



**EQUALITY SCHEME  
2010-2013**

## FOREWORD

As Chairman of Cheshire Police Authority, I am very pleased to introduce our Equality Scheme for 2010 to 2013.

The Authority will treat everyone fairly and with respect for each individual's needs and in doing so, the Authority will comply with equality legislation and in accordance with its duty to promote diversity.

The Authority is committed to ensuring equality and respect for all, and this document sets out our ongoing commitment towards:-

- eliminating unlawful discrimination;
- promoting equality of opportunity;
- promoting good relations with the communities of Cheshire; and
- ensuring that the service we deliver meets the needs of those communities.

This Scheme has been developed to reflect the progress the Authority has made, in partnership with Cheshire Constabulary, towards developing a service where equality is integral to all we do. The Authority has supported the development of the Independent Advisory Group and actively works with them to address issues relating to diversity. The Authority believes in compassion and respect for all people, and this Scheme aims to promote equality of opportunity and good relations irrespective of race, religion or belief, gender reassignment, sexual orientation, disability or pregnancy and maternity.

The Authority has:-

- consulted widely with the diverse communities of Cheshire about policing services, priorities and funding;
- supported the development of an Independent Advisory Group;
- worked in partnership with the Constabulary, in the development of an Equality, Diversity and Human Rights Board, whose aim is to drive forward the equality agenda; and
- put scrutiny and governance procedures in place to ensure that equality remains at the forefront of the police service and that the people of Cheshire are safe and feel safe.

This Scheme outlines how the Authority will continue to meet its own statutory duties and monitor those of the Constabulary as required by the Single Equality Bill 2010.

Margaret Ollerenshaw  
Chairman

*M.A. Ollerenshaw*

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## **GLOSSARY OF TERMS**

ACPO	Association of Chief Police Officers
APA	Association of Police Authorities
BME	Black and minority ethnic
CHAWREC	Cheshire, Halton & Warrington Race Equality Council
DLR	Discrimination Law review
EIA	Equality impact assessment
GEO	Government Equalities Office
HRA	Human Rights act
IAG	Independent Advisory Group
LGB&T	Lesbian, gay, bisexual and trans (gender or sexual)
MOSAIC	Community profiling software developed by Experian
ONS	Office of National Statistics
PCSO	Police Community Support Officer
PO	Principal Officer
PSA	Public service agreement
SM	Senior Manager
So	Senior Officer
UNISON	Trade Union for police staff

## DEFINITIONS

Direct discrimination	Direct discrimination occurs when someone is treated less favourably than another person because of a protected characteristic they have or are thought to have or because they associate with someone who has a protected characteristic.
Discrimination by association	This is direct discrimination against someone because they associate with another person who possesses a protected characteristic. Applies to race, religion or belief, sexual orientation, age, disability, gender reassignment and sex.
Perception discrimination	This is direct discrimination against an individual because others think they possess a particular characteristic. It applies even if the person does not actually possess that characteristic. Applies to age, race, religion or belief, sexual orientation, disability, gender reassignment and sex.
Indirect discrimination	Indirect discrimination can occur when there is a condition, rule, policy or even a practice that applies to everyone particularly disadvantages people who share a protected characteristic. Can be justified if can be evidence that it is a proportionate mean of achieving a legitimate aim.
Harassment	This is unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.
Victimisation	Victimisation occurs when an employee is treated badly because they have made or supported a complaint or raised a grievance under the Equality Act or because they are suspected of doing so.

## **THE ROLE OF CHESHIRE POLICE AUTHORITY**

Cheshire Police Authority's primary role is to maintain an effective and efficient police service. It is recognised that this role can only be effectively achieved if unlawful discrimination is eliminated, both from the organisation and the community as a whole. This Scheme will therefore aim to promote equality of opportunity and good relations irrespective of race, religion or belief, gender reassignment, sexual orientation, disability, sex or pregnancy and maternity.

The Authority is committed to ensuring equality of opportunity and transparency in the provision of its services to all people and communities. The Authority strives to ensure that its policies and practices help to promote equality of opportunity and will endeavour to address and eliminate unlawful discrimination in relation to all of its functions.

The Authority works to ensure fair provision of its services to everyone, that its practices and policies are equitable and the public is consulted in an open, transparent and appropriate way.

### **MISSION**

To work in partnership with Cheshire Constabulary and others to create safer communities; and increase confidence, transparency and satisfaction in policing.

### **VISION**

To ensure an efficient and effective police service, that is built on neighbourhood policing and tackles all levels of criminality, and makes the citizens of Cheshire safe and feel safer.

### **AIMS**

- To assist in achieving a consistently high performing force
- To ensure improvements in performance and scrutiny, underpinned by robust governance structures and appropriate Member support
- To provide better and more effective engagement with stakeholders
- To improve partnership working (both with the Constabulary and externally)
- To be a community leader in policing and community safety

### **MAKE UP OF THE AUTHORITY**

The Authority is a representative group of 17 Members, (5 women and 12 men) of which 9 are elected local authority representatives, 8 are independent members appointed through public advertisement, one of which is a magistrate.

In recruiting Independent members to the Authority, applications are positively encouraged from members from diverse communities and backgrounds and are advertised by organisations such as the Race Equality Council. Information about vacancies are placed on the Authority's website and advertised through the local media.

The Authority employs 8 staff (4 men and 4 women) to support Members. There is no discrepancy in pay differential between men and women, each vacant post has been Hay Graded in accordance with the National Core Competency Framework and applications are encouraged from diverse communities and backgrounds. Each member of staff is appointed according to the skills and experience evidenced through application form and interview.

All applicants for jobs with the Authority are asked to declare a disability. The information is analysed in order to take positive action to assist applicants who declare disability by making any required reasonable adjustments to the interview process and monitor diversity.

## **DIVERSITY PROFILE FOR CHESHIRE**

In order to ensure that the Authority understands the profile, make up and socio-demographics of the communities on behalf of which it holds the Chief Constable to account, the Authority actively works to seek the views of the individuals who live, work or visit the area.

There are over 450,000 households in Cheshire, some of which are located in the most affluent areas of the country attracting some high profile, high earning residents whilst others are located in areas amongst the top 10% areas of deprivation and lowest educational attainment. There is a vibrant mix of rural and urban communities, each with their own needs and expectations of policing services.

Cheshire Constabulary uses a rich data set of MOSAIC profiles, vulnerable localities indices, crime, incident and partner data to map and understand its communities. The information has been provided to Members of the Authority as local profiles and there is a wealth of information shared with Members by local Neighbourhood Policing Inspectors during one to one meetings.

An overview of the profile of Cheshire residents is provided as Appendix 1.

A profile of police officers and staff employed by the Authority is provided as Appendix 2.

## **STATUTORY DUTIES**

This Scheme outlines how the Authority will continue to meet its own statutory duties and monitor those of the Constabulary as required by the Equality Act 2010.

The Scheme provides a framework that will be developed throughout its three-year life and sets out how the Authority will:-

- identify policies and procedures to which equality legislation applies;
  - assess and where appropriate consult on the likely impact of our proposed policies with regard to the promotion of diversity and equality;
  - make arrangements for monitoring our policies for adverse impact;
  - make arrangements to publish the results of our assessments;
  - train our staff;
  - meet our specific duties in relation to employment;
  - monitor the Constabulary; and
  - promote diversity within the Constabulary and the Authority.
- 
- The Authority will continue to meet its own statutory duties and monitor those of the Constabulary through the relevant Acts of Parliament and relevant regulations across all relevant protected characteristics

The Equality Scheme reflects only the relevant protected characteristics for service provision and public organisations.

As of 1 October 2010 they are:-

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race (now including ethnic or national origins, colour and nationality)
- Religion or belief
- Sex
- Sexual orientation

In addition to the above, the act still supports age and marriage and civil partnerships, however they are currently not relevant protected characteristics to the public sector<sup>1</sup>. They are still supported by the Act and are protected characteristics in its other areas of relevance.

The strand Gender is now replaced with the protected characteristic Sex in order to reflect the changes in the definitions of Sex and Gender.

