



Creating a safer
Cambridgeshire

Threats to Life - Policy

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1. POLICY AIM

To ensure Cambridgeshire Constabulary manage incidents involving a threat to life. It will determine the difference between a threat to life and threat to kill. It will identify the roles and responsibilities associated with such a threat and give clear guidance in relation to the initial receipt, evaluation of risk, subsequent response, resolution and monitoring.

2. APPLICABILITY

2.1 Inclusions

All Officers and Police Staff

2.2 Exclusions

Those not specified in paragraph 2.1

3. THE POLICY

Cambridgeshire Police will conduct investigations into Threats to Life in accordance with ACPO National Threats to Life guidelines (January 2015 v1)

For the purposes of considering and implementing the processes, a Threat to Life (TTL) is deemed to be one that could engage article 2 of the Human Rights Act 1998. This would also apply in other circumstances where as a result of a deliberate intention or the criminal act of another, the Police or other law enforcement agency, has identified a real and immediate threat to a loss of life or to cause serious harm or injury to another. This includes serious sexual assault and rape

The distinction between a report of a 'threat to life' and an allegation of 'threats to kill', and the manner in which they are dealt with, will depend on the covert or overt nature of the information that is received, how it was received and from who or what.

An allegation that involves information that can be used evidentially would normally support an overt investigation into a substantive criminal offence (e.g. S.20 Wounding), and it also includes risks to life that are a consequence of action rather than a deliberate intention to cause harm to other (e.g Human Facilitation or Drink Driving). Such matters are not to be dealt with as threats to life but in accordance with the substantive criminal offence. The Constabulary will record a crime for these matters and investigate accordingly.

Where a threat to life is received which does not meet the national Crime Recording Standards, no crime will be raised, but the matter will be investigated in accordance with ACPO National Threats to Life guidelines (January 2015 v1) and the associated Constabulary procedure.

A threat to life case will be managed by a Detective Inspector and the Director of Intelligence has responsibility for

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ensuring effective case management. All cases will be reviewed monthly.

In cases where the assessment of the risk is high or medium and the incident occurs outside core hours, the Force Gold commander will be responsible for ensuring effective initial case management.

4. ASSOCIATED DOCUMENTATION

4.1 ACPO National Threats to Life Guidelines (January 2015)

Human Rights Act 1998, Serious Organised Crime Act 2005, Equality Act 2010, Data Protection Act 1998, Freedom of Information Act 2000,

4.2 Strategy / Plan – N/A

4.3 Policies – N/A

4.4 Procedures – Threats to Life

4.5 Forms (National / Local) – Threats to Life, Threat / Risk Assessment & Tracking Document

5. WHO TO CONTACT ABOUT THIS POLICY

Director of Intelligence

6. EQUALITY IMPACT ASSESSMENT

EQUALITY IMPACT ASSESSMENT

Name of Sponsor	M Newman
Name of Author	C Harrison
Description of proposal being analysed	Threat to Life Policy
Date analysis started	01-10-16
Date analysis finished	24-11-16

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This Equality Impact Assessment is being undertaken as a result of:

Delete as appropriate

- A new or updated policy or procedure.
- Any business process including operational and managerial decisions
- A result of organisational change
- Part of a project proposal
- Procurement
- Other (please state)

Note – For ease of use of this document , we will refer to all of the above as “proposal”

STEP 1 – Relevance

The general duty is set out in section 149 of the Equality Act 2010. In summary, those subject to the Equality Duty must have **DUE REGARD** to the need to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between different groups; and
- foster good relations between different groups.

Authors have a statutory requirement to have **DUE REGARD** to the relevant protected characteristics shown below, whilst taking a common sense approach

- age
- disability
- gender reassignment
- marriage & civil partnership*
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

*marriage and civil partnership – the analysis applies only to the elimination of unlawful discrimination, harassment and victimisation.

Section 23 of the Equality Act 2006 allows the Equality and Human Rights Commission (EHRC) to enter into a formal agreement with an organisation if it believes the organisation has committed an unlawful act.

