

Gender
Equality Scheme

2007-2010

Cheshire Police Authority



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GENDER EQUALITY SCHEME

2007 - 2010

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CHAIRMAN'S FOREWORD

I am pleased to introduce Cheshire Police Authority's Gender Equality Scheme and action plan, which sets out the Authority's arrangements for meeting the general and specific duties under the Equality Act 2006.

The role of the Authority is two fold:

- To produce its own Gender Equality Scheme as an employer; and
- To scrutinise the scheme published by the Constabulary

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.

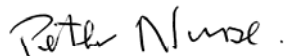
It is important that the Authority represents all the people that it serves and introduces mechanisms for those communities to provide feedback about how policing services can be improved.

The Authority believes in fairness and equality for all its employees and for the public. Accordingly, the Authority is firmly committed to :-

- Eliminating unlawful discrimination and harassment
- Promoting equality of opportunity between men and women

In meeting the core requirements of the gender duty, we have developed our Gender Equality Scheme and action plan to demonstrate how we intend to regularly monitor and report our progress.

This scheme was approved by the Police Authority on 3 April 2007.



Peter Nurse
Police Authority Chairman

4 April 2007

THE GENDER EQUALITY SCHEME – Statutory Basis

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. This means that chief officers and police authorities must, in carrying out their functions, have due regard to the need to:

- Eliminate unlawful discrimination;
- Eliminate harassment; and
- Promote equality of opportunity between men and women.

This is known as ‘the general duty’ and comes into effect on 6 April 2007. Gender equality applies to all employees, both men and women, it equally applies to people who intend to, or are, or have gone through gender reassignment, and in this case relates to their reassigned gender.

To help meet its general duty, the Authority, like most other public bodies has a specific duty to:

- To prepare and publish a Gender Equality Scheme identifying its gender equality goals and actions to meet them, in consultation with stakeholders
- To report on progress annually and to review the Scheme every three years
- To gather and use information on how the Authority’s policies and practices affect gender equality in the workforce and in the delivery of services
- In formulating its overall objectives, to consider the need to include objectives to address the causes of any gender pay gap in order to examine and review equal pay, including the payment of allowances
- Conduct and publish gender impact assessments of all major policy developments.

THE ROLE OF CHESHIRE POLICE AUTHORITY

Cheshire Police Authority’s primary role is to maintain an effective and efficient police service. It is recognised that this role can only be effectively achieved if unlawful discrimination is eliminated, both from the organisation and the community as a whole. This Scheme will therefore aim to promote equality of opportunity and improve confidence and satisfaction in policing services.

Specific Actions for the Authority as an employer and in its own legal responsibilities include:

- To assess the impact of current and proposed Authority policies and practices on gender equality

- To collect, monitor and publish relevant employment monitoring data of Authority staff including; recruitment/ selection/ retention/progression/ promotion/ attendance management/ harassment/ discrimination/ grievance/ redundancy and retirement
- To consult with stakeholders about policing services using a cross strand approach being taken i.e. including BME women, disabled women, Muslim women and staff groups.
- To manage the Independent Custody Visitors Scheme to ensure that the following needs of detainees are considered:-
 - Young offenders
 - Women
 - People with child care responsibilities
 - Mental health issues - difference between men and women
 - Cultural issues
 - Welfare issues – e.g. childcare
 - Access to medical and legal advice
 - Maternity issues
 - Transsexual issues

Specific Actions for the Authority in its role of Constabulary scrutiny include:

- To monitor the progress of the Constabulary against the Gender Equality Action Plan
- To carry out regular Constabulary employment monitoring, and publish relevant data on an annual basis.
- To examine any difference in pay between men and women based only on their sex and setting objectives for the Constabulary to reduce the difference.
- To monitor any pay gap between men and women doing the same job and scrutinise positive action initiatives to reduce barriers to prevent men and women going into a particular area of work
- To monitor Constabulary policies and practices and how they affect equality in the workplace and in provision of services
- To monitor Constabulary stakeholder consultation
- To monitor complaints and grievances against the Constabulary
- To monitor and scrutinise procurement and ensure that effective policies and procedures are in place and are being used
- To monitor appropriate training on recruitment, gender reassignment and Positive Action
- To Monitor the promotion and evaluation of Constabulary positive action initiatives
- To monitor work/life balance policies including flexible working
- To scrutinise the Constabulary's family friendly policies including managing pregnancy and return from pregnancy, adoption issues, paternity and maternity rights in readiness for the Families Bill.
- To ensure that stop and search is conducted in line with the general and specific duties

