This procedure is part of North Yorkshire Police policy to which all Chief Constable personnel and the functions provided by the Police and Crime Commissioner are required to adhere.

PROCEDURE STATEMENT

This procedure provides guidance that will enable the management of all incidents reported to and dealt with by North Yorkshire Police (NYP). The Force has a duty to respond appropriately to all incidents, with the Force Control Room (FCR), Call Sign: XN, having the responsibility to manage this response, balancing the availability of resources with public needs and expectations. This procedure will provide staff involved in incident management and deployment, with the guidance that will allow them to make appropriate decisions with regard to the level of response provided to the public, in order to meet demand for service. Ensuring that all incidents reported to NYP are dealt with correctly is a fundamental responsibility that enables the provision of an efficient and effective police service.

The FCR takes primacy for the Command and Control of all incidents reported to NYP. The FCR’s principal focus is on delivering an excellent service to the community and citizens of North Yorkshire.

This procedure takes into consideration the National Standards for Incident Recording (NSIR), National Crime Recording Standards (NCRS) and National Call Handling Standards (NCHS).

NYP aim to achieve this by ensuring:

- adherence to the procedure on incident logging and grading, including identification of vulnerability
- emergency incidents are prioritised and dealt with promptly and efficiently
- the safety of the public and members of NYP will always be the priority when a response is required
- incidents that do not require Police attendance will be dealt with at point of contact, referred to an appropriate internal resource or signposted to the relevant external agency or service provider
- members of our communities reporting incidents will be advised of the level of response they can expect. If police attendance is not appropriate then the reason for this will be fully explained to ensure that public expectations are well managed.
The majority of incidents reported to NYP are by means of telephone and are received via the Automated Switchboard, by the FCR at York.

Incidents that are reported to officers on patrol or direct to Police Stations will be notified to the FCR through their airwave terminal by the officer or member of staff receiving the report before their tour of duty on that day ends.

The available incident gradings are:

- **Immediate**
- **Priority**
- **Scheduled**
- **Other**

No targets are set against the incident gradings and the time and level of response will be dictated following the THRIVE assessment.
1. FCR Staff will determine the incident grading based on their knowledge, experience, and application of a **professional discretion framework** and consideration of the Force Values, FCR Principles and the Code of Ethics.

2. In order to gather and accurately assess relevant information to enable them to apply the **professional discretion framework**, Call Handlers will use the National Decision Making Model. The model has five stages which are as listed below:

   - Gather Information and Intelligence;
   - Assess situation;
   - Consider Powers & Policy;
   - Identify Options;
   - Take Action and Review.

3. This is a cyclical model which structures the application of professional discretion. Within the assessment of the situation element Call Handlers should consider the pneumonic THRIVE. THRIVE is a risk management tool which considers six elements to assist in identifying the appropriate response grade based on the needs of the caller and the circumstances of the incident. The existing practice of response grading being dictated by incident classification (e.g. serious acquisitive crime) will no longer take place. All incidents will be subject to the application of professional discretion.

4. The THRIVE components are:

   **Threat – Harm - Risk - Investigation - Vulnerability - Engagement.**

   **THREAT**

   This would include identification of whom or what is subject to any threat and what threat has been made.

   Consideration should be given to whether there is a threat targeted towards a person, property, service reputation, public safety or community cohesion or nothing. What is being threatened? For example an injury road traffic collision on a major road may threaten persons present with serious injury in the event of a further collision.

   **HARM**

   When considering potential Harm, an assessment should be made that if any threat identified were realised or the circumstances of the incident were to deteriorate what would the Harm caused be.

   For example, serious injury to a person or a substantial amount of damage to property. In the case of an injury road traffic collision on a major road, a further collision may result in a fatality.

   **RISK**

   Risk is the possibility of something occurring; this should be taken into account when determining
The imminent threat of violence to persons or damage to property, serious offences in progress, the presence of suspects at scenes or potential evidence loss would dictate a more urgent response

For example a threat of violence made in person to the intended victim will be of a much higher risk of occurring than one said over the telephone by someone a distance away from the victim.

