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**RETENTION SCHEME – 30++ - POLICE
OFFICERS**

FORCE REFERENCE DOCUMENT

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POLICY

1. Northern Constabulary recognises the contribution that police officers who are nearing their 30 year retirement date can continue to make towards achieving the Force objectives.
2. The Police Negotiating Board and the Association of Chief Police Officers Scotland ("ACPOS") also recognise the value of retaining the skills of police officers with 30 years service and Police Circular 4/2010 should be read in conjunction with this policy.
3. All officers who meet the service criteria requirement of 30 years and who are about to retire or have recently retired are eligible to apply. Northern Constabulary are not bound to accept any application and are required to assess each application on its merits. The Force cannot, however, refuse to operate a 30++ scheme by giving a blanket refusal to consider applications.

STANDARDS

1. ELIGIBILITY

- 1.1 The scheme is open to all police officers who meet the service requirement of 30 years and who are about to retire, or who have recently retired.
- 1.2 Applications from officers of Sergeant rank or below will have their application assessed at local level.
- 1.3 Applications from officers above Sergeant rank will have their applications and business cases assessed by the Head of Operations and the Director of Human Resources.
- 1.4 The retention of Superintending ranks can also be considered in exceptional circumstances. In such cases, a full business case will be submitted to the Head of Operations and the Director of Human Resources for their consideration with final approval being given by the Scottish Government Police Division.
- 1.5 Officers will not be able to apply for re-appointment under the scheme if they have any current disciplinary sanctions on file or are facing proceedings for serious breaches or if they are subject to unsatisfactory performance procedures.
- 1.6 The scheme is aimed at officers who have retired, or are about to retire, with maximum benefits under the Police Pension Scheme. It is not suitable for

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those who wish to remain in service beyond their 30 years and accrue further pension rights under the Police Pension Scheme.

- 1.7 The scheme is not open to members of police staff or the Special Constabulary.

2. APPOINTMENT

- 2.1 Before an officer can be appointed under the scheme, he/she must retire from his/her current service.
- 2.2 Appointment will take place after a minimum of one month's service break.
- 2.3 Re-appointed officers will be sworn in again following their break in service.
- 2.4 Appointment will be for a period of 12 months, following which a review will be carried out in relation to the effectiveness of the appointment. Appointments will be renewable annually following such a review, up to a maximum of 4 years.
- 2.5 Officers will be re-appointed to their former rank and pay point but will no longer be eligible to receive any replacement allowance (e.g., housing, rent etc). Under 30++, participants will be subject to FULL pension abatement, as they will resume service at the salary level for the rank they held before their retirement, meaning that they will not receive pension payments until the end of their 30++ retention.
- 2.6 Officers engaged under 30++ will be eligible to receive both Special Priority Payments and Competence Related Threshold payments in the same way as before retirement although these payments will not be pensionable.
- 2.7 The Human Resources Service Unit will notify all officers of the existence of this scheme at least 4 months prior to their normal service retirement date.
- 2.8 An officer who meets the criteria and wishes to submit an application, must submit an application in writing to his/her Divisional Commander/Service Unit Manager for consideration. Applications must be received at least 2 months prior to the officer's retirement date.
- 2.9 The Divisional Commander/Service Unit Manager will consider the application and make a recommendation to the Head of Operations for a decision. A decision will be made by the Head of Operations within 28 days of the application being lodged.
- 2.10 The decision of the Head of Operations will be notified to the Human Resources Service Unit which will be responsible for informing Finance and the Pensions Section of the decision within 7 days. Human Resources will

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also issue the officer with a re-appointment letter detailing relevant conditions of the re-appointment.