ORGANISATIONAL STRUCTURE AND DECISION MAKING PROCESS

The Authority is a representative group of 17 Members, (5 women and 12 men) of which 9 are elected local authority representatives (6 from Cheshire County Council, 2 from Warrington Borough Council and 1 from Halton Borough Council); 5 are Independent Members appointed through public advertisement and 3 are Lay Justices.

The Authority has appointed two lead Members for Diversity.

In recruiting Independent members to the Authority, applications are positively encouraged from members from diverse communities and backgrounds. Information about vacancies are placed on the Authority's website and advertised through the local media.

The Authority employs 7 staff (3 men and 4 women) to support Members. There is no discrepancy in pay differential between men and women, each vacant post has been Hay Graded in accordance with the National Core Competency Framework and applications are encouraged from diverse communities and backgrounds. Each member of staff is appointed according to the skills and experience evidenced through application form and interview.

Major decisions of the Authority are taken in public meetings, held quarterly at Constabulary Headquarters in Winsford. Each meeting receives a quarterly report on diversity which includes, gender, age, race, religion, sexual orientation, disability and minority communities from the Chief Constable.

Decisions are also made through a number of Committees and Panels, on which Members sit; including:-

- 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.

The two lead Members for diversity and the Authority's Engagement Manager are active members of the Confidence & Equality Board and the Gender Equality Group, which is chaired by an Assistant Chief Constable 'Force Champion' for gender issues. Meetings are also attended by key Constabulary staff, the Police Federation and UNISON.

The Authority supported the development of an Independent Advisory Group (IAG), which provides the organisation with a diverse group of people comprising of 6 women and 8 men. The role of the IAG is to act as "critical friends" and provide feedback, advice and guidance on policy, procedure and activity. The IAG are invited to attend meetings of the Police Authority to update it on its work, and Members and Authority staff attend meetings of the IAG as invited.

The Chief Constable is currently the Association of Chief Police Officers (ACPO) spokesperson for diversity, which includes gender issues and the Authority actively supports the Chief Constable in his national portfolio work.

PARTNERSHIP WORK

The Authority has worked closely with a number of public sector bodies including the County Council, Fire and Rescue Service, Women's Aid and Cheshire Domestic Abuse Partnership in the development of this Scheme and a multi-agency group has been established to facilitate joint working.

CONSULTATION ON THE AUTHORITY'S FUNCTIONS

Consultation is a key function of the Police Authority. The Authority will use appropriate consultative arrangements and ensure that everyone has a fair opportunity to present their views on the issues under consultation. The Authority employs an Engagement Manager whose role includes the development of the Authority's Gender Equality Scheme and Action Plan through consultation and involvement of Cheshire residents.

Where appropriate, the Gender Equality Scheme will be offered in languages other than in English, and also on audio tape and in large print to ensure dissemination of information to a wide audience.

The Authority's consultation process will use those formats which it deems appropriate and this may include, amongst others, the thirty two Police Forums held throughout the Authority area each year, over sixty local Community Action Meetings, Citizen's Panels, postal questionnaires, targeted focus groups or online surveys.

In addition to the statutory consultation which is undertaken by the Authority, further consultation will be undertaken, as necessary, on those functions which directly impact on gender equality.

To ensure the public are welcomed to attend the Authority's consultation meetings, and encouraged to attend, the Authority will continue to:-

- publicise meetings which the public can attend, on its website, through press releases and local media, through the use of circulation lists and posters in local areas whenever meetings are held;
- consult on issues which may impact upon specific communities.
- review its mailing lists at least once a year to make sure the diverse communities are in receipt of the information it circulates;
- ensure that reports are written in a way that the public can understand (i.e. in line with the Campaign for Plain English) and in an accessible presentation style. For example, alternative methods will be undertaken for people with learning disability or speech/hearing impairment

- in accordance with the Access to Information Act 1985 (as amended), ensure that all paperwork for public meetings of the Authority are publicly available at least five working days prior to the meeting itself.