INVESTIGATION

Is there a need for an investigation and if so in what form? Consideration in determining the nature of the response to an incident in terms of its investigative requirements should consider the following areas:
- Crime in Progress/Recently discovered;
- Suspect Seen;
- Known Offender;
- Forensic Evidence;
- CCTV;
- Property value or Identifiable property;
- Injury level;
  - Series of offences similar in nature to one reported or unusual Modus Operandi

VULNERABILITY

Vulnerability has been defined for the purposes of call management as “a person is vulnerable if as a result of their situation or circumstances, they are unable to take care or protect themselves, or others, from harm or exploitation.”

Considering this definition a person may be vulnerable due to a personal situation (for example having a mental health illness) or may be vulnerable due to the circumstances they are in at the time of the incident (for example a person who is that intoxicated they are unable to protect themselves). A vulnerable person may of course be both vulnerable due to their personal situation and the circumstances they find themselves in.

A vulnerable person may of course be both vulnerable due to their personal situation and the circumstances they find themselves in. When considering both elements of vulnerability, call handlers should consider if the victim is suffering from intimidation. This may appear in forms of distress or fear.

The following factors may indicate someone is vulnerable but this decision must be made taking into account the circumstances of the incident:

- Family Circumstances (for example a child at risk at the address);
- Personal Circumstances (for example drug/alcohol misuse);
- Intimidation (fear or distress)
• Health & Disability (for example someone with learning disabilities);
• Equality and Diversity factors (for example the 9 protected characteristics – age, disability, race, religion or belief, sex, sexual orientation, gender reassignment, marriage and civil partnership and pregnancy and maternity);
• Economic Circumstances (extreme deprivation for example);
• Repeat Victimisation (see below)

**Repeat Victim**
Any person who has reported three or more incidents of crime, Anti Social Behaviour or a combination of both within a 12 month period.

**Repeat Victim of Hate Crime**
“Where a person or immediate family member suffers more than one Hate Incident in a 12 month period following the date the first crime was reported”.

**Repeat Victim of Domestic Violence**
Any person who has reported 2 or more incidents of domestic violence in a 12 month period.

**ENGAGEMENT**

The needs of the caller or circumstances of the incident may represent an opportunity for an engagement, particularly if the caller is from a hard to reach group or would benefit from a reassurance visit. This factor should be considered when identifying the appropriate response grading or the need for an SNT Referral.

**ESCALATION OF DECISION MAKING**

5. Call Handlers should seek the advice a Deployment Manager, or Force Incident Manager in the event of being unsure as to the appropriate response grading to give an incident. All incidents will be recorded on STORM and will be graded to indicate to Controllers the appropriate level of response required.

As the incident progresses through the Control Room chain the incident can be re-graded in light of new information. A down grade (e.g. priority to by schedule) must be authorised by a DM. A re-grade to a higher response grade (e.g. priority to immediate) does not require any authorisation.

The rationale for any subsequent change to the level of response must be recorded in full at the time it is made.

**RECORDING PROFESSIONAL DISCRETION DECISION**

6. The majority of incidents will not require the recording of any rationale regarding selection of response grade as the needs of the caller and circumstances of the incident will clearly indicate the required response. Call Handlers should use their discretion as to whether to record a rationale taking into account the circumstances of the reported incident and the decision they have made.
THRIVE Quality Assurance process

Within the FCR, calls for service are monitored by Deployment Managers (DM) to quality assure the application of the THRIVE concept. Live incidents of all grades are continually monitored and assessed for correct grading. This task is completed by a Deployment Manager on a 24/7 basis. If the THRIVE concept has not been correctly applied to a call for service, incident grading or resource deployment, then the incident will be re-THRIVE’d with the decision maker and guidance provided where appropriate.