3. PENSIONS

- 3.1 Officers participating in the scheme will be required to retire from their current service, thereby becoming eligible for a tax-free lump sum payment under the Police Pension Scheme.
- 3.2 As an officer will have retired before re-appointment under the Scheme, he/she will be eligible for a tax-free lump sum under the Police Pension Scheme.
- 3.3 Under 30++, participants will be subject to FULL pension abatement (reduction) as they will resume service at the salary level for the rank they held before their retirement, meaning that they will not receive pension payments until the end of their 30++ retention. Upon re-appointment, the pension contribution will not be deducted from the officers' salaries, as they will no longer be eligible to contribute to the Police Pension Scheme.
- 3.4 Officers re-appointed under the scheme will not be eligible to re-join the Police Pension Scheme and no contributions will be deducted from salary payments. Officers will be free to take out a personal pension to allow them to accrue additional benefits.
- 3.5 Officers re-appointed under the 30++ Retention Scheme will be entitled to injury awards, including awards for death as a result of an injury on duty, as if they had at least 30 years' service.

4. MEDICAL VETTING

- 4.1 All officers who wish to be considered for re-appointment under the scheme will be required to undergo a full medical screening prior to appointment. Re-appointment will be dependent on the officer being declared fit for the post applied for.

5. PROFESSIONAL STANDARDS VETTING

- 5.1 All officers who wish to be considered for re-appointment under the Scheme will be required to undergo a Professional Standards Vetting Check prior to their appointment. Re-appointment will be dependent on the officer being declared fit for the post applied for.

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6. PART-TIME APPLICATIONS

- 6.1 Applications will be considered for officers wishing to be re-appointed on a part-time basis. Officers appointed to posts on a part-time basis will have their salary and conditions based on those they would have received had they worked part-time prior to retirement. There will, however, be full pension abatement. As the Scheme currently stands, a substantial reduction in hours would not be financially attractive for the officer.

7. PARENTAL STATUTORY LEAVE

- 7.1 30++ officers are eligible for maternity, adoption and maternity support leave. However, none of the leave pay will be pensionable as a 30++ officer is no longer an active member of a Police Pension Scheme. Officers expecting to qualify for adoption leave will contact Human Resources and seek independent financial advice if in any doubt about moving to 30++, since time spent in retirement prior to re-engagement, if only a day, counts as a break in service.

8. PROMOTION

- 8.1 Officers re-appointed under the 30++ Retention Scheme can apply for promotion under the Force's Promotion Policy. However, there would be no benefit in terms of pension.

9. TERMINATION

- 9.1 All contracts for re-appointment can be terminated under the Police Regulations, the Police Pension (Scotland) Regulations 2007, the Police (Conduct) (Scotland) Regulations 1996 and the Police (Efficiency) (Scotland) Regulations 1996.

GUIDANCE

1. APPLICATION PROCESS

- 1.1 An officer wishing to be considered for the 30++ Retention Scheme must complete an application form (Appendix A) and submit it to his/her Divisional Commander/Service Unit Manager at least 2 months prior to his/her retirement date. To assist the officer in considering his/her application, a "Frequently Asked Questions" list is attached as Appendix C outlining the scheme.

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1.2 The Divisional Commander/Service Unit Manager will then consider the application, in consultation with Human Resources where appropriate, taking into account the following elements:-

- (a) The cost effectiveness of the appointment in comparison with the costs of the officer's retirement and bringing in a new recruit.
- (b) The performance and competence of the officer with reference to his/her last two appraisals.
- (c) Any knowledge and skills the officer may have. It would be necessary for the Divisional Commander/Service Unit Manager to identify how a skills gap will be met in the future as the scheme only provides a short term solution and returned officers cannot be guaranteed to remain for the expected length of contract.
- (d) The officer's attitude and commitment to the role.
- (e) Fitness/Medical Assessment by Occupational Health. The assessment by the Force Medical Advisor should follow those criteria set for assessment of fitness for operational duties within the ill-health management provisions taking into account the role to which it is proposed to retain the officer.
- (f) Professional Standards Vetting Assessment.

1.3 Where it has been agreed by the Head of Operations that an officer can be retained under the Scheme, Human Resources will issue terms as laid out in Appendix B for the officer to sign. One copy will be held by the officer and one copy will be retained on the officer's personal file.