### **The Single Equality Bill**

The Single Equality Bill was published on 27 April 2009 following the Discrimination Law Review (DLR) which was launched in February 2005 to consider “the opportunities for creating a clearer and more streamlined equality legislation

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<sup>1</sup> Equality Act 2010, Part.3, chapter 28, subsections 1 - 3

framework which produces better outcomes for those who experience disadvantage while reflecting better regulation principles.”

The purpose of the Equality Bill was to ensure everyone has a fair chance in life. The Bill promotes equality, fights discrimination in all its forms, including age discrimination, and introduces transparency in the workplace.

The Bill had two main purposes:- to harmonise discrimination law, and to strengthen the law to support progress on equality. The Bill brings together all current legislation and strengthens the law in a number of areas. It:-

- places a new duty on certain public authorities to consider socio-economic disadvantage when taking strategic decisions about how to exercise their functions;
- extends the circumstances in which a person is protected against discrimination, harassment or victimisation; and
- creates a duty on listed public authorities when carrying out their functions to have due regard to eliminate conduct which the Bill prohibits.

The action plans for the Scheme is provided as Appendix 3. The general and specific duties laid down in previous legislation are set out below.

## **The Equality Act 2010**

The Equality Act 2010 replaced the existing anti-discrimination laws with a single Act. The Act includes a new public sector Equality Duty, replacing the separate duties on public bodies relating to race, disability and sex equality, and also covering age, sexual orientation, religion or belief, pregnancy and maternity, and gender reassignment more fully.

This revision of Equality Scheme reflects the key changes that came into effect on 1 October 2010. The Equality Act and this Scheme also contain other provisions, including new concept of dual discrimination, an extended public sector Equality Duty<sup>2</sup> and a prohibition on age discrimination in services and public functions,

## **Race**

The Race Relations (Amendment) Act 2000 imposed a general duty on the Authority when carrying out its functions, to have due regard to the need to:-

- eliminate unlawful racial discrimination;
- promote equality of opportunity; and
- promote good relations between persons of different racial groups.

Specific duties were to: -

- produce a Race Equality Scheme, stating, in particular: those functions and policies, or proposed policies, which have been assessed as relevant to performance of the duty;

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<sup>2</sup> Under consultation at the time of updating this Scheme (October 2010).

- make arrangements for assessing and consulting on the likely impact of proposed policies on the promotion of race equality;
- monitor policies for any adverse impact on the promotion of race equality;
- publish the results of such equality impact assessments, consultation and monitoring data;
- ensure public access to information and services;
- train staff in connection with the duties; and
- monitor, by racial group; the number of staff in post and applicants for employment, training and promotion.

The Equality Act 2010 extends the definition of the protected characteristic to include ethnic or national origins, colour and nationality.

## **Disability**

The Disability Discrimination Act 1995 was amended by the Disability Discrimination Act 2005 and stipulates a general duty when carrying out our functions, to have due regard for the need to:-

- promote equality of opportunity between people with disabilities and other persons;
- eliminate discrimination that is unlawful under the Act;
- eliminate harassment of people with disabilities that is related to their disabilities;
- promote positive attitudes towards people with disabilities;
- encourage participation by disabled persons in public life; and
- Take steps to take account of people's disabilities, even where that involves treating them more favourably than other persons.

The definition of disability is that which is used in the Disability Discrimination Act. This covers people with a wide variety of visible and non-visible disabilities. The Equality Act 2010 states, that to qualify for protection from discrimination, a disabled person no longer has to show that their impairment affects a particular 'capacity', such as mobility or speech, hearing or eyesight. Disability occurs because barriers hinder people from taking a full part in the community. This is the social model of disability and is defined as;

*“the recognition that primarily it is the loss or limitation of opportunities, due to environmental and social barriers, that prevents people who have impairments from participating in society on an equal level with others.”*

Specific duties were to:-

- publish a Disability Equality Scheme demonstrating how it intends to carry out its general and specific duties
- involve people with disabilities in the development of the Scheme
- include a statement of :-
  - the way in which people with disabilities have been involved in the development of the Scheme
  - methods for impact assessment

- steps taken towards fulfilling its general duty (the "action plan")
- arrangements for gathering information in relation to employment, and, where appropriate, its delivery of education and its functions
- use of the information gathered in particular in reviewing the effectiveness of its action plan and in preparing subsequent Disability Equality Schemes.

This Scheme and Action plan goes beyond a “ramps and lifts” approach to disability and seeks to:-

- improve the effectiveness and efficiency of the Constabulary by ensuring that the resources invested, benefit all those they are aimed at, or who need them. Making services accessible and effective for people with a disability will also benefit other service users.
- enable the Authority to make a real and positive change to the lives of people with a disability.
- Increases public confidence in policing services.

### **Gender Reassignment**

The Sex Discrimination (Gender Reassignment) Regulations 1999 set out measures to prevent discrimination against transsexual people on the grounds of gender in pay and treatment in employment and vocational training. It extends the Sex Discrimination Act 1975 for the purposes of employment and vocational training by making discrimination on the grounds of gender reassignment equivalent to discrimination on the grounds of sex’ (Women & Equality Unit, ‘A guide to the Sex Discrimination (Gender Reassignment) Regulations 1999’).

The Gender Recognition Act 2004 for the first time gave transsexual people all the rights and responsibilities appropriate to their acquired gender. The Act gives transsexual people the right to marry, from the date of recognition, in their acquired gender; to be given a birth certificate that recognises the acquired gender and to obtain the equivalent benefits and state pension of the acquired gender.

The Gender Equality Duty means that from April 2007 public authorities have been required to have due regard for the need:-

- to eliminate discrimination and harassment on grounds of gender re-assignment in the field of employment and vocational training.

Since December 2007 public authorities have been under a duty to have due regard to the need to:-

- to eliminate unlawful discrimination and harassment on grounds of gender re-assignment in the provision of goods, facilities and services.

The Equality Act 2010 states that the protected characteristic of gender reassignment will apply to a person who is proposing to undergo, is undergoing or has undergone a process to change their sex. The Act introduces the change which states, that to qualify for protection from discrimination a transsexual person no longer has to show that they are under medical supervision.

Actions for the Authority in its role of Constabulary scrutiny include:-

- to monitor the progress of the Constabulary against the Gender Equality Action Plan;
- to carry out regular Constabulary employment monitoring, and publish relevant data on an annual basis;
- to examine any difference in pay between men and women based only on their sex and setting objectives for the Constabulary to reduce the difference;
- to monitor appropriate training on recruitment, gender reassignment and Positive Action;
- to Monitor the promotion and evaluation of Constabulary positive action initiatives;
- to monitor work/life balance policies including flexible working; and
- to scrutinise the Constabulary's family friendly policies including managing pregnancy and return from pregnancy, adoption issues, paternity and maternity rights in readiness for the Families Bill.

### **Sexual Orientation**

Employment Equality (Sexual Orientation) Regulations 2003 regulations outlawed discrimination (direct or indirect discrimination, harassment or victimisation) in employment and vocational training on the grounds of sexual orientation. It covered people whether they are gay, bisexual or heterosexual. Discrimination on the grounds of perceived sexual orientation is also unlawful. The legislation also protected those people who are discriminated against because of the sexual orientation of the people with whom they associate.

The Civil Partnership Act 2004 allows a legal relationship to be formed by two people of the same sex and is distinct from marriage. It gives same sex couples the ability to obtain legal recognition for their relationship. The Act came into force on 5 December 2005.

### **Sex**

The Equality Act 2006 amended the Sex Discrimination Act 1975 and required that, when carrying out our functions, we must have due regard for the need:-

- to eliminate unlawful discrimination and harassment; and
- to promote equality of opportunity between men and women.

The general duty relating to gender came into effect on 6 April 2007.

Equality Act 2010 replaces the term 'gender' with 'sex' in order to differentiate between the different meaning and also to avoid confusion with the Gender Reassignment characteristic.