The THRIVE concept will be internally inspected/assessed periodically to ensure its aims, objectives and outcomes are in line with original proposals. This work will be carried out by the Risk and Assurance department at HQ.

Graded Response

NYP has a four tier grading system which gives guidance to staff on the level of response that should be delivered once the grading has been established via the THRIVE framework.

Immediate (‘I’ grade) Incidents

All deployable resources employed by NYP can be called to respond to any incident. In the first instance a Response Officer will be deployed to ‘I’ grade incidents. This includes Response Officers from any adjoining SNA, where they are the nearest deployable resource. If there are no available Response Officers then other resources will be deployed such as Safer Neighbourhood Beat Managers, Firearms, Roads Policing, CID etc.

Priority (‘P’ grade) Incidents

All deployable resources employed by NYP can be called to respond to any incident. In the first instance Response Officers will be deployed to ‘P’ grade incidents. If there are no available Response Officers then other resources can be deployed such as Safer Neighbourhood Beat Managers, Firearms, Roads Policing, CID etc.

Scheduled (‘S’ grade) Incidents

All deployable resources employed by NYP can be called to respond to any incident. In the first instance consideration will be given to the allocation of an appointment through call handlers on to the Diary Appointment System, for those Districts where it is in operation. On these Districts, local supervision will identify suitable resources to service the appointment system and ensure all appointments are met, unless directed by the duty Force Incident Manager under exceptional circumstances, which must be recorded on the incident log at the time. In such circumstances, service recovery must be completed, with appointments re-scheduled at a time to suit the reportee.

Where an appointment through the SNSD is not suitable, the most appropriate resource including Response Officers, Safer Neighbourhood Beat Managers, PCSO’s, Firearms, Roads Policing, CID etc will be deployed to ‘S’ grade incidents in accordance with the deployment principles.

- the target response times for attendance at ‘S’ grade incidents will be negotiated with the
Reporting Person with a view to agreeing a mutually acceptable appointment time. The appointment time, and any changes to it, must be recorded in the incident log at the time they are made.

The list below gives an indication of the criteria used by FCR staff when deciding whether an incident is to be classed as an ‘S’ grade:

- a physical police/PCSO presence is necessary
- the Reporting Person indicates that an appointment would be preferred
- the incident does not constitute an ‘I’ or ‘P’ graded response

Other (‘O’ grade) Incidents

This refers to incidents that do not require police officer attendance in order to deal with the matter. This type of incident will be dealt with at point of contact, referred to an appropriate internal resource or signposted to the relevant external agency or service provider. Persons reporting such incidents will be advised of the reason why no attendance is deemed necessary to ensure that public expectations are well managed, and the incident log updated clearly to indicate actions and advise provided. The reason must be recorded in the incident log at the time it is made.

The list below gives an indication of the criteria used by FCR staff when deciding whether an incident is to be classed as an ‘O’ grade:

- a physical police presence is unnecessary
- the issue can be resolved by suitable advice over the telephone
- the incident does not constitute an ‘I’, ‘P’ or ‘S’ graded response

Crime Attendance

Major and Serious Crime

Major and Serious Crimes are covered by a stand alone attendance procedure (Hyperlink above) Major and Serious Crime offences are mandatory attendance due to their obvious severity.

Volume Crime

A Volume crime is defined as “any crime that through its sheer volume has a significant impact on the community and the ability of the local police to tackle it”.

Volume crimes are not mandatory attendance and resourcing/deployment decisions should be made following the THRIVE assessment taking account of the needs of the caller and the circumstances of the incident. When volume crimes are reported by members of the public to an FCR call handler, the calls will be assessed by applying ‘SHOWHOUSE’, where attendance is required resources will be allocated in accordance with the THRIVE led grading.

Priority Volume Crime (designated via TTCG)
Force Tasking may determine volume crimes requiring mandatory attendance for limited periods at a Tactical Tasking and Coordination Group level. Where a decision is made to raise a volume crime to require mandatory attendance it will be the responsibility of the plan owner to highlight and agree initial resourcing requirements with the SNSD Sergeant. Review dates not exceeding 3 months must be placed on such crimes given mandatory status.