2. ANNUAL REVIEW

2.1 An officer participating in the 30++ scheme will be subject to annual review and re-engagement will be dependent upon continuing effectiveness, a satisfactory disciplinary record and commitment. Although effectiveness and commitment will normally go together, there may be cases where an officer is still competent but starting to show a loss of interest in the job. It is important if the 30++ scheme is to work effectively, that officers are not kept on beyond the point where they want to participate. Annual medical checks would not normally be required.

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APPENDIX A

Application for 30++ Retention Scheme

Name:-	
Station:-	Area Command:-
Rank:-	Role:-
Date of Retirement:-	
I wish to be considered by Northern Constabulary for retention in my current role. I understand that this will initially be to serve for a 12 month period but that this may be extended.	
Signed:-	Date:-
On completion please forward this form to your Divisional Commander/Service Unit Manager.	
Divisional Commander/Service Unit Manager	
receiving application:-	Date:-
I have read through the FRD and attach the relevant business case for retention/non retention of the above officer. <input type="checkbox"/>	
I support / do not support* the application of the above Officer to be retained beyond 30 years' service.	
Signed:-	Date:-
*delete as appropriate	
On completion please forward to Human Resources.	
As part of this application a referral has been made to Occupational Health and a recommendation for retention/non retention sought and attached. <input type="checkbox"/>	
As part of this application Professional Standards have undertaken a Vetting Check and the results are attached. <input type="checkbox"/>	
On receipt of all relevant information this form and attachments should be forwarded to the Head of Operations.	
Received by:-	Date:-

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I have read through this application and supporting documentation and I approve / do not approve* this application.

***delete as appropriate.**

Rationale

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.....
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.....
.....
.....

Signed:-
Head of Operations

Date:-

On completion please forward to Human Resources.

Where approved, officer has been issued with terms and conditions of appointment.

Notification has been passed to the Finance Department / Pensions Section.

On completion please return this form and accompanying paperwork on officer's personal file.

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Diversity Monitoring Form

The information you provide will be treated in the strictest confidence and is for monitoring purposes only. It will be treated in accordance with the Data Protection Act 1998 and the data protection principles contained therein.

Ethnic Origin (please indicate by a tick in the appropriate box)

White

- British
- Irish
- Any other White background

Mixed

- White and Black Caribbean
- White and Black African
- White and Asian
- Any other mixed background

Black or Black British

- Caribbean
- African
- Any other Black background

Asian or Asian British

- Indian
- Pakistani

- Bangladeshi
- Any other Asian background

Other Ethnic groups

- Chinese
- Any other ethnic group

Not Stated

- Not Stated
- I do not wish to disclose my ethnic group

Gender: Male Female

Hours of Post: Full Time Part Time

Age:

Sexual orientation

Please select that which best describes your sexuality:

- Heterosexual
- Lesbian
- Gay
- Bisexual
- Prefer not to say

Religious Belief

Please indicate your religious belief:

- Atheism
- Buddhism
- Christianity
- Hinduism
- Islam
- Jainism
- Judaism
- Sikhism
- Other
- Prefer not to say

Marital Status

- Single
- Married/Civil Partnership
- Divorced
- Other
- Prefer not to say

Disability Discrimination Act 2005

A person has a disability under the Disability Discrimination Act if he/she has a physical or mental impairment which has a substantial and long term adverse effect on his/her ability to carry out normal day to day activities. Long term means has lasted, or is expected to last, for 12 months. Do you consider yourself to be a disabled person?

