

EQUALITY IMPACT ASSESSMENT

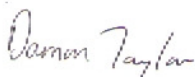
POLICY	BUSINESS PLAN 2009-10	
Description	<p>Aims The Authority's Business Plan sets out the actions for the Police Authority to deliver its key role of holding the Chief Constable to account for the delivery of an efficient and effective police service. It is distinct from the Policing Plan in that it focuses on the actions of the Authority itself, and the structures and processes needed to enable the Authority to function effectively.</p> <p>Which individuals and organisations are likely to have an interest in or likely to be affected? Any Authority Member or staff, Cheshire Constabulary officers and staff, public or partners coming into contact with the Authority's in the execution of its duty to secure an efficient and effective police service.</p> <p>General comments:- Key to the Authority's Values is to treat everyone fairly and with respect for each individual's needs. In doing so, the Authority will comply with equality legislation and in accordance with its duty to promote diversity.</p> <p>In developing the Business Plan, the Authority receives information which helps inform its Plan from a number of sources, including the public and other stakeholders through its public engagement ; from Government and in particular the Home Office; the Association of Police Authorities (APA); and Cheshire Constabulary. An important part of developing the Plan is bringing together the key issues highlighted in the ongoing self assessment of the Police Authority, together with other key documents such as the Risk Register and the Police Use of Resources (PURE) report, which highlight those areas for focus and attention.</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	M	The impact should be positive
Gender	M	The impact should be positive
Disability	M	The impact should be positive
Age	M	The impact should be positive
Sexual orientation	M	The impact should be positive
Religious belief	M	The impact should be positive
Transgender or transsexual individuals	M	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 3 September 2008

Signed (Chief Executive)



Date 3 September 2008