

## PRO-FORMA FOR THE INITIAL ASSESSMENT

This screening document is the first stage in a two-stage process to take a systematic approach to assessing the impact of an activity on equality. An activity may mean a:

- policy or policy review,
- a business case
- a business plan
- a project initiation
- a decision to implement a service
- a decision to decommission a service.

This screening should be completed by the lead person for the activity with assistance from any of the following departments:

- Human Resources (Where appropriate)
- Equality and Diversity

<b>Department:</b>	Neighbourhood Policing	<b>Section:</b>	Lincoln	<b>Person responsible for initial assessment:</b>	Insp 754 Claire Hime
<b>Name of the Policy to be assessed:</b>	<b>Dedicated Police Constable at the University of Lincoln</b>	<b>Date of Assessment:</b>	09/09/2021	<b>Is this a new or existing policy?</b>	New
1. Briefly describe the aims, objectives and purpose of the policy.	The aim of the creation of this post is for a police constable to work collaboratively with other agencies and departments at the University of Lincoln to address problems and reduce their impact on victims and individuals.				
2. Are there any associated objectives of the policy? Please explain.	The University of Lincoln wish to fund a police constable post up to a value of £60000 per annum. Associated objectives are; <ul style="list-style-type: none"> <li>- To reduce the demand on current police resources, which in turn would create a saving for Lincolnshire Police.</li> <li>- To give a better service to students, staff and linked communities.</li> </ul>				

<p>3. Who is intended to benefit from the policy and in what way?</p>	<ul style="list-style-type: none"> <li>- The University of Lincoln- they get a dedicated PC (which they are funding)</li> <li>- Victims of crime associated with the University- they would get a SPOC for liaison within Lincolnshire Police.</li> <li>- All agencies forming part of the problem solving team at the university including mental health professionals, security services, sexual violence specialist, they would all benefit from working collaboratively with the dedicated PC.</li> <li>- All students and staff at the University would benefit from crime prevention and harm prevention work completed by the dedicated PC.</li> <li>- Lincolnshire Police by a reduction in demand.</li> <li>- The wider community, if the aim of a reduction in crime and ASB is achieved by the dedicated PC. They would also benefit from having a dedicated Police SPOC to contact.</li> </ul>
<p>4. What outcomes are wanted from this policy?</p>	<p>Improved collaborative working with the University and relevant agencies to reduce crime, ASB and make Lincoln a safer place to study, work and live.</p> <p>Improved access to Lincolnshire Police and services contacted by Lincolnshire Police.</p> <p>Improved information sharing when there is a legal pathway to do so.</p>
<p>5. What factors/forces could contribute/detract from the outcomes?</p>	<p>The University funding will cover the cost of the salary of a PC, there is a cost to Lincolnshire police in terms of training, uniform and equipment and supervision of the dedicated PC.</p>
<p>6. Who are the main stakeholders in relation to the Policy?</p>	<p>The University of Lincoln Lincolnshire Police</p>
<p>7. Who implements the policy and who is responsible for the activity?</p>	<p>Recruitment and supervision of the dedicated PC would be by The Lincoln South West NPT Inspector and the Carholme NPT Sgt, in full liaison with The University of Lincoln Student Services and Wellbeing departments.</p>

8. Is there any likelihood the policy <b>could</b> have a differential impact on racial groups?		<b>N</b>	The dedicated PC would be accessible by all students and staff at the University of Lincoln and any impacted communities or individuals. They would also serve as a liaison officer to all other departments within Lincolnshire Police and make referrals to other agencies as appropriate.
What existing evidence (either presumed or otherwise) do you have for this?	This role is intended to give a better service to all students and staff at the University of Lincoln and any communities or individuals impacted by the University of Lincoln.		
9. Is there any likelihood the policy <b>could</b> have a differential impact due to gender?		<b>N</b>	The dedicated PC would be accessible by all students and staff at the University of Lincoln and any impacted communities or individuals.
What existing evidence (either presumed or otherwise) do you have for this?	I am not aware of any existing data that assesses whether a dedicated police officer role within a University establishment has had a differential impact on any group or individual.		
10. Is there any likelihood the policy <b>could</b> have a differential impact on due disability?		<b>N</b>	This PC would be accessible by all. The University is an establishment that is advanced in this regard and fully capable of ensuring that this is the case.
What existing evidence (either presumed or otherwise) do you have for this?	The University are dedicated to being an inclusive environment to all and would apply this equally to ensuring access to the PC within the University.		
11. Is there any likelihood the policy <b>could</b> have a differential impact on people due to sexual orientation?		<b>N</b>	This PC would be accessible by all. Their very purpose is to improve access and communication to all students and staff at the University of Lincoln.
What existing evidence (either presumed or otherwise) do you have for this?	I am not aware of any existing data that assesses whether a dedicated police officer role within a University establishment has had a differential impact on any group or individual.		
12. Is there any likelihood the policy <b>could</b> have a differential impact on people due to their age?		<b>N</b>	This PC would be accessible by all staff and students, impacted communities and individuals regardless of age.
12a Is there any likelihood the policy <b>could</b> have a differential impact on Young People and Children?		<b>N</b>	The University works with Young People and Children, Young People and Children are part of the community in the University area. They would have equal access to the University PC.