INVOLVEMENT AND INFORMATION GATHERING

Cheshire Police Authority and Constabulary worked together to consult with employees and members of the public to develop this scheme.

Over 3000 surveys were distributed to a representative sample of the public as indicated in appendix 1. The survey was also placed on the Authority, web site.

Focus Groups were held with;

- Cheshire Domestic Abuse Partnership and Women's Aid
- The Independent Advisory Group; and
- UNIQUE, a trans gender community group.

Staff consultation was led by the Constabulary's Diversity Advisory Unit with the involvement of the Authority. Methods of consultation included;

- an intranet survey
- "Gender Agenda 2" Events
- The Constabulary Women's Network
- "Where Have All The Women Gone?" – Events to develop action plans to provide equal opportunities for male and female officers in specialist policing roles.
- Consultation with trans gender staff who scrutinised custody procedures.

The results of staff consultation are included in the Constabulary's Gender Equality Scheme and Action Plan. The role of the Authority will be to monitor the outcomes of the action plan as described on page 5.

It is important to note that the consultation and involvement that took place to develop this first Scheme and Action Plan is only the first stage of a continuous dialogue in the improvement of police services. As party of its' consultation and engagement strategy, the Authority will continue to develop the Action Plan and will make appropriate changes to it.

SETTING THE SCENE

The Authority area covers three local authorities, one county and two unitary. The breakdown of gender profile of the current population which was estimated in 2007 as being 1,000,458.

According to the 2001 census, the total population for the Cheshire Police area was 983,076. Of these, 49% were male. Males under 14 years exceed the percentage of females under 14 years and the number of females over 69 years far exceeds older males.

Cheshire, Halton & Warrington	Male Population	Female Population	Male %	Female %
0-14 yrs	95,103	90,297	51	49
15-29yrs	82,645	83,510	50	50
30-49yrs	142,993	146,954	49	51
50-69yrs	113,869	116,870	49	51
69yrs +	44,414	66,421	40	60
TOTAL	479,024	504,052	49	51

Victim/Offender Gender Profiles

Of 7000 crimes in Cheshire between July and December 2006, 47% of victims of were female, 70% of the victims of harassment and sexual assault were women.

Over twice as many men had possessions stolen from their vehicle and over three times as many were the victim of racially or religiously aggravated crime.

Of almost 14,000 offenders recorded during the same period, 80% were male. Men committed a far greater proportion of burglaries, offences of criminal damage, assaults and offences of a sexual nature than women. In all 5 murders recorded in the period, the offender was male. 20% of victims of domestic violence were male. Women stole from shops in 33% of the crimes recorded.

The data below illustrates the gender of victims and Offenders in the police area for the period 01/07/06 to 31/12/06

	VICTIM		OFFENDER	
	FEMALE (%)	MALE (%)	FEMALE (%)	MALE (%)
Violent offences (inc assault/wounding/robbery)	46	54	20	79
Sexual offences (inc rape/sexual assault)	83	16	0	99
All other offences (inc theft/ harassment and burglary)	45	49	23	77
Criminal damage (inc aggravated offences)	52	47	12	88
Burglary (inc aggravated offences)	49	50	5	95
Harassment	44	30	18	82
Common Assault	57	42	22	77
Racially aggravated offences	27	71	14	85

2006 ROAD POLICING OFFENCES

From January to December 2006 there were 690 people killed or seriously injured on Cheshire's roads, 501 of these were male and 189 female.

In over 56,000 road policing offences recorded in the twelve month period January to December 2006, 67% of the offences were committed by men. The men committed the majority of offences in most categories with women only exceeding a 30% offence rate for speeding, running red lights and parking offences. The following table shows the offences in more detail.