Gender is defined as a euphemism for the sex of a human being, often intended to emphasize the social and cultural as opposed to the biological distinctions between the sexes.<sup>3</sup>

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<sup>3</sup> Oxford English Dictionary

Sex is annotated as different from gender and tends to refer to biological differences, while gender often refers to cultural or social ones.<sup>4</sup>

Specific duties were to:-

- prepare and publish a gender equality scheme, showing how it will meet its general and specific duties and setting out its gender equality objective;
- consider the need to include objectives to address the causes of any gender pay gap;
- gather and use information on how the public authority's policies and practices affect gender equality in the workforce and in the delivery of services;
- consult stakeholders (i.e. employees, service users and others, including trade unions) and take account of relevant information in order to determine its gender equality objectives;
- assess the impact of its current and proposed policies and practices on gender equality;
- implement the actions set out in its scheme within three years, unless it is reasonable or impracticable to do so; and
- report against the scheme every year and review the scheme at least every three years.

### **Religion or Belief**

Employment Equality (Religion or Belief) Regulations 2003 outlawed discrimination (direct or indirect discrimination, harassment or victimisation) in employment and vocational training on the grounds of religious belief or similar philosophical belief. Non-belief is also covered by the regulations.

### **Pregnancy and maternity**

The Equality Act 2010 introduces Pregnancy and Maternity as a protected characteristic, relevant to the public function and services bodies.

The Act states that:-

- A person discriminates against a woman if the woman is treated unfavourably because of a pregnancy of hers.
- A person discriminates against a woman if in the period of 26 weeks beginning with the day on which she gives birth she is treated unfavourably because she has given birth.
- The above reference includes treating a woman unfavourably because she is breast-feeding as a result of giving birth.

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<sup>4</sup> Oxford English Dictionary

The Act defines the day on which a woman has given birth as the day on which:-

- She gives birth to a living child, or
- She gives birth to a dead child (more than 24 weeks of the pregnancy having passed).

The Act also states that a person discriminates against a woman if in the protected period in relation to a pregnancy she is treated unfavourably because of her pregnancy or because of illness suffered by her as a result of it. Discrimination can also occur if a woman is treated less favourably because she is on a compulsory maternity leave or when she is exercising or seeking to exercise, or has exercised or sought to exercise the right to ordinary or additional maternity leave.

The Act has specifically clarified that it is unlawful to discriminate against a woman because she is breastfeeding.

Although pregnancy and maternity is not covered by the indirect discrimination policies and practices that would put pregnant women and new mother at a disadvantage could constitute unlawful indirect discrimination.

### **Human Rights**

The Human Rights Act 1998 incorporated rights under the European Convention of Human Rights into domestic law. Individuals can bring claims under the HRA against public authorities for breaches of Convention rights. UK courts and tribunals are required to interpret domestic law, as far as possible, in accordance with Convention rights.

The Police and Justice Act 2006 states that police authorities shall monitor the performance of the police force maintained for its area in complying with the duties imposed on that force by the Human Rights Act 2008.

## **DISCHARGE OF DUTIES AND RESPONSIBILITIES**

### **Governance**

Policing in England and Wales is governed under a tripartite arrangement between the Home Secretary, Chief Officers of police and local Police Authorities.

The Chief Constable is responsible for delivering police services, which is done through officers and staff employed by the Police Authority but under the direction and control of the Chief Constable. The Police Authority has a responsibility to ensure that policing is provided in an efficient and effective way that meets the needs of our communities.

### **Duties and Responsibilities**

In securing an efficient and effective police service, the Authority has the following key responsibilities to:-

- consult widely with the public on policing matters and priorities; and promote the engagement of local communities in the reduction of crime and disorder and antisocial behaviour;
- agree policing objectives and targets in consultation with the Chief Constable;
- monitor force performance and report back that performance to the local communities;
- publish the 3 year Policing Plan;
- publish an annual Local Policing Summary and ensure delivery to every household in the Authority's area; and
- approve the Police budget and decide the amount of council tax that should be raised to finance policing in Cheshire.

### **Monitoring Arrangements**

1. Authority decisions are made at meetings of the whole Authority or by Committees acting under delegated powers. All formal meetings of the Authority are held in public and papers are available to members of the public except where the subject matter is confidential
2. Monitoring of Equality, Diversity and Human Rights is contained in the Terms of Reference of Engagement Committee.
3. Two lead Members for diversity have been appointed and an additional Lead Members for Human Rights. Lead members play an active role at the Equality, Diversity and Human Rights Board. Lead Members actively engage with the Constabulary (as providers of policing services) on issues of diversity and have regular meetings with the Constabulary's Diversity Directorate.
4. Employment data and complaints are monitored quarterly by Staff Committee.
5. Lead Members ensure that there is no disproportionality taking place by the Constabulary in its practices at the Diversity Monitoring Group.

The Equality, Diversity and Human Rights Strategy Board is made up of Lead members of the Authority for diversity and human rights, Constabulary senior officers and staff and members of the independent advisory group, UNISON and the Police Federation. Chaired by the Chief Constable, the Board sets the strategic direction equality, diversity and human rights matters and is responsible for the successful implementation of the Constabulary's Equality Schemes and associated local strategies and ensures that the General and Specific Duties are met by monitoring the relevant Action Plans.

The Board ensures that in its provision of services and its interaction with the public, the Constabulary treats all members of the public with dignity and respect in accordance with the statement of common purpose and values and has in place policies and practices which enable the force to meet the policing needs of the communities it serves, including minority groups.

The Board has commissioned and approved an Equality and Diversity Strategic Threat Assessment which objectively assesses the risks to Cheshire in relation to these issues, determine priority areas for action and monitor progress against those actions.

### **Monitoring Data**

The Authority monitors the following data by the relevant Committees and Panels of the Authority:-

- Satisfaction of victims of racist incidents with respect to the overall service provided
- Comparison of satisfaction for white users and users from minority ethnic groups with respect to the overall service provided
- The percentage of 'stop and searches' that lead to arrest for persons of minority ethnic groups (with comparable figures for white persons)
- The percentage of 'violence against the person' offences for victims of minority ethnic groups detected and where sanctions have been taken against the offender (with comparable figures for white victims)
- The percentage of police recruits from minority ethnic groups (compared with figures for the % of the economically active population from ethnic minority groups)
- The percentage of female police officers.

### **Police Equality, Diversity & Human Rights Strategy**

The National Police Improvement Agency is developing a national tripartite (Home Office, Association of Police Authorities and Association of Chief police Officers) strategy to set a framework for the delivery of respect, equality and dignity at the heart of policing. The strategy sets out the objectives for delivering improved performance in three key areas:- operational service delivery, workforce development and organisational performance. The objectives highlight the priorities for improvement over the next three years; sets out the action that will be taken nationally to address these challenges and provides a framework for local action by police forces and police authorities. Consultation on the strategy is still in progress and will be influenced by the final context of the Crime and Policing Bill. However, key actions for the Authority are likely to be:-

- The setting of local diversity employment targets
- The duty to consider levels of socio-economic deprivation
- To develop a mechanism to monitor and review progress; and
- The duty to monitor the effectiveness of Equality Impact Assessments.

### **Equality Standards for the Police Service**

Cheshire Constabulary will adopt the Equality Standard for the Police Service which is a project driven by the National Policing Improvement Agency (NPIA) with Association of Chief Police Officer (ACPO) approval.

The primary purpose of the Equality Standard for the Police Service is to embed equality into the performance management systems of police forces. It is a

framework for continuous improvement which will be used by individual police forces to embed equality activities within all business areas. It will also be used by police forces and police authorities in consultation with local communities to identify and set their local equality objectives. The Standard has been developed to be flexible enough to allow for new legislation and policing initiatives without needing extensive revision. It is set at a strategic level and supports the delivery of national policing priorities. It is expected to be launched nationally in December 2009.

The standard is intended to:-

- improve overall performance and contribute to community confidence;
- integrate police equality activity across all business areas;
- demonstrate activity and outcomes beyond basic legal compliance;
- build organisational capability via a diverse workforce, better reflecting communities served; and
- support bench-marking and spread good practice.

The standards have been piloted in several forces from April 2009, and will be subject to HMIC scrutiny in 2010/11. The Authority will ensure that there is a compliance monitoring mechanism in place and will ensure that community consultation has been carried out.

### **Equality Impact Assessments**

All Authority policies are equality impact assessed and published on the website and Lead Authority Members have received training in undertaking EIAs.

Lead Members for diversity dip sample Constabulary Equality Impact Assessments to check for quality, compliance and disproportionality.

