



# CHESHIRE POLICE AUTHORITY EQUALITY IMPACT ASSESSMENT

<p><b>PROCESS</b></p>	<p>SCRUTINY AND MONITORING OF COMPLAINTS AGAINST POLICE OFFICERS AND STAFF</p>
<p><b>Description</b></p>	<p><b>Aims of the policy</b></p> <p>The Police Act 1996 and Police Reform Act 2002 set out the legislative provisions relevant to the role of police authorities in complaints and misconduct.</p> <p>Along with chief officers and HMIC, police authorities have a duty under section 15 of the Police Reform Act 2002 to ensure they are kept informed as to all matters about complaints and misconduct related to their force.</p> <p>The Act also designates the Authority as the appropriate authority for dealing with complaints against Chief officers.</p> <p>The Authority has its own policy for dealing with complaints against staff directly employed by the Authority which follows the same principles for police staff working within the Constabulary and the recognised national code of conduct.</p> <p><b>Which individuals and organisations are likely to have an interest in or likely to be affected by the policy?</b></p> <p>All members of the public who wish to make a complaint the professional standards of the Constabulary. APA guidance states that one of the roles of the authority is to “ensure that there is no disproportionality or adverse impact in regard to any particular group and that all community groups have access to and confidence in the complaints procedure.”</p> <p><b>General comments about the policy:-</b></p> <p>The processes undertaken by the authority are laid out in the following documents:-</p> <ul style="list-style-type: none"> <li>➤ APA Guidance – Overview and Scrutiny of Professional Standards Matters – the role of police authorities May 2007. Section 20 outlines the duties in the area of equality and diversity.</li> <li>➤ Police Conduct Regulations 2004</li> <li>➤ IPCC Statutory Guidance on complaints.</li> </ul>

	In addition, in 2004, Sir William Morris lead an Inquiry into Policies, procedures and practices for and resolution of complaints and allegations against individuals and grievances by individuals with a particular emphasis on claims involving allegations of race or other discrimination.
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<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	
Gender	L	
Disability	L	
Age	L	
Sexual orientation	L	
Religious belief	L	
Transgender or 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**