

Monitoring of Policies for Equality Schemes

- All policies are Equality Impact Assessed (EQIA'd), which involves an initial screening and where applicable, a full assessment and recording
- No policies will be accepted without the mandatory consultation having taken place including that of the EQIA.
- All Force policies are in the process of being reviewed including that of the EQIA. In turn, review dates are being added to each policy to ensure that
- each policy is scrutinised within an acceptable period dependant on its risk i.e. high, medium or low.
- In conjunction with the Training Department, processes are in place to ensure that the WMP has an evenly distributed 'pool' of EQIA assessors.
- Learning and Development has been brought up to date with co-ordination by the Learning & Development Resource Centre. Regular feedback is requested from students.
- In conjunction with the Citizen Focus Department and Learning and Development, processes are in place for regular QA sessions to take place and by dip sampling to review the quality of EQIA work taken place.
- WMP has already commenced the recording of its policies on the external website. It is anticipated that a number of its policies will have a link to its initial/full EQIA. This will afford the public the opportunity to comment on the assessments which can be collated/stored and brought to the attention of the policy author on review of the policy.

Further details of the EQIA process can be found on the Diversity Intranet site at:

http://intranet2/hq_departments/citizen_focus/diversity/a__z_guide/impact_assessments.aspx