An overview of the assessment framework used to conduct is provided as Appendix 4 along with a guide to the decision making process (Appendix 5). The Equality Impact Assessment for this scheme is provided as Appendix 6.

### **Hate Crime**

A Hate Incident is: "any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person as being motivated by prejudice or hate". A Hate Incident becomes a Hate Crime if it constitutes a criminal offence.

Developed by ACPO these definitions are broad and inclusive, considering factors that encompass race, religion, sexual orientation, disability, gender and transgender.

In September 2009, the Home Office published a cross-Government action plan to tackle hate crime and support hate crime victims in England and Wales over the short to medium term. The Hate Crime Action Plan resulted from a commitment made in the Tackling Violence Action Plan 2008-11 to produce a strategy to assist local partners in developing their responses to hate crime and incorporates into a

single high-level document all actions across Government to address this area of crime.

The plan re-invigorates an existing cross-Government framework for handling hate crime in order to ensure a more comprehensive, cohesive and explicit response and also reflects the two main approaches of the recently updated Crime Strategy 2008-11, namely:-

- addressing crime at all points in the cycle, from prevention and early intervention, through to stopping offenders from re-offending; and
- tackling the root cause of crime.

The strategic objectives and underpinning actions in the plan are intended to address a range of challenges in tackling hate crime, which were identified through engagement with stakeholders including ACPO. These challenges include:-

- under-reporting;
- the need to improve guidance, tools and standards to improve prosecutions and bring more offenders to justice;
- limited evidence on the nature and extent of hate crime; and
- empowering and supporting victims.

The Authority monitors the number, severity and outcomes of hate crime at the Diversity Monitoring Group.

### **Community Contact**

The Authority's Contact Plan 2010 - 2011 outlines how communication, consultation, involvement and feedback will reach the diverse communities of Cheshire. The Contact Plan Action Plan is monitored quarterly by Engagement Committee. Community engagement is actively targeted at diverse groups and focus groups have been held to seek their views on policing.

### **Training**

Members have undertaken training on diversity issues and Diversity is a mandatory element of the Authority's training plan.

### **Recruitment of Independent Members**

The membership of the Authority is reflective of the community it serves, and the Authority does all it can to encourage applications from a wide range of communities. Vacancies are widely advertised to all communities in Cheshire and appointments of independent Members to the Authority are made purely on the ability of the individual to fulfil the skills and competencies required to be a member of the Authority.

### **Custody Visitors**

The Authority maintains an effective custody visiting scheme and each of the Constabulary's 3 custody suites is visited twice a week, resulting in approximately 300 visits a year. The visits are all recorded and logged centrally by the Authority

and issues of concern raised with the appropriate officer. Engagement Committee receives a report on the work of the custody visitors every six months.

### **Complaints Monitoring**

Complaints received by the Police Authority relating to its statutory obligations on equality issues (as distinct from the Chief Constable's obligations) are initially investigated by the Chief Executive to the Police Authority and the complainant will be advised of the outcome of the investigation and any actions proposed. If the complainant is not satisfied, a report is presented to the Standards Committee of the Police Authority and the complainant will be advised of the outcome.

Any complaints relating to the Authority or to an individual Member of the Authority will initially be investigated by the Chief Executive and, if appropriate, will be referred to the Authority's Ethical Standards Committee.

### **Complaints Procedure**

If anyone believes that they have been directly affected by a failure of the Police Authority to comply with the statutory requirements of the Act, they should complain to:

Chief Executive  
Cheshire Police Authority  
Constabulary Headquarters  
Clemonds Hey  
Oakmere Road  
Winsford  
Cheshire  
CW7 2UA

Tel: 01244 614001

Email: [police.authority@cheshire.pnn.police.uk](mailto:police.authority@cheshire.pnn.police.uk)

Website: [www.cheshirepa.police.uk](http://www.cheshirepa.police.uk) by completing the online contact form

Complaints can be made in writing or by electronic means. If you wish to discuss a possible complaint or other issue please contact the Chief Executive.

The Authority will acknowledge all complaints on receipt and will make every attempt to contact the complainant to discuss the most appropriate way to progress and deal with the problem. The Authority undertakes to complete an initial investigation and respond to the complainant within 20 working days.

All complaints made in respect of this Scheme will be monitored by the Chief Executive and reported to the Authority by way of the quarterly report on the Scheme. Where a complaint relates to the actions of an individual member of staff this will be dealt with under disciplinary procedures.

Where a complaint relates to the actions of an individual member of the Authority this will be dealt with in the first instance by the Standards Committee that will refer the matter, where necessary, to the Standards Board for England.

This procedure applies to the Police Authority only. Complaints about the Constabulary or Constabulary staff need to be made, in the first instance, to the Constabulary's Professional Standards Department. More information on how to make a complaint about the police can be viewed at the Independent Police Complaints Commission's website at [www.ipcc.gov.uk/index/makingacomplaint.htm](http://www.ipcc.gov.uk/index/makingacomplaint.htm)

## **Employee Support**

The Constabulary has a Diversity Unit to advise, influence and support employees across the organisation in policy implementation, employment, training, strategic planning and consultation. In addition the Unit supports force champions in ensuring that we continue to meet the equality objectives.

The Constabulary has a number of support networks established:-

- Disability Support Network
- LGB&T Network
- Black Police Association
- Women's Network
- Christian Police Association
- Men's Forum Group

## **Independent Advisory Group**

In addition to this, the Authority has supported the development of an Independent Advisory Group (IAG), which provides the organisation with a diverse body of people who act as "critical friends" and provide feedback, advice and guidance on policy, procedure and activity. The IAG assessed the Authority's 2005-2008 Race Equality Scheme and awarded it an "A" grade. Engagement Committee receives regular updates on the work of the IAG and the diversity leads for the Authority have a regular dialogue with its Members. The IAG are invited to attend meetings of the Police Authority to update it on its work, and Members and Authority staff attend meetings of the IAG as necessary.

Following ACPO/APA Guidance on IAGs in 2008, the Authority undertook a review of the structure and effectiveness of the Cheshire IAG. The contribution made by the Group was commended. As a result of the review, it was agreed by Engagement Committee on 26 August 2008 (Minute26) that in order to ensure public accountability, the Authority would agree the IAG annual priorities in conjunction with the Chief Constable, publish a summary of IAG meetings on the Authority website and review IAG members expenses.

## **Critical Incidents**

The Authority has agreed a protocol with the Chief Constable on critical incidents which includes those incidents likely to generate significant national press interest or serious internal incidents involving staff.

When the on call ACPO officer becomes aware of a critical incident, the Chief Constable or in his absence the Deputy Chief Constable will be informed and he will in turn discuss the matter with the Chief Executive to the Police Authority (or in his

absence the Deputy Chief Executive). They will discuss whether and how other Members of the Authority are to be informed taking into account that a Member local to a particular incident will have a special interest and may have become aware by other means. The matter of whether other key figures such as local MPs need to be informed will also be considered.

The command and management of such incidents will follow the procedures laid down in national manuals and codes of practice. Procedures for ensuring that HMIC are aware of those incidents likely to be of interest to Ministers will be followed. Partner agencies and GONW will be involved as the incident and procedures require.

Where a Gold Group is formed to oversee a particular critical incident then the Chief Constable and Chief Executive will agree whether a Member will join that Gold Group. The role of such a Member is in relation to the oversight and public consultation duties of the Authority. If any Member feels that they have a conflict of interest, they should declare it and withdraw. Police Authority Members local to an incident will be consulted when community impact assessments are being considered.

The Independent Advisory Group (IAG) has a particular role in relation to critical incidents as laid down in national guidance but this does not replace the statutory role of the Police Authority including oversight and public consultation.

### **Public Access to Information**

Cheshire Police Authority is committed to ensuring that its work is open and transparent, and that the services it provides are accessible to all communities in Cheshire. In order to achieve this, and ensure that there are no barriers to effective communication with the public, the Authority will undertake to do the following:-

- circulate agendas for meetings to all main public libraries across Cheshire, Halton and Warrington, at least five working days prior to the meeting;
- post all agendas for meetings, together with their reports, on the Authority's website at least five working days prior to the meeting;
- circulate its Local Policing Summary annually to all households in Cheshire;
- provide copies of "Your Policing" in large text and /or on audio cassette;
- offer copies of "Your Policing" in a number of languages;
- circulate copies of this Scheme to those individuals/groups who have been consulted upon it;
- provide regular updates on the actions being taken to address the Action Plan contained in the scheme to those individuals/groups who have been consulted upon it;
- regularly liaise with the Authority's lead members on Diversity, CHAWREC and the IAG on the development of the Scheme.