Under section 31 of the Equality Act 2006, the EHRC can carry out a formal assessment to establish to what extent, or the manner, in which a public authority has complied with the duty.

Additional guidance can be found by accessing the EHRC website: <http://www.equalityhumanrights.com/advice-and-guidance/public-sector-equality-duty/guidance-on-the-equality-duty/>

Does this proposal have a direct impact on people who:	a) are any part of the Police workforce (including volunteers)?	YES
	b) reside in any part of England and Wales	YES

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If NO to both questions	<i>Explain why and give rational</i>	No Further Action and Return to Sponsor for Authorisation
If Yes to either question	Continue through to Step 2	

STEP 2 – Consultation / Engagement

You should engage with those people who have an interest in how you carry out your work generally, or in a particular proposal. This may include former, current and potential service users, staff, staff equality groups, trade unions, equality organisations and the wider community. In deciding who to engage, you should consider the nature of the proposal and the groups who are most likely to be affected by it.

The proposal owner (Sponsor/Author) must be satisfied that consultation / engagement will take place with the relevant business lead and stakeholders.

This **MUST** include engagement with the following relevant groups:

- Equality and Diversity Specialist
- Staff Associations
- Staff Support Groups
- Relevant community groups and members of the public

In addition, consider who else should you consult with internally and externally?

Who might be affected?

Does what you are considering further the aims of the general duty, to

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between different groups; and
- foster good relations between different groups.

Identify the risks and benefits where applicable, according to the different characteristics.

	Positive Impact or Benefits	Negative Impact or Risks
Age (<i>Consider elderly or young people</i>)	This policy clearly describes what the Constabulary will undertake for all people subject to threats to life and is applicable to all persons without discrimination.	
Disability Groups (<i>Consider physical, sensory, cognitive,</i>		

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<i>mental health issues or learning difficulties)</i>		
Gender Reassignment <i>(Consider transgender, Transsexual, Intersex)</i>		
Marriage & Civil Partnership		
Pregnancy and Maternity		
Race and Ethnic origin – <i>includes gypsies and travellers.(Consider language and cultural factors)</i>		
Religious / Faith groups or Philosophical belief <i>(Consider practices of worship, religious or cultural observance including non belief)</i>		
Sex <i>(Male, Female)</i>		
Sexual orientation <i>(Consider known or perceived orientation, lesbian, gay or bisexual)</i>		

	Positive Impact or Benefits	Negative Impact or Risks
Have you considered how this decision might affect work life balance? <i>(Consider caring issues re: childcare & disability, safeguarding issues, environmental issues, socio economic disadvantage, and low income families.)</i>		

STEP 3 – Assessment

Complete the EIA by analysing the effect of your proposal and detail the outcomes.

What were the main findings from any consultation carried out?

What feedback has been received?

Using the information you have gathered and consultation that you have undertaken answer the following questions. This will help you to understand the effect on equality your proposal might have.	
Has the feedback indicated any problems that need to be addressed?	
Describe and evidence any part of the proposal which could discriminate	
Can the adverse impact identified be justified as being appropriate and necessary? If so, state what the business case is:	
Where impact and feedback identified, what, if anything can be done?	
What outcome will be achieved that	

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demonstrates a positive impact on people?	
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STEP 4 - Monitoring and Review

Equality Analysis is an ongoing process that does not end once a document has been produced.

What monitoring mechanisms do you have in place to assess the actual impact of your proposal?	The review of cases will identify whether any discrimination issue are identified as a result of this policy.
Review Date: First review must be no later than one year.	01-12-17

STEP 5 - Sign Off

Once the Equality Impact Assessment is complete it should be signed off by the Proposal Sponsor. This sign off is confirmation that the analysis is accurate, proportionate and relevant and actions will be delivered as required.	
Approved by Senior Officer / Proposal lead	Having considered the potential or actual effect of this proposal on equality, our assessment demonstrates that the proposal is robust and the evidence of our screening shows no potential for unlawful discrimination. We have taken all appropriate opportunities to advance equality and foster good relations between groups. Date:24/11/16 Name:M Newman