



CHESHIRE POLICE AUTHORITY EQUALITY IMPACT ASSESSMENT

PROCESS	RACE 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 Race Relations (Amendment) Act 2000. The scheme has been revised to reflect the progress the Authority has made, in partnership with Cheshire Constabulary, towards developing a service where race equality is integral to all we do. The Authority believes in compassion and respect for all people, regardless of their race, 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> <p>The General Duty of the Race Relations (Amendment) Act 2000 states that the Authority Shall, in carrying out its functions, have due regard to the need to:</p> <ul style="list-style-type: none">▪ Eliminate unlawful racial discrimination;▪ Promote equality of opportunity; and▪ Promote good relations between persons of different racial groups. <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 regardless of race or ethnicity.</p> <p>General comments about the policy:-</p> <p>The Authority is committed to providing a fair and equitable service to Cheshire's diverse communities, meeting the different needs of individuals within those communities. Providing a fair and equitable service is a priority for all Members of the Authority and is fundamental to ensuring that the public of Cheshire can live free of fear and intimidation. The scheme and action plan is monitored by Engagement Committee.</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	H	The impact should be positive
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* 12 February 2008
Signed (Chief Executive) *M. Stewart* 12 February 2008