**Incident Management**

It will be the responsibility of the FCR to manage the response to incidents. The Force will support the FCR in doing this by:

- providing timely and accurate duty sheets for staff (within 15 minutes of beginning the tour of duty)
- ensuring all staff are logged on to their personal radios and inform FCR of their vehicle details within 15 minutes of beginning their tour of duty
- ensuring FCR have accurate Status updates (minimum hourly updates)
- status updates will be managed via Airwave
- State 8 can only be authorised by an officer of the rank of Sergeant or above.
- incidents will be passed to officers through approved means (using Airwave)

It is imperative that all operational staff book on and off duty with the FCR by use of status messages, and are available to respond to incidents. This is vital from a health and safety perspective, as every officer and member of staff have a responsibility to safeguard themselves and their colleagues.

The FCR will support this by ensuring that dispatch, arrival and departure times are recorded. Incidents will only be finalised once an adequate update has been received. It is the joint responsibility of the member of staff dealing with the incident and the FCR Controller to ensure the necessary information is recorded on the log for finalisation. The FCR will not close incidents without inputting an appropriate update. FCR will keep the Reporting Person updated on the expected attendance times by officers to an incident.

When crimes are reported by members of the public to an FCR call handler, the calls will be assessed by applying ‘SHOWHOUSE’, where attendance is required resources will be allocated in accordance with the grading by the FCR.

**General Deployment Principles**

The General Deployment Principles recognise the vagaries and exigencies of police work and seek to provide a deployment guide for control room staff and local supervisors when determining an appropriate response to an incident.

Primacy for the deployment of NYP’s resources in relation to Incident Management rests with the Force Duty Silver Commander (FIM). It is anticipated that deployment will be managed in conjunction with local supervision but in the event of a dispute over deployment to a particular incident the Force Duty Silver Commander will direct attendance.
The FIM will also be responsible for flagging up to Safer Neighbourhood Commands (SNCs) and/or departmental managers any concerns over the availability of resources to levels of incidents that are currently being experienced. This will be a dynamic assessment of the situation.

Utilisation within the FCR technology such as Automatic Vehicle Location Systems (AVLS), Automatic Person Location Systems (APLS) and Mapping gives Controllers real time information on the availability of resources. Given the geographic size of the Force area it is essential that the limited resources are used to the best effect. Mutual cooperation between Departments and Safer Neighbourhood Areas is essential if a comprehensive and acceptable level of service is to be provided to our communities.

- the FCR will normally utilise resources from the Safer Neighbourhood Area in which the incident has occurred
- however, where no such resource is available and an immediate response is required, then the nearest available and appropriate resource will be deployed. (such resource may be from a neighbouring Safer Neighbourhood Command or specialist unit)
- as soon as practicable a local resource will be deployed to the incident to provide backup and ensure that any handover takes place effectively and efficiently

Safer Neighbourhood Beat Managers focus on local issues and priorities, predominantly crime, disorder and anti-social behaviour. Their key role is to engage with their communities, gather intelligence, provide a high level of visibility and accessibility, take action to address local priorities and solve local problems in partnership with the community and partners.

To enable these officers to focus on their core priorities a fundamental principle of Neighbourhood Policing is that, in so far as is reasonably practicable, Safer Neighbourhood Beat Managers will not normally be deployed to incidents outside of their dedicated area of responsibility or to incidents which are not deemed commensurate with their role.

Deployment of PCSOs

Police Community Support Officers (PCSOs) will primarily be tasked locally in relation to their core role, i.e. high visibility patrols, local community engagement, reassurance activity and neighbourhood problem solving. There are a range of incidents which will be reported to the police that attendance by a PCSO will be entirely appropriate such as ‘S’ grade incidents. PCSO’s can be dispatched to reports, including low level volume crime where the chances of detecting or apprehending an offender are unlikely. A PCSO’s role at low level crime is to provide reassurance and conduct initial or secondary enquiries such as H2H or CCTV trawls. PCSO’s are not responsible for criming incidents and will not be OIC for crimes.

