findings of the analysis process and the reasons for the decision reached.</b>	
<b>Equality Analysis carried out by: Michelle Harris</b>	<b>Date: 03/02/2014</b>