There will be occasions when it will not be possible to provide information that has been requested, this will be because the information has been deemed to be restricted. Where this is the case, the applicant will be given the full reasons for the

withholding of that information. The information that is available to the public is set out in more detail in the Authority's Freedom of Information Publication Scheme, which is available on the Authority's website [www.cheshirepa.police.uk](http://www.cheshirepa.police.uk).

Although it is acknowledged that not all individuals and communities have access to computers, the Authority will ensure that as much information as possible is made available via its website. This does not, however, mean that this will be the only medium used, and an assessment will be made of each case to assess whether publication via other means is required.

### **Preventing Violent Extremism**

The Authority is playing its part in the delivery of the Government's Strategy to counter international terrorism. The Constabulary's and Authority's contribution to the four elements of the strategy:- Prevent, Pursue, Protect and Prepare are monitored by the relevant Committees and panels. Whilst the Authority has worked within the framework of preventing violent extremism and the risks of radicalisation amongst people of the Muslim faith, it is cognisant of the need to do this without discrimination, prejudice or causing unnecessary concern.

## TARGETS TO ACHIEVE

### Local Employment Targets

The Crime and Policing Bill proposes that local employment targets relating to race and gender should be agreed locally by police authorities and forces in consultation with communities. This proposal was confirmed in the Government's review of the green paper consultation, stating that "...ambitious targets should be set on the most important issues locally. The police authority will set the targets, which should be agreed with the force, and the target setting process must involve police officers, police staff and local communities."

Since 1999, the police service has been aspiring to meet a 10 year 7% BME police officer and staff strength target, as introduced following the Stephen Lawrence Inquiry. Although the service has doubled its BME police officer representation to 4.1% in 10 years, it has become clear that local targets reflecting local circumstances and community needs would be more beneficial.

Association of Police Authorities Guidance will build on the responsibility of authorities to:-

- consider setting targets for their force to record and monitor employment data beyond simply gender and race;
- involve police officer, police staff and local communities in local employment target setting;
- involve IAGs in both analysing local mapping and assessment exercises, as well as in developing appropriate local employment targets;
- set longer term stretch targets for inclusion in policing plans alongside annual milestone targets;
- set employment targets for police staff (including PCSOs) alongside those for police officers;
- consider setting targets not just for recruitment, retention and promotion; but also representation on specialist units; and
- develop an appropriate communications strategy, which targets internal and external communities, to promote the commitment and drive of the authority in ensuring the local police force has a more representative workforce.

Employment targets for 2010/13 were published in the Policing Plan and workforce planning is monitored by Staff Committee on a quarterly basis. All documents are available on the Authority's website [www.cheshirepa.police.uk](http://www.cheshirepa.police.uk)

## CONSULTATION

Consultation about this scheme will be undertaken during its life with a representative sample of the people of Cheshire. Where possible, this consultation will take place in conjunction with community interest groups. The monitoring of consultation will be undertaken through the Engagement Committee, Contact Plan quarterly reports.

In developing the Race, Disability and Gender equality schemes, the following consultation took place:-

RACE	GENDER	DISABILITY																						
<p>The Authority worked closely with a number of bodies in the development of the scheme including the Association of Police Authorities, Police Authorities Equality and Diversity Officer Network, Cheshire Constabulary, The Independent Advisory Group, North Wales Police and Police Authority, Cheshire, Halton and Warrington Race Equality Council and the public of Cheshire.</p> <p>The IAG carried out an independent assessment of the scheme. They stated that “The document is well written incorporating excellent clear concise language and limited use of jargon. The aims, objectives and purpose of the scheme are clearly outlined.” They awarded an overall score of “A”</p>	<p>Cheshire Police Authority and Constabulary worked together to consult with employees and members of the public.</p> <p>Over 3000 surveys were distributed to a representative sample of the public, the survey was also placed on the Authority, web site. A total of 826 (27.6%) of the surveys were returned.</p> <p>Focus Groups were held with;</p> <ul style="list-style-type: none"> <li>• Cheshire Domestic Abuse Partnership and Women’s Aid</li> <li>• The Independent Advisory Group; and</li> <li>• UNIQUE, a trans gender community group.</li> </ul> <p>Staff consultation was led by the</p>	<p>Cheshire Police Authority worked with other public agencies to conduct multi-agency consultation and involvement in the preparation of this Scheme. Over 200 individuals with a disability from Cheshire, Halton and Warrington were involved from:-</p> <table> <tbody> <tr> <td>One voice</td> <td>Learning Difficulties</td> </tr> <tr> <td>A to B Access Group</td> <td>Physical Disabilities</td> </tr> <tr> <td>Leonard Cheshire</td> <td>Physical Disabilities</td> </tr> <tr> <td>Iris</td> <td>Visual Impairment</td> </tr> <tr> <td>Redesmere</td> <td>Physical Disabilities</td> </tr> <tr> <td>Firdale Centre</td> <td>Learning Difficulties</td> </tr> <tr> <td>Flat Lane Centre</td> <td>Learning Difficulties</td> </tr> <tr> <td>Link up Club</td> <td>Physical Disabilities</td> </tr> <tr> <td>Day Service Network</td> <td>Learning Difficulties</td> </tr> <tr> <td>Hebden Green School</td> <td>Physical Disabilities</td> </tr> <tr> <td>The Hilary Centre</td> <td>Physical Disabilities</td> </tr> </tbody> </table> <p>Involvement and consultation took the form of</p>	One voice	Learning Difficulties	A to B Access Group	Physical Disabilities	Leonard Cheshire	Physical Disabilities	Iris	Visual Impairment	Redesmere	Physical Disabilities	Firdale Centre	Learning Difficulties	Flat Lane Centre	Learning Difficulties	Link up Club	Physical Disabilities	Day Service Network	Learning Difficulties	Hebden Green School	Physical Disabilities	The Hilary Centre	Physical Disabilities
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SCORE FOR EACH AREA															
Scheme Development, Consultation and Review	A														
Identification of General and Specific Duties	A														
Implementation	B														
Impact Assessment, Consultation Tools, Monitoring	A														
Compliance and complaints	A														

## USEFUL CONTACTS

If you would like a copy of this Scheme, or wish to discuss any aspect of it, please do not hesitate to contact the Chief Executive, the contact details of which are set out above. The Scheme is also available on the Authority's website at [www.cheshirepa.police.uk](http://www.cheshirepa.police.uk), in your local library and local Race Equality Council.

The ability to contact the police authority anonymously is also available via the website. Individuals do not need to give their personal contact details if they wish and can forward their concerns to the Authority who will action the concern appropriately.

Attached at Appendix 7 is a feedback form on which you can return your comments on this Scheme to the Authority. This can be done by post, fax or email.

## THE EQUALITY AND HUMAN RIGHTS COMMISSION

The Equality and Human Rights Commission is an independent advocate for equality and human rights in Britain, the Equality and Human Rights Commission aims to reduce inequality, eliminate discrimination, strengthen good relations between people, and promote and protect human rights. The commission challenges prejudice and disadvantage, and promotes the importance of human rights.

The commission enforces equality legislation on age, disability, gender, race, religion or belief, sexual orientation or transgender status, and encourages compliance with the Human Rights Act.

The Commission and individuals are given the right by the Act to take legal action against public authorities for unlawful racial discrimination. Where a public authority has not met the general duty the Commission or a person with an interest in the matter can challenge their actions by applying for a judicial review. Powers to conduct formal investigations, and to serve 'compliance notices' on public authorities that are not complying with their specific duties are also invested in the Commission.

In the event of any investigation the Authority undertakes to co-operate fully and provide access to any relevant documentation as may be required by the Commission.