Road Policing Offences 2006	Female	%	Male	%
Cycling Offences	1	4	23	96
Driver Behaviour Offences	44	17	218	83
Driving whilst using a mobile phone	1061	19	4608	81
Driving without insurance	133	18	610	82
Driving without MOT	1	8	12	92
Vehicle License Offences	102	16	525	84
Learner Driver Offences	7	5	144	95
Registration Mark Offences	59	12	441	88
Vehicle Defects	19	8	218	92
Seat Belt Offences	7	10	64	90
Speeding Offences (includes cameras)	12,758	41	18,390	59
Red Light Running (including cameras)	2682	36	4751	64
Contravening "signs and lines"	514	24	1612	76
Parking Offences	487	34	930	66
Defective/misused lights	59	12	432	88
Weights and loads Offences	4	6	58	94
Motorcycling Offences	2	5	42	95
Seatbelt Offences	924	17	4483	83
TOTAL	18,864	33	37,561	67

CHESHIRE CONSTABULARY EMPLOYEE GENDER 31 DECEMBER 2006

The following tables provide employment data by gender and seniority for Constabulary officers and staff. The Authority will continue to scrutinise the data at Staff Committee on a quarterly basis and will maintain its involvement in the action plans to address work/life balance issues and equal opportunities for all staff in specialist roles.

There is no pay gap identified between men and women as each post attracts a salary which is benchmarked against rank or grade.

Police Officers

Grade/Rank	Total	Sex				Race			
		Male		Female		White		Ethnic Min.	
		No.	%	No.	%	No.	%	No.	%
ACPO	4	4	100%	0	0%	4	100%	0	0%
Chief Supt	7	6	86%	1	14%	7	100%	0	0%
Superintendent	18	16	89%	2	11%	18	100%	0	0%
Chief Inspector	30	28	93%	2	7%	30	100%	0	0%
Inspector	116	100	86%	16	14%	116	100%	0	0%
Sergeant	360	301	84%	59	16%	357	99%	3	1%
Constable	1691	1248	74%	443	26%	1673	99%	18	1%
Total	2226	1703	77%	523	23%	2205	99%	21	1%

Police Staff

Grade/Rank	Total	Sex				Race			
		Male		Female		White		Ethnic Min.	
		No.	%	No.	%	No.	%	No.	%
ACPO/SCO	2	2	100%	0	0%	2	100%	0	0%
SM	19	12	63%	7	37%	19	100%	0	0%
PO	113	59	52%	54	48%	112	99%	1	1%
SO	79	42	53%	37	47%	79	100%	0	0%
4-6	790	337	43%	453	57%	782	99%	8	1%
1-3	437	112	26%	325	74%	434	99%	3	1%
Total	1440	564	39%	876	61%	1428	99%	12	1%

Special Constabulary

Grade/Rank	Total	Sex				Race			
		Male		Female		White		Ethnic Min.	
		No.	%	No.	%	No.	%	No.	%
Chief Officer	0	0	0%	0	0%	0	0%	0	0%
Special Chief Supt	1	1	100%	0	0%	1	100%	0	0%
Special Chief Insp	6	4	67%	2	33%	6	100%	0	0%
Special Inspector	2	2	100%	0	0%	2	100%	0	0%
Special Sergeant	20	15	75%	5	25%	20	100%	0	0%
Special Constable	245	144	59%	101	41%	242	99%	3	1%
Total	274	166	61%	108	39%	271	99%	3	1%

Police Community Support Officers

Grade/Rank	Total	Sex				Race			
		Male		Female		White		Ethnic Min.	
		No.	%	No.	%	No.	%	No.	%
Total	168	101	60%	67	40%	168	100	0	0%

MONITORING THE AUTHORITY'S POLICIES/ACTIVITIES

Over the following twelve months, the Authority will undertake an assessment of each of its key functions/policies to see how they may impact on gender.

A copy of the impact assessment form is attached at Appendix 2.

The purpose of these impact assessments is to ensure that the Authority's activities do not disadvantage men or women, and also crucially to identify where they can best promote equality of opportunity.

The Authority will develop criteria to decide whether or not to conduct a full impact assessment. These will need to be prioritised, with the involvement of relevant people and the results, recommendations and subsequent actions will be published in the revised Gender Equality Scheme in April 2008.

This process will enable the determination of whether:-

- the policy is a major one in terms of scale or significance for their activities; or
- there is a clear indication that, although the policy is minor, it is likely to have a major impact. A policy which has an extremely negative impact on a small number of people will be of greater relevance than one which has only a minor impact on a large number of people.

