



**SOUTH WALES POLICE
FORCE POLICIES & PROCEDURES**

Equality Impact Assessment - Initial Assessment

<p>BCU / Department: Justice and Partnerships</p>	<p>Section: Mental Health and Learning Disabilities Policy</p>	<p>Person responsible for the assessment: Peter Thomas Force Advisor Mental Health</p>	<p>Date of Assessment 01/02/2013</p>
<p>Name of Force Guidance & Procedure to be assessed: Mental Health and Learning Disabilities Policy</p>		<p>Is this a new or existing Guidance & Procedure? Existing</p>	
<p>1. Briefly describe the aims, objectives and purpose of the guidance and procedure</p>	<p>The AIM of the Policy is to ensure that, within the South Wales Police area, all agencies and their staff involved in the arrest, detention and assessment of an individual under the Mental Health Act 1983 (as amended by the Mental Health Act 2007) are aware of the agreed requirements and that whatever their needs, people with mental ill health and/or learning disabilities should receive, as a matter of right, a quality of service from South Wales Police that meets those needs, whether in a criminal justice capacity – eg, where a person is a victim of crime, a witness to crime, or suspected of or known to have committed a crime; or in a health care capacity</p>		
<p>2. Are there any associated objectives of the guidance and procedure, please explain</p>	<p>Yes such as Disability Policy and Vulnerable Adult Policy (internal) Externally any other policies or guidance published that may have an impact as relevant.</p>		
<p>3. Who is intended to benefit from the guidance and procedure and in what way</p>	<p>Service Users who have or are thought to have a mental illness or learning disabilities or who are otherwise vulnerable. Members of staff and officers who may be required to implement/use the policy.</p>		
<p>4. What outcomes are wanted from this guidance and procedure?</p>	<p>South Wales Police meets the needs of our service users who have a mental illness or learning disabilities</p>		
<p>5. What factors/forces could contribute/detract from the outcomes?</p>	<p>Lack of knowledge and training for South Wales Police officers and staff and or lack of knowledge and training for potentially external multi agency partners would detract from their ability to deliver the objectives of South Wales Police in respect of people with mental ill health and learning disabilities, ie:</p> <ul style="list-style-type: none"> ▪ to undertake their role in respect of the Mental Health Act 1983 (amended 2007) ; ▪ to recognise and identify people with mental ill health and/or learning disabilities and understand the 		



**SOUTH WALES POLICE
FORCE POLICIES & PROCEDURES**

	responses required by the Act; <ul style="list-style-type: none"> to ensure that vulnerable people with mental ill health and/or learning disabilities have equal access to justice whether they are victims or witnesses, suspects or offenders; to adopt a multi-agency approach to people with mental ill health and/or learning disabilities wherever relevant, particularly regarding referral and access to health and social care services. 		
6. Who are the main stakeholders in relation to the guidance and procedure?	Police, Local Social Services Authorities, Health Boards, Welsh Ambulance Services Trust and Service Users in the South Wales Police area	7. Who implements the procedure and guidance and who is responsible for the guidance and procedure	The policy is implemented by all partners who have signed up to it. South Wales Police is responsible.

<i>Please answer the following:</i>	Are there concerns that the procedure and guidance <i>could</i> have a differential impact on people due to:	If Yes, what existing evidence (either presumed or otherwise) do you have for this?
8. Racial groups	Yes	There are well known documented issues in terms of Black and Minority Ethnic people and their access to health services and diagnosis. This could impact on the way in which Black and Minority Ethnic people experience mental illness and receive treatment.
9. Gender	No	NHS Boards Mental Health Activity Reports have not identified any differential impact due to gender

**SOUTH WALES POLICE
FORCE POLICIES & PROCEDURES**



10. Disability	Yes	The policy is developed to identify vulnerable persons due to mental illness or learning disabilities and take appropriate action to provide help, care and support. Therefore, the very nature of this policy has been robustly designed to provide appropriate levels of support.
11. Sexual orientation	Yes	It is well documented that incidents of depression and suicide are much more common among lesbian, gay, bisexual and transgender people than non lesbian, gay, bisexual, transgender people. (Chris Gildersleeve. PACE as cited by Stonewall)
12. Age	Yes	There is evidence to support the theory that dementia is particularly associated or linked with old age.
13. Religious belief	No	
14. Welsh Language	No	The Policy is developed for professionals working in the field of mental health as a standard operating procedure. It is not developed to be viewed by the general public or the subject of any detention under the Mental Health Act.
15. Transgender status	Yes	It is well documented that incidents of depression and suicide are much more common among transgender people than non transgender. (Mind.org.uk)
16. Pregnancy/maternity status	Yes	It is recognised that post natal depression is a recognised mental ill health condition and those who suffer with mental ill health are therefore considered to



**SOUTH WALES POLICE
FORCE POLICIES & PROCEDURES**

		be vulnerable.	
17. Could the differential impact identified in 8-16 amount to there being the potential for adverse impact in this guidance and procedure?	None identified	Please explain: This policy has been robustly and thoroughly drafted to ensure that the potential adverse impact is mitigated.	
18. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason	Not applicable		Please explain for each equality heading (question 8-16) on a separate piece of paper
19. Should the guidance and procedure proceed to a full impact assessment	No	If Yes, is there enough evidence to proceed to a full EIA	
Date on which Full impact assessment to be completed:			

Signed (completing officer) Peter Thomas

(Lead Officer) 55248 Peter Thomas