Written complaints and requests for copies of the Code of Practice on the Duty to Promote Race Equality should be made to the Equality and Human Rights Commission

The Equality and Human Rights Commission helpline will give information and guidance on discrimination and human rights issues. Contact:- Arndale House, The Arndale Centre, Manchester, M4 3AQ  
Telephone 0161 829 8100  
Fax 01925 884 000  
[www.equalityhumanrights.com](http://www.equalityhumanrights.com)

**APPENDIX 1**  
**DIVERSITY PROFILE FOR CHESHIRE**

**BLACK AND MINORITY ETHNIC (BME) COMMUNITIES**

According to Cheshire Halton and Warrington Race Equality Council (CHAWREC) 2007 report on the organisational and development needs of BME groups "Reaching Out", and from the 2001 Census data, it is estimated that there are similar proportions of people from BME communities in all of the policing areas of Cheshire, Halton and Warrington.

The 2007 estimates provide by the Office for National Statistics (ONS) indicate that the resident population of Cheshire, Halton and Warrington is 1,003,500 compared to the 2001 census figure of 983,076, indicating a rise of 20,424 people or 2%. The ethnic structure of Cheshire, Halton and Warrington is estimated to be around 3.3% compared to 1.6% in 2001. This compares to 5.4% of the Northwest and 8.8% of England and Wales population being from BME groups.

<b>White</b>	<b>Population</b>	<b>Asian or Asian British</b>	<b>Population</b>	<b>Black or Black British</b>	<b>Population</b>
White British	944,500	Indian	5,800	Caribbean	1,700
White Irish	7,800	Pakistani	3,700	African	2,600
Other White	17,700	Bangladeshi	1,500		
		Other Asian	1,700	Other Black	400
<b>Mixed</b>					
White & Black	2,700	White & Black	1,300	White & Asian	2,800
Caribbean		African			
Other Mixed	2,100	Other Ethnic Group	3,000		
<b>Chinese</b>	4,200			<b>TOTAL</b>	1,003,500

There are also significant white minority populations within Cheshire, including Romany Gypsies and an emerging Polish migrant worker population. This is not identified in the census information. It is estimated that 96% of the resident population were born in the United Kingdom.

**AGE / GENDER PROFILE**

In the Cheshire policing area, 22.8% of the total population is under 18 years old. 15% are aged 65 or more and the number of people aged 85+ is forecast to double between 2006 and 2026.

49% of the population is male.

## RELIGION / FAITH

The majority of Cheshire residents follow the Christian faith and 10% of people follow no religion.

	Cheshire (%)	Halton (%)	Warrington (%)
Christian	80.50	83.83	82.03
Buddhist	0.16	0.10	0.12
Hindu	0.15	0.08	0.19
Jewish	0.12	0.03	0.06
Muslim	0.36	0.13	0.58
Sikh	0.05	0.03	0.14
Other religion	0.15	0.10	0.14
No religion	11.84	8.69	10.26
Religion not stated	6.67	7.00	6.48

## ECONOMIC ACTIVITY

The table below illustrates that the majority of Cheshire residents are employed (full or part time) or retired.

16 - 74	Cheshire (%)	Halton (%)	Warrington (%)
Employed - Full Time	41.67	40.04	43.96
Employed - Part Time	12.52	12.40	13.06
Self Employed	8.69	4.62	6.57
Unemployed	2.53	4.53	2.92
Full Time Student	2.48	2.08	2.35
Retired	15.35	12.85	13.51
Unemployed Student	3.54	3.71	3.02
Looking after home/family	5.99	6.88	5.49
Permanently sick / disabled	4.94	9.76	6.20
Unemployed- other	2.30	3.15	2.92

## EDUCATIONAL ATTAINMENT

16 - 74	Cheshire (%)	Halton (%)	Warrington (%)
No qualifications	25.66	34.67	26.87
Lower level qualifications	44.53	46.73	46.37
Higher level qualifications	23.04	11.31	19.73
Unknown level	6.77	7.29	7.02

## DISABILITY

The table below illustrates the general health of residents, 19% describe themselves as having a long term illness.

	Cheshire (%)	Halton (%)	Warrington (%)
General Health – Good	70.56	66.52	70.59
General Health – Fairly Good	20.91	21.83	20.35
General Health – Not Good	8.53	11.65	9.06
Limiting long-term illness	17.40	21.52	17.89

**APPENDIX 2**  
EMPLOYEE DATA

The Authority employs 4252 members of staff (Data correct as of the 13 October 2010). The breakdown by gender is as follows:

Police Officers Grade/Rank	Total	Gender			
		Male		Female	
		No.	%	No.	%
ACPO	4	3	75%	1	25%
Chief Superintendent	7	7	100.0%	0	0.0%
Superintendent	13	10	77%	3	23%
Chief Inspector	27	23	85%	4	15%
Inspector	122	101	83%	21	17%
Sergeant	363	295	81%	68	19%
Constable	1655	1160	70%	495	30%
<b>Total</b>	<b>2191</b>	<b>1599</b>	<b>73%</b>	<b>592</b>	<b>27%</b>

Police Staff Grade/Rank	Total	Gender			
		Male		Female	
		No.	%	No.	%
ACPO/SCO	2	2	100.0%	0	0.0%
SM	22	10	45%	12	55%
PO	156	80	51%	76	49%
SO	104	54	52%	50	48%
4 - 6	1075	596	55%	479	45%
1 - 3	477	144	30%	333	70%
<b>Total</b>	<b>1836</b>	<b>769</b>	<b>42%</b>	<b>1067</b>	<b>58%</b>

Special Constabulary	Gender			
	Male		Female	
	No.	%	No.	%
Sp CI	2	67%	1	33%
Sp CO	0	0.0%	1	100%
Sp Con	210	67%	105	33%
Sp Insp	3	100%	0	0%
Sp Sgt	26	79%	7	21%
Sp Supt	3	100%	0	0%
<b>Total</b>	<b>244</b>	<b>68%</b>	<b>114</b>	<b>32%</b>

PCSOs Grade/Rank	Total	Gender			
		Male		Female	
		No.	%	No.	%
<b>Total</b>	<b>225</b>	135	60%	90	40%

**APPENDIX 3**

**EQUALITY, DIVERSITY & HUMAN RIGHTS: ACTION PLAN**

This Scheme outlines how the Authority will continue to meet its own statutory duties and monitor those of the Constabulary as required by the Equality Act 2010.

<b>No.</b>	<b>Action</b>	<b>Frequency</b>	<b>Success Criteria</b>	<b>STATUS (2010)</b>	<b>Owner</b>
<b>Employment</b>					
1.1	Set local employment targets	Annually	Employment targets set and published on website and in Policing Plan	COMPLETE	Staff Committee
1.2	Collect and publish monitoring data in respect of Authority Members, staff and Independent Custody Visitors complying in particular with the race monitoring duty.	Annually	Monitoring data published.	COMPLETE	Engagement Manager
1.3	Maintain records of monitoring data in respect of applicants for Independent Member positions staff and Independent Custody Visitors.	Ongoing	Monitoring data retained.	COMPLETE	Member Services Manager
1.4	Review recruitment processes to attract candidates from more diverse backgrounds. To include sites where vacancies are advertised to include all under-represented groups, and the consideration of methods of increasing awareness.	As Required	Job applicant data shows a more diverse mix of applicants.	COMPLETE	Chief Executive

No.	Action	Frequency	Success Criteria	STATUS (2010)	Owner
1.5	Monitor arrangements to comply with the employment monitoring duties, including regular reports of the makeup of the workforce.	Annually and quarterly	Regular reports received on recruitment, staff profile and turnover to HR lead member	COMPLETE	Chief Executive
<b>Age Legislation</b>					
1.6	Agree and publish a 'Statement of Commitment' to Age legislation		Statement agreed	COMPLETE The Authority has both an Age Statement of commitment and a separate commitment to children and young people published on the website. The Authority has established a joint Children and Young people's Board and strategy and also, developed an older people's outcomes matrix	Lead Members for Diversity & Engagement Manager
<b>Community Contact</b>					
1.7	Consider Cheshire geo and socio demographics in key decisions	Ongoing	Decisions reflect needs of diverse communities	Vulnerable Localities Indices agreed and mapped Local profiles in development Work to monitor effect of policing on young white males ongoing	Engagement Manager
1.8	Consider the needs of diverse communities in setting the priorities for policing	Ongoing	Contact Plan includes methods of engaging with identified diverse	COMPLETE	Engagement Manager

