

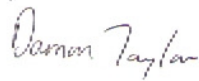
EQUALITY IMPACT ASSESSMENT

POLICY	CONFIDENTIAL REPORTING POLICY	
<p>Description</p>	<p>Aims Cheshire Police Authority is committed to the highest possible standards of honesty, openness, probity and accountability. It seeks to conduct its business in a responsible manner, ensuring that all its activities are open and effectively managed and that its integrity is sustained. Where the matter concerns the Constabulary, individuals are asked to refer to the Constabulary's Confidential Reporting Procedure.</p> <p>Which individuals and organisations are likely to have an interest in or likely to be affected? The Policy relates to the Authority's Members, staff and other contracted staff.</p> <p>General comments:- Although complaints may refer to the behaviour of a particular member of staff, any issues concerning the employer/employee relationship including the need for disciplinary action to be taken are addressed separately under the Authority's internal procedures or the Constabulary's Fairness at Work Policy.</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	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)

Handwritten signature of Damon Taylor in cursive script.

Date 3 September 2008

Signed (Chief Executive)

Handwritten signature in cursive script, appearing to be 'M. Williams'.

Date 3 September 2008