



EQUALITY IMPACT STATEMENT FOR APP

Public bodies have a responsibility to pay due regard to the general public sector equality duty. While there is no legal requirement to publish equality impact assessments, it is good practice to show the processes that have been undertaken during the development of a piece of work in order to demonstrate that equality issues have been given full consideration.

Authorised Professional Practice (APP) identifies and promotes good practice based on evidence. APP is developed in consultation with subject matter experts, working groups and national policing leads and draws on sources including current guidance, case law and organisational learning. Each area of APP undergoes consultation with subject matter experts, multi-agency partners, interest groups and stakeholders, and, where appropriate, content is uploaded for public consultation via the APP website.

The content of APP is subject to scrutiny by the College's Legal Services Unit to ensure that the product is legally accurate and compliant with diversity good practice. Part of this involves ensuring that the material produced is accessible for all readers, including those who have a disability, for example, dyslexia or a visual impairment, by adhering to common guidelines to assist ease of accessibility. Further information on this is available from the [Accessibility](#) page.

Steps are also taken to ensure that exclusionary language is avoided and that any equality or human rights issues arising from the material are addressed. The College is mindful of its duties under the Equality Act 2010 and, where applicable, we strive to ensure appropriate and fair representation of protected characteristic groups.

Prior to publication, APP undergoes a series of authorisations by the working group, portfolio and national policing business lead as appropriate. The Gateway Group endorses APP as the national source of professional practice on policing.

APP is reviewed according to a schedule agreed with the national policing business area to ensure currency and accuracy. Changes in legislation, case law, operational needs or organisational learning may mean varying from this schedule in order to ensure that APP is up to date.

Individual forces are responsible for considering implementation issues and developing equality impact assessments, if appropriate, in accordance with force policy, local conditions, operational requirements and their own responsibilities under equality legislation.