No.	Action	Frequency	Success Criteria	STATUS (2010)	Owner
			communities and actions monitored quarterly by Engagement Committee.		
<b>Equality Impact Assessments</b>					
1.9	Complete generic equality impact assessments of all high priority functions and policies. Prepare an action plan to resolve areas of adverse or differential impact.	As Required	Impact assessments completed	COMPLETE	Engagement Manager
<b>Public access to services and information</b>					
1.10	Publish an annual local policing summary	Annually in July	Delivered to every household	COMPLETE	Engagement Manager
1.11	Review the content, presentation and format of the Authority's website	Monthly	Website reviewed and upgraded where necessary	Ongoing	Engagement Manager
1.12	Ensure information is available in accessible formats	Ongoing	No identified needs unmet	'Your Policing' Assessed by plain English Campaign 'Your policing provided in audio format Information available in multi language. Focus Group conducted using BSL. Authority was part of ODI Accessible Information	Engagement Manager

No.	Action	Frequency	Success Criteria	STATUS (2010)	Owner
				Project Readspeaker on website.	
<b>Stop &amp; Account / Search</b>					
1.13	Publicise people's rights	Ongoing	Consultation feedback suggests that the majority of people understand their rights.	Stop & Search Scrutiny Group 2008 made recommendations for improvement which were implemented. - COMPLETE Consultation undertaken with young people via Connexions. - COMPLETE Website contains info and complaints processes. Speak Out Young people's Conference planned for November 2010.	Engagement Manager
<b>Training for Members and staff</b>					
1.14	Formulate and implement an equality and diversity training plan for Members, staff and volunteers. To include further coaching for people carrying out impact assessments.	Annual	Training and development needs met.	Members Diversity Training – October 2009. - COMPLETE	Engagement Manager
1.15	All PDRs to include specific consideration of equalities.	Annual	Equalities included in PDRs	ACC PDRs COMPLETE	Chief Executive
1.16	Formulate and implement an equalities induction training plan for new members	As required	New members training needs met	To be reviewed after Independent Members appointments.	Members Services Manager

No.	Action	Frequency	Success Criteria	STATUS (2010)	Owner
<b>Reviews of this Scheme</b>					
1.17	Consult on this Equality Scheme with members of all communities, encompassing Race, Religion, Sexual Orientation, Gender, Transgender, Disability, Age and differing Socio-economic groups	February 2010	Amendments incorporated into scheme/action plan	COMPLETE	Engagement Manager
1.17	Review this Scheme	Every 3 years	Full review	March 2013	Engagement Committee
1.18	Review this Action Plan	Annually	Action Plan Updated	COMPLETE – November 2010	Engagement Committee
<b>2. MONITORING THE CONSTABULARY</b>					
2.1	Monitor and Review the Constabulary Equality Scheme	Annually	Scheme Reviewed to satisfaction and approved by Members	February 2011	Engagement Committee
2.2	Monitor Human Rights	Ongoing	Annual report to Engagement Committee.	COMPLETE	Engagement Manager
2.3	Monitor Complaints	Quarterly	Complaints reviewed to satisfaction. Complaints about staff conduct declining.	ONGOING	Staff Committee

<b>No.</b>	<b>Action</b>	<b>Frequency</b>	<b>Success Criteria</b>	<b>STATUS (2010)</b>	<b>Owner</b>
2.4	Monitor satisfaction data	Quarterly	Victims of crime data monitored	Satisfaction of victims of racist incidents with respect to the overall service provided monitored. Comparison of satisfaction for white users and users from minority ethnic groups with respect to the overall service provided monitored	Performance Panel
2.5	Monitor Stop & Account/Search data	Quarterly	Data monitored and reasons for disproportionality understood	Quarterly reports to Engagement Committee	Diversity Monitoring Group
2.6	Monitor hate Crime	Quarterly	Hate Crime and outcomes monitored to satisfaction of lead Members	Monitoring takes place at Diversity Monitoring Group and reported to the Engagement Committee quarterly.	Lead Members
2.7	Review data and information reporting to ensure that Members have the necessary information to make informed decisions/judgments on equalities and diversity issues.	Quarterly Quarterly	Employment Data monitored. Diversity Activity Monitored	Quarterly Quarterly	Staff Committee Engagement Committee
2.8	Review procurement policies and procedures and reporting/monitoring to ensure that they reflect equality and diversity responsibilities	Annually	Satisfactory response to consideration of diversity in procurement processes.	Reviewed annually in the Procurement Strategy	Service Improvement Panel

No.	Action	Frequency	Success Criteria	STATUS (2010)	Owner
2.9	Agree annual priorities and monitor expenses of IAG	Annually and quarterly	Expenses monitored by Lead Member quarterly Lead member provided foreword in IAG annual report.	IAG Annual Report and priorities reported to Engagement Committee 2 November 2010	Lead Member for Diversity

## **APPENDIX 4**

### **EQUALITY IMPACT ASSESSMENT FRAMEWORK AND TEMPLATE**

Police Authorities are required to carry out Equality Impact Assessments on all policies. The duty to carry out race equality impact assessments was created by the Race Relations (Amendment) Act 2000 (RR(A)A). Through the subsequent introduction of other legislation impact assessments are also required to be carried out in respect of disability and gender.

#### **What is an Equality Impact Assessment?**

An Equality Impact Assessment (EIA) is a way of systematically and thoroughly assessing, and consulting on, the effects that a proposed policy is likely to have on people, due to factors such as their ethnicity, disability and gender. It can also be used as a way of estimating the likely equality implications of existing functions or policies.

An EIA should help the Authority anticipate and identify the equality consequences of a policy, function or practice. The Authority can then take steps to amend the policy or the ways in which it is implemented so that any possible negative consequences are either mitigated or eliminated altogether.

The main purpose of an EIA is to pre-empt the possibility that any proposed policy, function or practice could affect some groups unfavourably.

#### **What is a Policy?**

A policy is 'the set of principles or criteria an organisation develops to help carry out its functions or role and to meet its duties'. In addition policies include formal and informal decisions made in the course of their implementation.

Policies do not affect everyone in the same way. Policy development and decisions are made in full recognition of the diverse needs, circumstances and concerns of the people who will be affected by them.

#### **When should Equality Impact Assessments be Undertaken?**

An EIA should be carried out when developing any relevant new policy, initiative or procedure.

Equality Impact Assessments should only be carried out on relevant functions, policies or procedures. An equality impact assessment consists of two stages:

Stage 1 involves screening the policy or proposals to see if they are relevant. All policies should be screened.

Stage 2 involves fully assessing policies as identified as being relevant to make sure they do not have any adverse effects on any groups.

If the initial screening at stage 1 reveals that a function, policy or practice is relevant to the duty, then it will need to be fully assessed to see if it could have any adverse effects on people from different groups, and to make changes or consider supplementary measures, to mitigate any negative effects.

Both the initial screening and full assessment stages should be based on regular consultation with people who are likely to be affected by any proposed policy, or who have an interest in it, as well as formal consultation when the draft policy is nearing completion.

