

## EQUALITY IMPACT ASSESSMENT

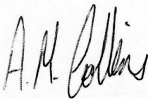
POLICY	EQUALITY SCHEME
<p><b>Description</b></p>	<p><b>Aims</b> The Scheme sets out the way in which the Authority will meet its own statutory duties and monitor those of the Constabulary outlined in the relevant Acts of Parliament and relevant regulations across the six core “strands” of diversity. 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) 3 November 2010



Signed (Chief Executive) 3 November 2010