Other tasks that PCSO’s can be deployed to are curfew checks and witness warnings Their deployment to such will be deemed appropriate when the risk is not high.

Controllers must never lose sight of the fact that PCSOs are not Police Officers and that they retain a separate and distinct role within the community. They do not have the training, personal protective equipment or powers of a constable to deal with incidents that police officers should be deployed to.
RESPONSIBILITIES

Responsibilities have been identified and outlined within the process as detailed above.

DEFINITION OF SPECIAL TERMS

Vulnerability

Vulnerability has been defined for the purposes of call management as “a person is vulnerable if as a result of their situation or circumstances, they are unable to take care or protect themselves, or others, from harm or exploitation.”

Considering this definition a person may be vulnerable due to a personal situation (for example having a mental health illness) or may be vulnerable due to the circumstances they are in at the time of the incident (for example a person who is that intoxicated they are unable to protect themselves). A vulnerable person may of course be both vulnerable due to their personal situation and the circumstances they find themselves in.

The following factors may indicate someone is vulnerable but this decision must be made taking into account the circumstances of the incident:

<table>
<thead>
<tr>
<th>Family Circumstances</th>
<th>Health and Disability</th>
</tr>
</thead>
<tbody>
<tr>
<td>-Child at risk</td>
<td>-Learning difficulties</td>
</tr>
<tr>
<td>-Domestic abuse</td>
<td>-Physical disability or illness</td>
</tr>
<tr>
<td>-Presence of a child</td>
<td>-Mental Health needs</td>
</tr>
<tr>
<td></td>
<td>-Drug/alcohol misuse</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Personal Circumstances</th>
<th>Equalities/Discrimination Factors</th>
</tr>
</thead>
<tbody>
<tr>
<td>-Consider themselves vulnerable</td>
<td>-Hate Crime: 9 protected characteristic groups age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, pregnancy and maternity</td>
</tr>
<tr>
<td>-Social isolation</td>
<td></td>
</tr>
<tr>
<td>-Poor social skills</td>
<td></td>
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<tr>
<td>-History of offending</td>
<td></td>
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<tr>
<td>-Self neglect</td>
<td></td>
</tr>
<tr>
<td>-Under intimidation (fear or distress)</td>
<td></td>
</tr>
</tbody>
</table>

Repeat Victimisation

Repeat Victim:

*Any person who has reported three or more incidents of crime, Anti Social Behaviour or a combination of both within a 12 month period.*

Repeat Victim of Hate Crime:

*Where a person or immediate family member suffers more than one Hate Incident in a 12 month period following the date the first crime was reported.*

Repeat Victim of Domestic Violence:

<table>
<thead>
<tr>
<th>Economic Circumstances</th>
</tr>
</thead>
<tbody>
<tr>
<td>Extreme deprivation</td>
</tr>
</tbody>
</table>
Any person who has reported 2 or more incidents of domestic violence in a 12 month period.

‘SHOWHOUSE’

Scene - Review - What happened - Concise MO?
Has the area been searched?
Offender- known or description available?
Was anything left at the scene - explain CSI / Footwear / Trademarks?

House to house
Offer a victim leaflet
Unique or High value property – Serial numbers – identifying marks
SNT Service Desk
Ensure all enquiries are completed - Update victim / complainant

Appeals Procedure

In the event an individual wishes to challenge a NYP policy/procedure they are initially invited to address their concerns to the Chief Constable or the Commissioner of NYP. Additionally, any NYP employee wishing to challenge a NYP policy/procedure may also do so through the Grievance Procedure. If the matter is not resolved the following can be pursued:

Any employee or member of the public wishing to challenge a NYP policy/procedure may do so through:

- The regulatory body appropriate to the subject with which the policy/procedure is concerned or
- The courts

Examples include the Independent Police Complaints Commission and The Information Commissioner.