### **Conducting Equality Impact Assessments**

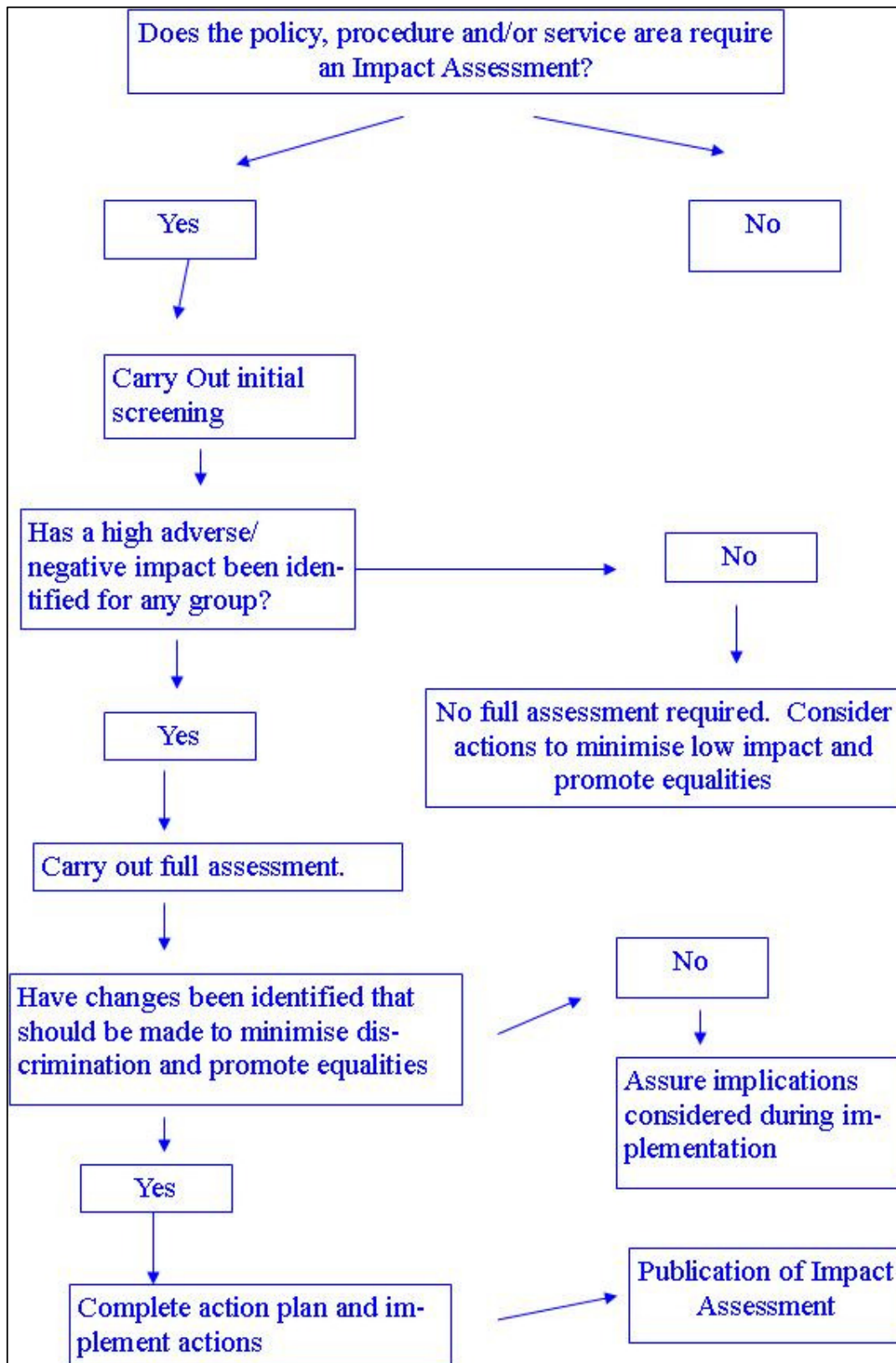
The initial stage 1 assessment will be made by a trained Police Authority Officer using a standard assessment template.

Police Authority officers directly responsible for the relevant function, policy or practice will carry out full stage 2 EIAs.

The Chief Executive has a specific delegation cited in Standing Orders 'to approve the Authority's Equality Impact Assessments after consultation with the Chairman of Engagement Committee.'

A completed EIA template is required to accompany all new policies of the Authority and are published on the Authority's website [www.cheshirepa.police.uk](http://www.cheshirepa.police.uk)

**APPENDIX 5**  
**EQUALITY IMPACT ASSESSMENT PROCESS**





## EQUALITY IMPACT ASSESSMENT

POLICY	EQUALITY SCHEME
<p><b>Description</b></p>	<p><b>Aims</b>                      The Scheme sets out the way in which the Authority will meet its own statutory duties and monitor those of the Constabulary outlined in the relevant Acts of Parliament and relevant regulations across the six core “strands” of diversity. The Scheme provides a framework that will be developed throughout its three-year life and sets out how the Authority will:-</p> <ul style="list-style-type: none"> <li>• identify policies and procedures to which equality legislation applies;</li> <li>• assess and where appropriate consult on the likely impact of our proposed policies with regard to the promotion of diversity and equality;</li> <li>• make arrangements for monitoring our policies for adverse impact;</li> <li>• make arrangements to publish the results of our assessments;</li> <li>• train our staff;</li> <li>• meet our specific duties in relation to employment;</li> <li>• monitor the Constabulary; and</li> <li>• promote diversity within the Constabulary and the Authority.</li> </ul> <p><b>Which individuals and organisations are likely to have an interest in or likely to be affected?</b>                      Any member of the public or employee likely to come into contact with the Authority in the execution of its duty</p> <p><b>General comments:-</b>                      The Authority is committed to ensuring equality and respect for all, and this document sets out our ongoing commitment towards:-</p> <ul style="list-style-type: none"> <li>• eliminating unlawful discrimination;</li> <li>• promoting quality of opportunity;</li> <li>• promoting good relations with the communities of Cheshire; and</li> <li>• ensuring that the service we deliver meets the needs of those communities.</li> </ul> <p>This Scheme has been developed to reflect the progress the Authority has made, in partnership with Cheshire Constabulary, towards developing a service where equality is integral to all we do. The Authority believes in compassion and respect for all people, and this Scheme sets out how the Authority intends to address those areas of its work which could impact on particular areas of the community.</p>

<b>DOES THE ACTIVITY INCLUDE MECHANISMS TO:-</b>		
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
<b>DIVERSITY/GROUP</b>	<b>IMPACT H/M/L</b>	<b>REASONS/ COMMENTS</b>
Race	L	The impact should be positive
Gender	L	The impact should be positive
Disability	L	The impact should be positive
Age	L	The impact should be positive
Sexual orientation	L	The impact should be positive
Religious belief	L	The impact should be positive
Transgender or transsexual individuals	L	The impact should be positive
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)

Date

Signed (Chief Executive)

Date



## EQUALITY SCHEME FEEDBACK FORM

The Authority will regularly review the Equality Scheme’s Action Plan to ensure that it remains relevant and up-to-date. Your comments are welcome on anything that you feel should be included in the scheme, or any changes that you would like to see made.

### Your comments/suggestions

Do you find the Police Authority’s Equality Scheme helpful? Yes/No

If no, what changes would you like to see made to the scheme?.....  
.....  
.....  
.....

Is there anything you believe that the Authority needs to add to this Scheme or its Action Plan?.....  
.....  
.....  
.....

Any other comments?.....  
.....  
.....  
.....

If you would like a response, please provide your contact details.....  
.....  
.....

Please forward your comments to:-  
Cheshire Police Authority (ref: SES), Constabulary Headquarters, Clemonds Hey,  
Oakmere Road, Winsford, Cheshire, CW7 2UA

Email using the online contact form at [www.cheshirepa.police.uk](http://www.cheshirepa.police.uk)  
Telephone: 01244 614001 or fax: 01244 61400

<b>REFERENCES</b>	
A Combined Equalities Scheme Framework for Police Authorities	APA
A Fairer Future: The Equality Bill and other action to make equality a reality	Government Equalities Office
An Equalities Guide for Police Authorities	APA
Children and Young People Guidance	APA
CONTEST2 Strategy to counter International Terrorism	Home Office
Disability in the Police Service, Parts 1 and 2	APA
Discrimination Law Review: A framework for fairness: proposals for a Single Equality Bill for Great Britain	Department for Communities & Local Government
Duty to Promote Equality & Diversity	APA
Employment Monitoring Duty	APA
Equality Bill: Making it work	Government Equalities Office
Equality Impact Assessment	APA
Gender Equality Scheme	APA
Hate Crime Action Plan	Home Office
Human Rights Guidance	APA
Independent Advisory Groups Guidance	APA
Local Employment targets for under represented groups: Setting employment targets in Local Policing Plans	APA
Multifaith works	Multifaith Alliance
People Matters	APA
Population Data 2001 census and 2007 estimates	National Statistics Office
Prevent Discrimination & Value Diversity	Business Link
Race Relations Amendment Act 2000	APA
Research, publications and Easy Read formats	Office for Disability Issues
Single Equality Bill 27 April 2009	Her Majesty's Government
Stonewall News	Stonewall
Stop & Search	APA
Strategy for improving performance in race and diversity	APA