



CHESHIRE POLICE AUTHORITY EQUALITY IMPACT ASSESSMENT

PROCESS	DISABILITY EQUALITY SCHEME
<p>Description</p>	<p>Aims of the policy</p> <p>The scheme sets out the Authority's arrangements for meeting the general and specific duties under the Disability Discrimination Act 2005. The role of the Authority is two fold:</p> <ul style="list-style-type: none"> • To produce its own Disability Equality Scheme as an employer and • To scrutinise the scheme published by the Constabulary <p>The Scheme and Action Plan seeks to:-</p> <ul style="list-style-type: none"> • Improve the effectiveness and efficiency of police forces and authorities by ensuring that the resources invested, benefit all those they are aimed at, or who need them. Making services accessible and effective for people with a disability will also benefit other service users. • Enable the Authority to make a real and positive change to the lives of people with a disability. • Increases public confidence in policing services. • Demonstrate a positive and proactive commitment to improving outcomes for people with a disability. <p>Which individuals and organisations are likely to have an interest in or likely to be affected by the policy?</p> <p>Employees or members of the public with a disability, their carers or support network. The Authority has a duty to:-</p> <ul style="list-style-type: none"> • Promote equality of opportunity between people with a disability and other people. • Eliminate discrimination that is unlawful under the DDA. • Eliminate harassment of people with a disability that is related to their disability. • Promote positive attitudes towards people with a disability • Encourage participation by people with a disability in public life. Take steps to meet their needs, even if this requires more favourable treatment. <p>General comments about the policy:-</p> <p>The duty does not create new individual rights for people with a disability. Rather than providing restitution where a person has been the subject of discriminatory treatment, the duty provides a framework for public authorities to carry out their functions more effectively and to tackle discrimination and its causes across the organisation in a pro-active way, at the beginning of a process rather than waiting for complaints from individual people after discrimination has occurred.</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	
Gender	L	
Disability	H	The impact should be positive. The Scheme and Action Plan is monitored annually by Engagement Committee and implemented through the pan Cheshire Multi-agency Disability Group.
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* 12 February 2008
 Signed (Chief Executive) *M. Hartman* 12 February 2008