What existing evidence (either presumed or otherwise) do you have for this?	I am not aware of any existing data that assesses whether a dedicated police officer role within a University establishment has had a differential impact on any group or individual.	
12b Is there any likelihood the policy <b>could</b> have a differential impact on Older People?	<b>N</b>	This PC would be accessible by all staff and students, impacted communities and individuals regardless of age.
What existing evidence (either presumed or otherwise) do you have for this?	I am not aware of any existing data that assesses whether a dedicated police officer role within a University establishment has had a differential impact on any group or individual.	
13. Is there any likelihood the policy <b>could</b> have a differential impact on people due to their religious belief?	<b>N</b>	This PC would be accessible by all staff and students, impacted communities and individuals.
What existing evidence (either presumed or otherwise) do you have for this?	I am not aware of any existing data that assesses whether a dedicated police officer role within a University establishment has had a differential impact on any group or individual.	
14. Is there any likelihood the policy <b>could</b> have a differential impact on people due to them having dependants/caring responsibilities?	<b>N</b>	This PC would be accessible by all staff and students, impacted communities and individuals.
What existing evidence (either presumed or otherwise) do you have for this?	I am not aware of any existing data that assesses whether a dedicated police officer role within a University establishment has had a differential impact on any group or individual.	
15. Is there any likelihood the activity <b>could</b> have a differential impact on people due to Marriage or Civil partnership?	<b>N</b>	This PC would be accessible by all staff and students, impacted communities and individuals.
What existing evidence (either presumed or otherwise) do you have for this?	I am not aware of any existing data that assesses whether a dedicated police officer role within a University establishment has had a differential impact on any group or individual.	
16. Is there any likelihood the policy <b>could</b> have a differential impact on people due to them being Transgender or Transsexual?	<b>N</b>	This PC would be accessible by all staff and students, impacted communities and individuals.

What existing evidence (either presumed or otherwise) do you have for this?	I am not aware of any existing data that assesses whether a dedicated police officer role within a University establishment has had a differential impact on any group or individual.		
17. If a differential impact has been identified in 8-16, will this amount to there being the potential for an adverse impact in this policy?		<b>N</b>	<p>The very purpose of this role is to give an improved service to all students, staff and communities and individuals impacted by the University of Lincoln.</p> <p>The police officer in this role will work collaboratively to reduce hate crime and hate incidents, encourage reporting of hate crime and hate incidents and improve victim care for victims of hate crime and hate incidents.</p>
18. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?	<b>Y</b>	<b>N</b>	Not applicable.
19. If Yes, is there enough evidence to proceed to a full EIA?			<b>NO</b>
20. Date on which Full impact assessment to be completed by.			

Signed (completing officer) \_\_\_\_\_ C Hime      Inspector 754 Claire Hime \_\_\_\_\_

Signed (Lead officer) \_\_\_\_\_

### Groups Affected

Please identify the anticipated impact this activity will have on the following population groups.

- Tick the appropriate box and give explanation if so required,
- Please note that there are both likely benefits and adverse impact within the same group
- Any groups highlighted as likely to be adversely affected should be consulted in the second stage Full Impact Assessment if one has been identified as being needed.

	Likely to Benefit	No Impact	Adverse Impact
<b>Disability</b> - Physical ,Sensory, Learning Disability, Mental Health, Carers	Yes		
<b>Gender</b> - Male , Female	Yes		
<b>Transgender</b>	Yes		
<b>Race</b> - Traveller and Gypsy etc	Yes		
<b>Sexual Orientation</b> - Lesbian, Gay , Bisexual	Yes		
<b>Religion and Belief</b>	Yes		
<b>Age</b> - Young and Old	Yes		
<b>Marriage and Civil Partnerships</b>	Yes		