Legal Basis

The legal basis in which the guidance is to operate can be found in:

- Police and Criminal Evidence Act 1984
- Human Rights Act 1998
- Criminal Justice and Police Act 2001
- Section 1,2 and schedule 1 of the Police Act 1996

The Human Rights Act 1998 creates 'Convention Rights' which are set out in Section 1 (1) of that Act. They are rights drawn from the European Convention on Human Rights and Fundamental Freedoms (ECHR).

The provisions of this guidance are compatible with the ‘Convention Rights’.

In application of this guidance, North Yorkshire Police will not discriminate against persons on the basis of age, sex, race, colour, language, religion, disability, political, or other opinion, sexual orientation, nationality or social origin, association with national minority, property, birth, or other status as defined under Article 14, Prohibition of Discrimination (ECHR).
**Incident Management and Deployment Procedure**

An Equality and Human Rights Assessment must be used to inform your decision making when developing new or existing policies, procedures, initiatives, working practices or functions (hereafter referred to as ‘initiatives’).

The Assessment must be completed before decisions are made, and remain a live document to be reviewed and continually updated at key milestones during development.

Please refer to the guidance document when completing the assessment.

1) What are the aims, objectives and intended outcomes of the initiative?

This procedure provides guidance that will enable the management of all incidents reported to and dealt with by NYP. It will provide staff involved in Incident Management with the guidance that will allow them to make appropriate decisions with regard to the level of response provided to the public. Ensuring that all incidents reported to NYP are dealt with correctly is a fundamental responsibility that enables the provision of an efficient and effective police service.

NYP aim to achieve this by ensuring:

- adherence to the procedure on incident logging and grading, including identification of vulnerability
- emergency incidents are prioritised and dealt with promptly and efficiently
- the safety of the public and members of NYP will always be the priority when a response is required
- incidents that do not require Police attendance will be dealt with at point of contact, referred to an appropriate internal resource or signposted to the relevant external agency or service provider
- members of our communities reporting incidents will be advised of the level of response they can expect. If police attendance is not appropriate then the reason for this will be fully explained to ensure that public expectations are well managed.

2) What research/resources have been used or considered in the initial stages of this assessment?

Research and report into THRIVE process. Demand analysis. Full consultation in force.

3) Who have you consulted with and what did you consult about?

Full consultation in force on all aspects of this procedure including THRIVE process, removal of call attendance targets.
4) Following assessment of available information, has a beneficial (positive) or adverse (negative) impact been identified OR is the initiative equality neutral? e.g. no particular impact or minimal affect on any group? Provide details on ALL decisions for ALL the protected characteristic groups below. Specify what actions, if any, will be taken as a result of the assessment, provide any findings and the reason any decisions were reached, and determine what changes may be necessary to either reduce any adverse impact or enhance any beneficial impact.

If an adverse (negative) impact has been identified question 5 must be completed.

