

Equality Impact Assessment [EIA] – Crime and Policing Bill

Clause “Critical Police Undertakings”

1. Name and outline of policy proposal, guidance, or operational activity

This EIA has been drafted to consider the equality implications of including measures within the Crime and Policing Bill that provide the Home Secretary with a power to direct companies which provide services to policing.

Improving productivity and efficiencies in policing and providing value for money to the taxpayer is a legitimate aim of the government. The planned power will enable the Home Secretary to achieve greater control over companies that provide critical national capabilities within policing, ensuring their support of the effectiveness and efficiency of the police.

Being able to issue directions to such companies, which (assuming they are legal and reasonable) must be actioned would enable the Home Secretary to ensure that the prioritisation, delivery, and strategic direction of these companies aligns with the priorities of the government and policing.

2. Consideration of limb 1 of the duty: Eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Equality Act.

Direct Discrimination

The use of these powers by the Home Secretary will be to ensure the direction of relevant companies providing services to police forces

The proposed power does not subject any person to less favourable treatment than any other person and therefore no direct discrimination arises.

Indirect Discrimination

The new power will apply to all persons equally, irrespective of protected characteristics. In applying it the Home Secretary will provide direction to specific companies and, if appropriate, PSED considerations will be taken into account at that time, based on the policy assessment of the specific direction that is applied.

At this stage we do not believe that issuing directions to any relevant company would have any indirect impact on any specific group of people due to protected characteristics. No particular disadvantage has been identified in relation to the protected characteristics of any individuals who may be affected by the use of this power, once established.

Employees of the relevant companies would be subject to the outcome of the new power's application, including those with protected characteristics. However, in line with the employers own duties under the equality act there should not be any disproportionate effects or disadvantage to persons with any specific characteristic as result of any new working conditions as a direct consequence of the power being used and directions issued.

Where a direction to change the operating model of a company (for example) could have staffing implications, it would be the responsibility of the company to manage these legally and in line with their duties as employers.

Equality consideration will be made on a case by case-by-case basis to take account of the specific circumstances when the Home Secretary uses this power.

3. Consideration of limb 2: Advance equality of opportunity between people who share a protected characteristic and people who do not share it.

There is no evidence that any groups that would be affected by the use of this power (primarily the companies and their staff) would have any different needs. As there are no identified disadvantages, mitigations are not necessary at this time.

This power neither encourages nor discourages participation in public life or other activities by people with protected characteristics. It will allow the Home Secretary to direct companies supplying services to policing, and as such the scope for such encouragement is significantly limited.

However, equality consideration will be made on a case-by-case basis to take account of the specific circumstances when the Home Secretary uses this power.

4. Consideration of limb 3: Foster good relations between people who share a protected characteristic and persons who do not share it.

This power neither encourages nor discourages good relations between people who share a protected characteristic and those who do not. When used, it will allow the Home Secretary to direct companies supplying services to policing, and as such the scope for such encouragement is significantly limited

However, equality consideration will be made on a case-by-case basis to take account of the specific circumstances when the Home Secretary uses this power.

5. Review Date

The proposals considered in this document will be reviewed throughout the legislative process and will be subject to the normal post-legislative review three to five years after Royal Assent.

6. Declaration

I have read the available evidence, and I am satisfied that this demonstrates compliance, where relevant, with section 149 of the Equality Act 2010 and that due regard has been had to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations.

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Date: 2 December 2025

For monitoring purposes all completed EIA documents must be sent to psed@homeoffice.gov.uk

EIA enquiries must also be sent to psed@homeoffice.gov.uk

Date sent to PSED Team: 2 December 2025