



CHESHIRE POLICE AUTHORITY EQUALITY IMPACT ASSESSMENT

POLICY	APPOINTMENT OF INDEPENDENT MEMBERS OF CHESHIRE POLICE AUTHORITY
<p>Description</p>	<p>Aims of the policy To recruit five Independent Members as Members of Cheshire Police Authority in accordance with the primary legislation governing the selection and appointment of independent members in Schedules 2 and 3 of the Police Act 1996.</p> <p>Which individuals and organisations are likely to have an interest in or likely to be affected by the policy?</p> <p>Applicants for the position of Independent Member of the Police Authority.</p> <p>General comments about the policy:-</p> <p>This policy meets the standards outlined in the joint guidance from the Home Office and Association of Police <i>Authorities Selection and appointment of independent members of police authorities in England and Wales</i>, September 2006.</p> <p>The APA has produced an information booklet for potential independent members which is available in 8 languages.</p> <p>Standard recruitment monitoring procedures apply to all applicants.</p> <p>The Independent Advisory Group is involved in advertising new vacancies amongst the diverse communities which it represents.</p> <p>Guidance issued to applicants for “Qualities Sought” makes clear the need to “be able to represent a wide range of people in the local community and demonstrate a commitment to fairness, equality and diversity”.</p> <p>The Skills required Independent Members should:-</p> <ul style="list-style-type: none"> • Possess good communication skills, together with a willingness to seek out and listen to the views of all sections of the local community on policing issues. • Possess skills, experience and knowledge which sustain and broaden the expertise available to the Authority – for example in business, management, finance, community and race relations.

- Be able to demonstrate the ability to challenge accepted views in a constructive way.
- Be able to represent a wide range of people in the community, have an understanding of their policing needs, and of the pressures and challenges which face the police service.

The Appointment

The appointment is for a term of four years. Applicants must be over 21 and live or work in the County of Cheshire or in the Boroughs of Halton or Warrington and not be otherwise disqualified (as outlined in Schedule 2 of the Police Act 1996).

The Police Authority firmly supports a policy of equal opportunities and therefore welcomes applications from all eligible persons irrespective of gender, ethnic origin, religious belief, sexual orientation, disability or any other irrelevant factor. We want our independent membership to represent as diverse a range of people as possible.

The Interviews include questions such as:-

Why do you feel community consultation is important to the Authority? How would you objectively seek views from all members of the community?
Why is diversity so important in policing?

The selection process allows feedback to be given to unsuccessful candidates and for them to challenge the process.

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	M	The 8 languages translated by the Home Office /APA may not be relevant locally. A Polish version may be required in Cheshire.
Gender	L	
Disability	M	There are issues with the application process and ongoing support required which will be overcome in

		order to promote positive action and provide opportunities for people with a disability.
Age	M	There are issues about the difficulties identified by certain age groups in committing time to the role. There appears to be a high number of early retirees, or those who can afford to take the time off work, not those who are younger and in full time employment.
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