

EQUALITY IMPACT ASSESSMENT

POLICY	RECRUITMENT AND SELECTION OF CHIEF POLICE OFFICERS POLICY	
Description	<p>Aims The purpose of the policy is to give guidance to Members on the procedures for the appointment of chief police officers within Cheshire Constabulary, defined for this purpose as officers of the ranks of chief constable, deputy chief constable and assistant chief constable.</p> <p>Which individuals and organisations are likely to have an interest in or likely to be affected? This policy shall apply to all Members of the Cheshire Police Authority and all applicants for any of the posts outlined above.</p> <p>General comments:- This policy document extends to permanent, acting and temporary appointments and secondments of chief officers.</p>	
DOES THE ACTIVITY INCLUDE MECHANISMS TO:-		
Promote equality of opportunity		Yes
Eliminate discrimination that is unlawful.		Yes
Eliminate harassment		Yes
Promote positive attitudes		Yes
Encourage participation		Yes
Take steps to meet people's needs, even if this requires more favourable treatment.		Yes
Provide an opportunity for people to highlight the barriers presented by this policy?		Yes
DIVERSITY/GROUP	IMPACT H/M/L	REASONS/ COMMENTS
Race	L	This policy does not relate to or cover any aspect of an individuals' race or ethnic origin.
Sex	L	This policy does not relate to or cover any aspect of an individuals' sex.
Disability	L	This policy does not relate to or cover any aspect of an individuals' disability.
Age	L	This policy does not relate to or cover any aspect of an individuals' age.
Sexual orientation	L	This policy does not relate to or cover any aspect of an individuals' sexual orientation.
Religion or beliefs	L	This policy does not relate to or cover any aspect of an individuals' religion or beliefs.
Gender reassignment	L	This policy does not relate to or cover any aspect of an individuals' gender.
Could any high impact be justified on the grounds of promoting equality of opportunity?		Yes

Is a full assessment necessary?	No
Could any high impact amount to an adverse impact in this policy?	No

I am satisfied that this policy has been successfully impact assessed.

I understand the impact assessment of this policy is a statutory obligation and that, as owners of this policy, we take responsibility for the completion and quality of this process.

Signed (completing officer) 18 January 2011

Svetoslav Stoyanov

Signed (Chief Executive) 18 January 2011

