



EQUALITY IMPACT ASSESSMENT

Name of Sponsor: [REDACTED]

Name of Author: [REDACTED]

Description of proposal being analysed:

Connection to and trial application in UK Law enforcement of an existing Tool 'Foundry' used in multiple setting already including private industry, NSH, local authorities, Military and Cabinet office to surface existing data stored in multiple police systems on a single pain f glass in an easy digestible formate to assist officers and staff in making strategic and operational policing decision.

Date EIA started: 05/04/2023

Date EIA finished:

This Equality Impact Assessment is being undertaken as a result of the following proposal: Note – For ease of use of this document, we will refer to all of the below as “proposal”	Please tick as appropriate YES	Please tick as appropriate NO
A new or updated policy or procedure	☐	☒
Any business process including operational and managerial decisions	☒	☐
A result of organisational change	☐	☒
Part of a project proposal	☒	☐
Procurement	☒	☐
Other (please state):		

STEP 1 – Relevance

The general duty is set out in section 149 of the Equality Act 2010. In summary, those subject to the Equality Duty must have DUE REGARD to the need to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between different groups; and
- foster good relations between different groups.

Authors have a statutory requirement to have DUE REGARD to the relevant protected characteristics shown below, whilst taking a common-sense approach

- age
- disability
- gender reassignment
- marriage & civil partnership*
- pregnancy and maternity

- race
- religion or belief
- sex
- sexual orientation

*marriage and civil partnership – the analysis applies only to the elimination of unlawful discrimination, harassment and victimisation.

Additional guidance can be found by [accessing the EHRC website](#)

Please ensure as part of the EIA review, that you are compliant with The Public Sector Bodies (Websites and Mobile Applications) (No.2) Accessibility Regulations 2018. The Accessibility Regulations build on BCH existing obligations to people who have a disability under the Equality Act 2010 and consideration for 'reasonable adjustments' for disabled people.

The regulations require BCH internal and external websites and external facing mobile apps to be accessible by making them perceivable, operable, understandable and robust.

For further guidance please review;

[The Public Sector Bodies \(Websites and Mobile Applications\) \(No. 2\) Accessibility Regulations 2018.](#)

[BCH Guidance on Public Sector Website and Mobile Apps Accessibility Regs 2018](#)
[BCH Accessibility Regulations 2018 compliance checklist](#)

Does this proposal have a direct impact on people who?	Please tick as appropriate YES	Please tick as appropriate NO	If NO to both questions, please explain why and give rational:
Are part of the Police workforce (including volunteers)	☒	☐	
Reside in any part of England and Wales?	☒	☐	

If YES to either question: continue through to Step 2.

If NO Further Action, please Return to Sponsor for Authorisation once completing rational above.

STEP 2 – Consultation / Engagement

You should engage with those people who have an interest in how you carry out your work generally, or in a particular proposal. This may include former, current and potential service users, staff, staff equality groups, trade unions, equality organisations and the wider community. In deciding who to engage, you should consider the nature of the proposal and the groups who are most likely to be affected by it.

The proposal owner (Sponsor/Author) must be satisfied that consultation / engagement will take place with the relevant business lead and stakeholders.

This MUST include engagement with the following relevant groups:

Equality and Diversity Specialist

Staff Associations

Staff Support Groups

Relevant community groups and members of the public

In addition, consider who else should you consult with internally and externally?

Who might be affected?

Does what you are considering further the aims of the general duty, to

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between different groups; and
- foster good relations between different groups.

Identify the risks and benefits where applicable, according to the different characteristics.

List of Protected Characteristics	Positive Impact or Benefits	Negative Impact or Risks
Age (Consider elderly or young people)	· The equality duty in relation to the protected characteristic of age will be recognised and met in this project. · Some age groups will be able to be component in the use of the new capability, which will realise process efficiencies. · Some age groups may be able to create innovative process redesigns due to experience with the use of technology	· Any change to an existing process utilising new capability may affect particular age groups ability to efficiently execute business processes. To mitigate this, any processes change by the project will ensure that there is sufficient training and guidance given.
Disability Groups (Consider physical, sensory, cognitive, mental health issues or learning difficulties)	· The equality duty in relation to the protected characteristic of disability will be recognised and met throughout this project. Accessibility is a core principle in the design of Foundry, the Platform Experience team work closely with inclusion and accessibility specialists to ensure our software is accessible to all. Product teams are offered training to help incorporate accessibility principles into the design and release of products.	· People with this characteristic may find the new capability and process change overwhelming, which could lead to distress and impact the process. To try and avoid this, early engagement and comms with individuals will be given to support the transition. · It must be recognised not everyone declares their disability or indeed recognises they have a disability under the definition of Section 6 of the Equality Act 2010.

