

## IMPACT ASSESSMENT – SUMMARY REPORT

Diversity Ref No.	23/07	Date Allocated	08/02/08
Document Name:	Force Uniform Policy		
Document Type:	Policy		
Owner:	Dumfries Divisional Commander		
Reviewing Officer:	Diversity Officer		
Policy Grading	High		

**NOTE: When a policy is referred to in this document it encompasses a proposed, current or amendment to a policy/force standing order/function.**

What is the purpose of the policy?

The force recognises the need to provide guidance to all personnel in respect of the standards of dress, appearance and general care, audit and inspection of uniform and also personal protective equipment.

Who is intended to benefit from the policy and how?

Force personnel, namely Police Officers, Special Constables, Police Staff and Police Cadets.

Give a description of how the policy was assessed against the potential of discriminating against a group or individual on the grounds of colour, race, gender, transgender status, marital or civil partnership status, nationality, ethnic or national origins, disability, age, sexual orientation, religion or belief?

Policy was assessed against feedback from:

- consultation during the developed of the Gender Equality Scheme;
- consultation through the force's Uniform Working Group;
- reviewing the gender and ethnic breakdown statistics for all categories of police staff, police officers and special constables;
- consultation during the development of the Disability Equality Scheme;
- wikipedia guidance on nose piercings for Indian and Hindu women and
- employment diversity legislation and codes of practice.

Consultation methods used and summary of findings

Primary research was carried out through focus and working groups. Additionally legislative requirements and codes of practice were reviewed with regards to areas of good practice.

Early consultation identified that areas omitted from the policy may indirectly discriminate or have a negative effect on some communities. This related to the inability to provide pregnant members of staff with the appropriate uniform, the prohibition of facial studs and piercings and the criteria for acceptable lanyards.

Conclusions reached from assessment and consultation

Additional research was carried out relating to the issues identified during consultation, results of which were reflected in the policy.

Amendments made to the policy or amendments following consultation. Please state why these changes were made.

Policy has been amended to reflect variations in uniform relating to cultural or religious beliefs, medical needs. Having identified these areas in the policy the policy has been met with an overall positive response. However work continues to secure appropriate uniform for pregnant members of staff, until such time as this matter is resolved the policy will have a negative affect on female members of staff.

How the policy is to be monitored, how often and by whom


The application of this policy will be continuously monitored by the force's Uniform Work Group headed by the post of Dumfries Divisional Commander.

A review of the effects of the policy is required to ensure that it does not discriminate against any group or individual on the grounds of colour, race, gender, transgender status, marital or civil partnership status, nationality, ethnic or national origins, disability, age, sexual orientation, religion or belief.


<b>Recommended Review Date:</b>	February 2009
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This summary contains details of the Impact Assessment carried out relating to this policy. Under Dumfries & Galloway Constabulary's Freedom of Information Publication Scheme a copy of the full report and consultation are available on request.

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