- Yes
- No
- Prefer not to say

If answering yes, please give details of your disability below

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APPENDIX B



AGREEMENT TO PARTICIPATE IN THE 30++ RETENTION SCHEME

To the Chief Constable, Northern Constabulary

DECLARATION

I understand that the following are conditions of participating in the 30++ Retention Scheme:-

- I will be re-appointed in the rank and on the salary pay point that I held immediately prior to retirement.
- I agree to elect to make no further contributions to the Police Pension Scheme, but I understand that I may contribute instead to a personal pension scheme.
- I understand that I will be deemed to be an officer with 30 years' reckonable pensionable service for the purposes of Regulations A19 (compulsory retirement on the grounds of efficiency of the Force) of the Police Pensions Regulations 1987 and regulation 11 (Police Officer's Injury Award) of the Police (Injury Benefit) (Scotland) Regulations 2007;)
- I understand that the power under Regulation A19 will normally be used only for the purpose of not renewing my 30++ appointment after an annual review. Where A19 is used mid year, I will be given one month's notice.
- I understand that my term of re-engagement is also subject to the provisions of the Police (Scotland) Regulations 2004, the Police Pensions Regulations 1987, the Police Pensions Regulations (Scotland) 2007, the Police (Conduct) (Scotland) Regulations 1996 and the Police (Efficiency) (Scotland) Regulations 1996, unless expressly excluded or modified by the terms of this agreement.

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- If I wish to terminate this appointment I may, subject to the conditions set out in Regulations 14 of the Police Regulations 2004, give one month's notice of my intention to retire.

I understand that by making this election as modified for the 30++ Retention Scheme:-

- I shall not pay pension contributions during the period of my service under the 30++ Retention Scheme.
- My existing pension entitlements will come into full effect again when I cease to serve as a regular Police Officer under the 30++ Scheme.
- The references to Regulation G4 in Regulations C1 and D1 of the Police Pensions Regulations 1987, which would prevent the payment of a spouse's ordinary pension or a child's ordinary allowance based on my pension in the event of my death while this election had effect, will not apply in my case.
- In the event of my death as a result of injury received through my own default in the execution of duty, any survivor benefits due would instead be payable as appropriate under Regulation 13, 14, 17, 18, 20 or 21 of the Police (Injury Benefit) (Scotland) Regulations 2007 unless an election was made under regulation E7 to opt for an award under C1 and D1 of the Police Pensions Regulations 1987.
- Any injury pension payable will be reduced by reference to my existing pension, not by reference to any notional pension I would have accrued if I had not made this election. Paragraphs 6(1) and 6(3) of Schedule 3 to the Police (Injury Benefit) (Scotland) Regulations 2007 will apply in my case as if references to any other pension to be deducted from my injury pension are to the pension calculated by reference to my pensionable service reckonable by my 30 years' service before participation in the 30++ Retention Scheme.
- If my spouse or dependants were to qualify to receive a death gratuity under the Police (Injury Benefit) (Scotland) Regulations 2007, the lump sum death grant which fell to be deducted from the gratuity under Regulation 22(2)(a) would be the death grant payable to me under the 30++ Retention Scheme.

I understand that I do not have the option to rejoin the Police Pension Scheme.

I undertake to serve for a period of 12 months and understand that this is renewable subject to a review not being withheld under Regulation A19 of the Police Pensions Regulations or notice by me in accordance with Regulation 14 of the Police (Scotland) Regulations 2004.

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Signed: Date:

Name:

Rank:

Address:

.....

.....

APPENDIX C

30++ SCHEME: SOME FREQUENTLY ASKED QUESTIONS

What is the 30++ scheme?

The 30++ scheme is designed to assist forces with the retention of valuable skills and experience. The scheme gives managers in the police service the scope to retain officers who are entitled to retire with maximum pension benefits where they wish to do so.

Under 30++, the officer retires from service and then receives their lump sum commutation. They are then re-engaged by the force after a break in service of at least one month and paid at the rank point that they were previously receiving.

The scheme allows the continuation of service with access to an early lump sum. However, it is not suitable for every officer as participants would cease to be active members of the Police Pension Scheme.

Who can apply?

The 30++ scheme is open to officers who have completed 30 years service. Officers who have retired with less than 30 years service will not be able to apply. Officers are eligible to apply up to one year after their retirement.