	Palantir's software has been approved to operate in environments where accessibility standards, including WCAG 2.1 AA and U.S. Section 508, are required. Furthermore, software is audited annually by independent third-party accessibility auditors to ensure adherence with accessibility standards.	
Gender Reassignment (Consider transgender, Transsexual, Intersex)	· The equality duty in relation to the protected characteristic of gender reassignment will be recognised and met throughout this project. · The Project involves all members of staff regardless of if they have had gender reassignment.	
Marriage & Civil Partnership	· The equality duty in relation to the protected characteristic of marriage and civil partnership will be recognised and met throughout this project. · The project involves all members of staff regardless of marriage or civil partnership status.	
Pregnancy and Maternity	· We will ensure that the equality duty in relation to the protected characteristic of pregnancy & maternity will be recognised and met during this project. · The project involves all members of staff regardless of whether they are pregnant or on maternity.	· Any process changes whilst people are on maternity leave may cause inefficiencies to associated processes. Sufficient training and guidance will need to be given to mitigate against this.
Race and Ethnic origin – include gypsies and travellers (consider language and cultural factors)	· We will ensure that the equality duty in relation to the protected characteristic of race & ethnic origin will be recognised and met throughout this project.	
Religious / Faith groups or Philosophical belief (Consider practices of worship, religious or	· The equality duty in relation to the protected characteristic of religion and belief will be recognised and met throughout	

cultural observance including non-belief)	this project. The equality duty in relation to the protected characteristic of religion and belief will be recognised and met throughout this project.	
Sex (Male, Female)	· We will ensure that the equality duty in relation to the protected characteristic of sex will be recognised and met throughout this entire project. · The project involves all members of staff regardless of sex.	
Sexual orientation (Consider known or perceived orientation, lesbian, gay or bisexual)	· The equality duty in relation to the protected characteristic of sexual orientation will be recognised and met throughout this project. · The project involves all members of staff regardless of their sexual orientation. · Bedfordshire Police has a very pro-active LGBT Network.	· We do not know or understand the full picture in regard to sexual orientation as it is not mandatory to inform your employer of your sexual orientation.

Have you considered how this decision might affect work life balance? (Consider caring issues re: childcare & disability, safeguarding issues, environmental issues, socio economic disadvantage, and low-income families.)

Positive Impact or Benefits	As outlined above.
Negative Impact or Risks	As outlined above.

STEP 3 – Assessment

Complete the EIA by analysing the effect of your proposal and detail the outcomes.

What were the main findings from any consultation carried out?

What feedback has been received?

Using the information, you have gathered and consultation that you have undertaken answer the following questions. This will help you to understand the effect on equality your proposal might have.

Has the feedback indicated any problems that need to be addressed?	Engagement thus far has not indicated any problems but the project is still in the scoping phase and will require continual monitoring.
Describe and evidence any part of the proposal which could discriminate	Subject to the recognition of the risks detailed in this EIA and the activity to mitigate or eliminate them, it is unlikely that this project in itself will be unlawfully discriminate.
Can the adverse impact identified be justified as being appropriate and necessary? If so, state what the business case is:	There is a requirement for the Force to work efficiently and effectively. To so, this requires utilisation of new technology which will result in some process changes. The project will develop a communications plan, as well training and guidance materials for specific areas of impact to minimise the impacts identified.
Where impact and feedback identified, what, if anything can be done?	Effective engagement and communication, will enable to the correct guidance and training to be developed within the affected areas.
What outcome will be achieved that demonstrates a positive impact on people?	· Streamline processes which will create increased efficiencies. · Improved accessibility for those are affected by the disability characteristic.

STEP 4 - Monitoring and Review

Equality analysis is an ongoing process that does not end once a document has been produced.

What monitoring mechanisms do you have in place to assess the actual impact of your proposal?
Review Date: 02/01/2024

STEP 5 - Sign Off

Once the Equality Impact Assessment is complete it should be signed off by the Proposal Sponsor.

This sign off is confirmation that the analysis is accurate, proportionate and relevant and actions will be delivered as required.

Having considered the potential or actual effect of this proposal on equality, our assessment demonstrates that the proposal is robust and the evidence of our screening shows no potential for unlawful discrimination. We have taken all appropriate opportunities to advance equality and foster good relations between groups.

Signature of approval by Senior Officer / Proposal lead

Name:

Date: