



# CHESHIRE POLICE AUTHORITY EQUALITY IMPACT ASSESSMENT

| POLICY  | CHIEF OFFICER APPOINTMENTS   |  |
|---|--|--|
| <b>Description</b>  | <p><b>Aims of the policy</b><br/>To appoint the Chief Constable, Deputy Chief Constable and Assistant Chief Constables under Sections 11 and 12 of the Police Act 1996, and equivalent police staff.</p> <p><b>Which individuals and organisations are likely to have an interest in or likely to be affected by the policy?</b><br/>Applicants for the above posts</p> <p><b>General comments about the policy:-</b></p> <p>This is a National Policy described in legislation to have due regard to equal opportunities generally, the general duty of the Race Relations (Amendment) Act 2000 and the requirements of any other equalities legislation.</p> <p>Home Office Guidance states that procedures must be “transparent patently fair, unbiased and objective”. The guidelines particularly highlight potential difficulties and pitfalls which police authorities need to be aware of if they are to avoid any complaints of unfairness or discrimination while at the same time selecting the most suitable candidate for the post.</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  |  |

| DIVERSITY/GROUP   | IMPACT<br>H/M/L | REASONS/ COMMENTS |
|---|-----------------|-------------------|
| Race  | L               |                   |
| Gender  | L               |                   |
| Disability  | L               |                   |
| Age   | L               |                   |
| Sexual orientation  | L               |                   |
| Religious belief  | L               |                   |
| Transgender or<br>transsexual individuals   | L               |                   |
| 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) ..... *A. M. Collins* ..... 22 August 2007  
Signed (Chief Executive) ..... *M. Stewart* ..... 22 August 2007

**Note: If High Impact has been identified, further scrutiny by the Authority must be put in place**