Primarily 30++ is aimed at retaining officers of Sergeant and Constable rank. However, the scheme is open to all ranks below ACPO level where a business case can be made for it. If a force wishes to retain an officer who holds a rank higher than Chief Inspector then they will need to supply a detailed business case to the Scottish Government Police Division for consideration.

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Will officers receive their pension?

Officer re-engaged under 30++ will receive a tax-free retirement lump sum, under Police Pensions Scheme commutation provisions, but will not receive their police pension nor will they be eligible to re-join the Police Pension Scheme. Although they will not be able to re-join the PPS, they will be able to purchase additional benefits by taking out a personal pension.

How does an officer apply?

In the first instance, an officer must apply to their force in writing. In order to retain those officers, who have the necessary skills and experience to be of future benefit to the force, the officer will need to be assessed as fully competent, in satisfactory health (as assessed by the Force Medical Advisor) and committed to further service.

Would an officer need to be attested again?

Yes, they would need to be re-attested upon their return from retirement.

An officer is interested in the 30++ scheme but the force does not wish to re-engage them. What should they do?

In such cases, an officer should contact their personnel department to register interest in the scheme. However, it is the decision of the force as to who they are prepared to retain under the scheme.

How can officers find out the financial implications of re-engagement?

If there is **any** doubt as to financial implications, officers are strongly advised to seek independent professional financial advice prior to being re-engaged on the 30++ scheme. There are many factors involved and each case needs to be considered individually. All of these factors need to be assessed before an officer makes their decision.

Are officers re-engaged under 30++ eligible to receive Special Priority Payments and Competency Related Threshold Payments?

Officers re-engaged under 30++ will be eligible to receive both Special Priority Payments (SPP's) and Competency Related Threshold Payments (CRTP) in the same way as before their retirement. However, as these officers will have ceased to be members of the Police Pension Scheme upon their retirement, then these payments will not be pensionable.

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If an officer is in receipt of a CRTP, they will, providing they continue to meet the standards required, receive this payment. Officers should be aware that their pension is based on basic pay plus CRTP over the previous 12 months. An officer will need to have received a CRTP for at least 12 months if they wish the full £1002 to be considered as part of their overall pension calculation.

Can officers come back part-time?

Yes. However, there will still be full pension abatement even on part-time work. 30++ Officers serving part-time should receive the same amount of pay as a normal part-time officer would under non-30++ conditions. Their pension would remain on full abatement whilst on the scheme. Hence, an officer should carefully consider the financial implications of serving part-time on 30++ as they may be financially worse off than if they retired fully and became eligible to receive their full pension.

Officers returning at a lower grade?

If an officer wished to remain in service under 30++ but the force had no requirement for officers at their rank then consideration should be given to allowing such an officer to retire and be re-engaged at a lower level. Whether these would be attractive to officers is debatable but such a facility should be made available.

Can an inspector return as a sergeant?

As for whether an inspector can return as a sergeant, there is nothing in the guidance to prevent such a situation, but the emphasis has been on a person keeping their former rank. We would advise forces that such an option should be considered very carefully and only after examining the business case for retention as an Inspector. The officer might also like to consider the pensions implications for retiring now.

Where there is not a sufficient case for retention as an Inspector it would seem perverse not to allow retention as a sergeant – as opposed to losing the officer altogether.

What kinds of charges would make the officer unsuitable for 30++?

It would not be feasible to provide a fully comprehensive list of the situations that could constitute a bar to the applications of officers. Although this may leave open the possibility of differing interpretations being taken, it is the intention that forces apply common sense when considering the applications from officers to remain on 30++. Above all, the scheme is intended as a management tool and therefore management need only offer participation to officers they believe remain fit for service, present a positive image and will serve responsibly.

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What is covered by disciplinary sanctions on file?

This should be taken to constitute **any** action currently being taken against an officer under with the Police (Conduct) (Scotland) Regulations 1996 as amended by the Police (Conduct) (Scotland) Amendment Regulations 1999.

What is a serious breach as there is no such definition in Police Regulations?

