

EQUALITY IMPACT ASSESSMENT

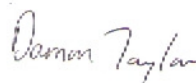
POLICY	CODE OF CORPORATE GOVERNANCE
<p>Description</p>	<p>Aims The Code of Corporate Governance describes how the Authority ensures that it is doing the right things, in the right way, for the right people, in a timely, inclusive, open and accountable manner. It comprises the systems, processes, culture and values by which the Authority is directed and controlled, and through which it accounts to, engages with and, where appropriate, leads the community.</p> <p>This Code of Corporate Governance describes how Cheshire Police Authority discharges its two overarching statutory responsibilities:</p> <ul style="list-style-type: none"> • To secure an efficient and effective local police service; and • To hold to account the Chief Constable of Cheshire Constabulary for the exercise of his functions and those of persons under his direction and control. <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>The Code reflects the objectives of the Authority, as set out in the Business Plan:-</p> <ul style="list-style-type: none"> • Focusing on the purpose of the Authority and on outcomes for the community and creating and implementing a Vision for the local area; • Members and officers working together to achieve a common purpose with clearly defined functions and roles; • Promoting values for the Authority and demonstrating the values of good governance through upholding high standards of conduct and behaviour; • Taking informed and transparent decisions which are subject to effective scrutiny and managing risk; • Developing the capacity and capability of Members and Officers to be effective; and • Engaging with local people and other stakeholders to ensure robust public accountability.

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