<table>
<thead>
<tr>
<th>Beneficial (positive)</th>
<th>Adverse (negative)</th>
<th>Neutral</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>x</td>
<td></td>
<td>Crimes and incidents directed against persons due to their age, are identified as a factor that could affect the grading and attendance at an incident, and are therefore impacted by this procedure. Where a person in this group is assessed as vulnerable or subject of a hate crime/incident as a result then the incident will receive a higher priority grading producing a positive (high impact) outcome.</td>
</tr>
<tr>
<td>Disability</td>
<td>x</td>
<td></td>
<td>Crimes and incidents directed against persons due to their disability, are identified as a factor that could affect the grading and attendance at an incident, and are therefore impacted by this procedure. Where a person in this group is assessed as vulnerable or subject of a hate crime/incident as a result then the incident will receive a higher priority grading producing a positive (high impact) outcome.</td>
</tr>
<tr>
<td>Gender Reassignment</td>
<td>x</td>
<td></td>
<td>Crimes and incidents directed against persons due to gender reassignment are identified as a factor that could affect the grading and attendance at an incident, and are therefore impacted by this procedure. Where a person in this group is assessed as vulnerable or subject of a hate crime/incident as a result then the incident will receive a higher priority grading producing a positive (high impact) outcome.</td>
</tr>
<tr>
<td>Marriage and Civil Partnership</td>
<td>x</td>
<td></td>
<td>Crimes and incidents directed against persons due to their marriage or civil partnership, are identified as a factor that could affect the grading and attendance at an incident, and are therefore impacted by this procedure. Where a person in this group is assessed as vulnerable or subject of a hate crime/incident as a result then the incident will receive a higher priority grading producing a positive (high impact) outcome.</td>
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<tr>
<td>Category</td>
<td>x</td>
<td>Details</td>
<td></td>
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<td>---------------------------</td>
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<tr>
<td>Pregnancy and Maternity</td>
<td></td>
<td>The incident will receive a higher priority grading producing a positive (high impact) outcome.</td>
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<tr>
<td>Race</td>
<td></td>
<td>Crimes and incidents directed against persons due to their race are identified as a factor that could affect the grading and attendance at an incident, and are therefore impacted by this procedure. Where a person in this group is assessed as vulnerable or subject of a hate crime/incident as a result then the incident will receive a higher priority grading producing a positive (high impact) outcome.</td>
<td></td>
</tr>
<tr>
<td>Religion or Belief</td>
<td></td>
<td>Crimes and incidents directed against persons due to their religion or belief are identified as a factor that could affect the grading and attendance at an incident, and are therefore impacted by this procedure. Where a person in this group is assessed as vulnerable or subject of a hate crime/incident as a result then the incident will receive a higher priority grading producing a positive (high impact) outcome.</td>
<td></td>
</tr>
<tr>
<td>Sex (Gender)</td>
<td></td>
<td>Crimes and incidents directed against persons due to their gender are identified as a factor that could affect the grading and attendance at an incident, and are therefore impacted by this procedure. Where a person in this group is assessed as vulnerable or subject of a hate crime/incident as a result then the incident will receive a higher priority grading producing a positive (high impact) outcome.</td>
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</tbody>
</table>
Sexual Orientation: X

Crimes and incidents directed against persons due to their sexual orientation, are identified as a factor that could affect the grading and attendance at an incident, and are therefore impacted by this procedure. Where a person in this group is assessed as vulnerable or subject of a hate crime/incident as a result then the incident will receive a higher priority grading producing a positive (high impact) outcome.

5) If an adverse (negative) impact has been identified, please provide further details stating how any adverse impact can be justified for this initiative.

N/A

Human Rights

The European Convention on Human Rights came into force in the UK in 1953 and created convention rights and freedoms. The Human Rights Act 1998 gives further effect to these conventional rights and fundamental freedoms with, for example, a right for an individual to bring proceedings against a public authority.

The Human Rights Act contains 16 basic rights for all individuals, and these consist of:

- Absolute Rights (Articles) – they can never be taken away or withheld,
- Limited Rights – these may be restricted under explicit circumstances,
- Qualified Rights – these require a balance between the rights of the individual and the needs of the wider community or state, for example, Articles 8-11.

Interference of a Qualified Right is only permissible if ALL the following apply:
(a) There is a clear legal basis for the interference; and
(b) The action/interference seeks to achieve a legitimate aim; and
(c) The action is necessary in a democratic society.
1) Will the initiative engage anyone’s Convention Rights?

No

2) Will the initiative result in the restriction of a right?

No

3) If any of the rights are Qualified Rights, you will need to undertake a balancing exercise. Consider the following:
   (a) Is the restriction on the right lawful? Is there a law which allows you to make the initiative?
   (b) What is the legitimate aim you are trying to achieve through this initiative?
   (c) Is the restriction necessary and proportionate? Are you restricting one person’s rights to protect the rights of another individual? Is there another way to achieve the aim identified in (b)?

N/A