



CHESHIRE POLICE AUTHORITY EQUALITY IMPACT ASSESSMENT

PROCESS	GENDER EQUALITY SCHEME
Description	<p>Aims of the policy</p> <p>The scheme sets out the Authority's arrangements for meeting the general and specific duties under the Equality Act 2006.</p> <p>The role of the Authority is two fold:</p> <ul style="list-style-type: none"> • To produce its own Gender Equality Scheme as an employer; and • To scrutinise the scheme published by the Constabulary <p>This scheme has been developed with the involvement of Authority Members, Cheshire Constabulary, partner agencies and representatives of the public of Cheshire, Halton and Warrington.</p> <p>Which individuals and organisations are likely to have an interest in or likely to be affected by the policy?</p> <p>Any member of the public requiring policing services, applying for employment within the organisation or existing staff.</p> <p>General comments about the policy:-</p> <p>The Equality Act 2006 amends the Sex Discrimination Act (SDA) 1975 to place a statutory duty on all public authorities to promote equality between men and women. It is important that the Authority represents all the people that it serves and introduces mechanisms for those communities to provide feedback about how policing services can be improved.</p> <p>The Authority believes in fairness and equality for all its employees and for the public. Accordingly, the Authority is firmly committed to :-</p> <ul style="list-style-type: none"> • Eliminating unlawful discrimination; • Eliminating harassment; and • Promoting equality of opportunity between men and women. <p>The scheme and action plan is monitored though a number of Committees and Panels, on which Members sit; including:-</p> <ul style="list-style-type: none"> • Staff Committee, which meets quarterly and scrutinises, amongst other things, the employment data of the Constabulary. • Engagement Committee, which meets quarterly and will monitor the action plans of the Authority and Constabulary with respect to the scheme.

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	H	The impact should be positive
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* 12 February 2008
Signed (Chief Executive) *M. Stewart* 12 February 2008