No there is not a definition, but the regulations do make some distinction between less and more serious breaches in that they provide for legal representation at a hearing for some breaches - namely those which could result in dismissal, requirement to resign and reduction in rank. Such breaches are serious and the sanctions involved would seriously compromise the purpose of 30++, which is to retain good officers. Other breaches - especially if they are out of character - should not be regarded as fatal to a 30++ application. If they are in character, then there must be real doubt why management is bothering to retain the officer.

What happens in the situation where an officer who has previously had a finding of guilt for misconduct, which has been expunged due to time?

That is why we use the words "on file". If an officer has been demoted and the record of his or her punishment is now expunged then he or she is not debarred from applying. However, the decision as to whether an officer is selected will ultimately rest with Force management. The force would therefore need to study each individual case in light of all the relevant evidence and make their decision based on these factors

Can officers be re-engaged in a different role than the one they held prior to retirement?

Yes, the force has the discretion to use the officer in areas where their skills and experience will bring the most added value to the force.

What happens to an officer's annual leave when they retire?

This is a two-fold question, concerning the leave that an officer has amassed prior to retirement. As a matter of good practice, we suggest that forces ensure officers clear all their outstanding annual leave before re-engagement.

The second aspect concerns the amount of leave that an officer is entitled to upon being re-engaged on 30++. We would advise that the officer should receive the same amount of annual leave each year as they had been entitled to receive prior to retirement.

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A further issue concerns instances where an officer has taken more than the appropriate proportion of their leave for that year prior to retirement. Under the Police Regulations the force cannot reclaim this leave without leaving themselves open to challenge. This issue will require good management of the process.

What is an officer required to sign as a contract prior to re-engagement?

The officer will need to sign a modified declaration incorporating a notice of election under Police Pension Regulation G4 (this is contained at Annex C of the 30++ guidance document). This document will also state that the officer understands that they will not be able to rejoin a Police Pension Scheme and shall not pay any further pension contributions during the officer's period of service and that while on the 30++ scheme they will not receive any pension payments.

How should a 30++ officer be classified for statistical purposes?

Classifying officers re-engaged on 30++ in some of the current categories (e.g. as a new recruit) would not be accurate and could skew the force's overall officer data. The most logical method of resolving this issue would be for the officer to be classified as a rejoiner.

Can a 30++ officer be promoted?

Yes. Although the officer will have confirmed that they have no specific interest in promotion, they will still be eligible for promotion throughout their 30++ service. However, any promotion will have no effect on the officer's pension entitlement upon leaving the service as the decision to apply for the 30++ scheme means that any increases in rank will not be reflected in their pension. The 30++ scheme is only really suitable for officers who have no prospect of or interest in promotion, as pension will not be increased to take into account a promoted officer's revised salary.

An officer is also eligible to "act up" to a higher rank on a temporary basis if required.

Does an officer need to be medically examined prior to re-engagement?

Yes. All officers applying should be aware that if they are selected to participate in the scheme, they will be required to undergo an examination by the Force Medical Adviser. This examination will be to ensure that they remain in satisfactory health for the purpose of the appointment. In considering this, the FMA would need to know the range of duties the officer would be expected to be available for and for up to how many years the appointment could last.

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Is 30++ available to a restricted duties applicant?

Yes. The 30++ scheme requires you to be fit for the role you are currently performing. This does not necessarily equate to being declared fit to undertake all operational duties. The key is that further service should be operationally useful and should not expose an officer's disablement or health to undue risk of deterioration.

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The FMA will need to be aware of this when undertaking the examination. Attention should also be paid to the employment provisions of the Disability Discrimination Act as they now apply to police officers.

For how long will a 30++ appointment last?

Appointments will be for a term of up to four years, subject to annual renewal dependent on continued effectiveness.

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However, it is correct to say that, at present, there are no provisions in the Police Regulations for fixed-term appointments for officers below superintendent rank. The power not to renew 30++ appointment will be derived from Regulation A19 of the Police Pensions Regulations (compulsory retirement on grounds of efficiency of the force). Due to the annual review system, A19 should normally be used only to terminate a re-engagement contract on a date before its expiry/renewal date.

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Will an officer who re-joins on 30++ need Chief Officer approval if they will be extending their service beyond compulsory retirement age?

Yes, upon reaching the compulsory retirement age for his/her rank, an officer will need to get an extension agreement from the Chief Constable of the police force in order to continue to serve.

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EQUALITY IMPACT ASSESSMENT FORM

(Applies to all Force Reference Documents/policies/strategies/plans/functions)

Step 1– scoping the equality impact assessment (EIA)

You should begin the EIA by determining its scope. The EIA should consider the impact or likely impact of the policy in relation to all areas of our remit, including human rights. The EIA should be proportionate to the significance and coverage of the policy.

Name of the policy/FRD Retention Scheme - 30+ + - Police Officers - R 30
What are the main aims, purpose and outcomes of the policy and how does it fit in with the wider aims of the organisation? 2. The main objectives of the 30++ Scheme are as follows: <ul style="list-style-type: none"> • To help ease possible recruitment shortfalls and help police numbers to rise to, and be sustained at, a higher level; • To smooth out recruitment bulges and, by the same token, help to avoid corresponding retirement bulges in future; • To help retain much needed skills and experience in the service
Who is the policy owner? Human Resources
Who implements the policy? DCs/SUMs/ Head of Operations/HR/OH
Who are the stakeholders? Principally police officers in the rank of sergeant and constable approaching 30 years service
Who will benefit from the policy and in what way? As above

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

- Some things to consider:
- How is the policy likely to affect the promotion of equality in the areas of age, disability, gender, gender reassignment, race, religion or belief, sexual orientation, or human rights?
- How do you think that the policy will meet the needs of different communities and groups?
- What consultation has already been undertaken which is relevant to the development of this policy?
- Are there any examples of existing good practice in this area – such as measures to improve access to the policy among particular groups?
- Do you think that your policy presents any problems or barriers to any community or group?

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?)

This policy is based on the Home Office Police Circular 4/2010 which arises from an agreement of the Police Negotiating Board


Are there any groups expected to benefit from this policy?

Group	Yes	No	Not known
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender identity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Racial and ethnic origins	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion and belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other (please specify)			
Please comment:			

Are there any groups that the policy could adversely affect?

Group	Yes	No	Not known
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender identity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Racial and ethnic origins	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion and belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other (please specify)			
Please comment:			

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<p>Has previous consultation with relevant groups, organisations or individuals indicated that policies of this type create problems specific to them?</p>			
Group	Yes	No	Not known
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender identity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Racial and ethnic origins	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion and belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other (please specify)			
Please comment:			
<p>In the context of the question above, are there any relevant groups which you believe should be consulted? If so, please specify.</p> <p>The policy has been comprehensively discussed at National level and will also be progressed through the force's decision-making process</p>			
<p>Is there opportunity to promote equality of opportunity or any other strategic aims of the Force more effectively by altering the policy?</p> <p>No</p>			
<p>What data is required in future to ensure effective monitoring?</p> <p>A Diversity Monitoring Form is attached to each application for monitoring purposes</p>			
<p>Do you recommend a full impact assessment?</p> <p>No</p> <p>Please comment:</p>			
<p>Any other comments on the policy and/or initial equality impact assessment?</p> <p>No</p>			
<p>Author of policy and EIA</p>			
<p>Name: Alaisdair Graham</p>	<p>Job title and Service Unit: Deputy Director of Human Resources</p>	<p>Date: 09/04/10</p>	<p>Signature: Alaisdair Graham</p> 
<p>Quality check: Document has been checked by Service Unit Manager/Divisional Commander</p>			
<p>Name: Andrea Sillars</p>	<p>Job title and Service Unit: Director of HR</p>	<p>Date: 13/7/10</p>	<p>Signature: Andrea Sillars</p> 