If the policy fits into either of these categories, the Authority will conduct a full impact assessment. A full impact assessment is likely to involve:-

- consideration of available data and research;
- assessment of impacts – what effect will this policy/decision etc;
- consideration of measures which might mitigate any adverse impact and alternative policies which might better achieve the promotion of equality of opportunity;
- a decision;
- publication of the results of the impact assessment; and
- future arrangements for monitoring for future adverse impact.

All new functions or requirements placed on the Authority will be subject to an impact assessment

Information will be gathered from a number of areas including:-

- the involvement of members of the public. This will include the IAG and the Authority's lead members on Diversity;
- local and national surveys;
- community information obtained via the Authority's formal and informal consultation network and through other channels

Where it is identified that the Authority's functions/activities have a high impact on the Authority's general duty to promote gender equality, additional scrutiny of those functions will be put in place.

This will include:-

- Consultation with the Independent Advisory Group whose role it is to act as "critical friends" and provide feedback, advice and guidance on policy, procedure and activity and /or the Authority's two lead Members on diversity (and other bodies where appropriate) on the actions proposed to address the duty;
- Inclusion in the action plan to ensure regular monitoring by the Authority.

The result of these actions will then be used to review and amend existing policies to ensure that any negative impacts are minimised.

Where policies of the Authority are likely to impact adversely on a particular group of people, a full evaluation will be undertaken of the issue, and where the action can be justified, rigorous scrutiny will take place, and reported in the next quarterly report on diversity to the Authority.

All information will be collated and fed into the review process for this Scheme to ensure that it is accurately captured and reflected in the review of the Scheme and its Action Plan. Where new information is provided to the Authority that may affect the current impact assessment of a particular function, a revised impact assessment will be undertaken to ensure the function is properly reviewed. If the revised impact assessment identifies the impact has increased to 'high', the actions detailed above will be put in place.

PUBLISHING INFORMATION

On 1 December each year, the Authority will publish (on its website) an annual summary, of the following information:-

- The outcome of any new (or revised) impact assessments;
- The outcome of consultation considered relevant to the Authority's general duty; and
- Monitoring statistics in relation to Authority and Constabulary staff.

Where appropriate, the Authority will also produce the above information in the Annual Report, which is circulated to all households in Cheshire, and any other format which it is considered appropriate to ensure that no group is disadvantaged.

In addition to this annual report, the Scheme's progress, in particular that of the Action Plan will be monitored by the Authority in its quarterly report on diversity, and a copy will also be sent to the IAG for their information and comment.

PUBLIC ACCESS TO INFORMATION

Cheshire Police Authority is committed to ensuring that its work is open and transparent, and that the services it provides are accessible to all communities in Cheshire. In order to achieve this, and ensure that there are no barriers to effective communication with the public, the Authority will undertake to do the following:-

- circulate agendas for meetings to all main public libraries across Cheshire at least five working days prior to the meeting;
- post all agendas for meetings, together with their reports, on the Authority's website at least five working days prior to the meeting;
- circulate its Policing Plan and Annual Report to all households in Cheshire on a six monthly basis;
- provide copies of the Policing Plan and Annual Report in large text and /or on audio cassette;
- offer copies of the Policing Plan and Annual Report in a number of languages; and
- provide regular updates on the actions being taken to address the Action Plan contained in the scheme to those individuals/groups who have been consulted upon it.

There will be occasions when information that is requested will not be able to be provided, due to the information being deemed to be restricted. Where this is the case, the applicant will be given the full reasons for the withholding of that information. The information that is available to the public is set out in more detail in the Authority's Freedom of Information Publication Scheme, which is available on the Authority's website www.cheshirepa.police.uk.

Although it is acknowledged that not all individuals and communities have access to computers, the Authority will ensure that as much information as possible is made available via its website. This does not, however, mean that this will be the only medium used, and an assessment will be made of each case to assess whether publication via other means is required. The assessment will ask:-

- Who will the policy/information effect?
- Is it likely to impact specifically on any particular group?
- If so, how best should information be provided to ensure no group is disadvantaged?

TRAINING

To ensure that all Members and staff of the Authority are aware of the requirements upon them with regards to the Equality Act 2006, the following will be put in place:-

- Ensure that all staff involved in the development of this Scheme are provided with the relevant knowledge to fulfil that role;

- The Authority to be kept up-to-date on gender issues through the receipt of the quarterly report at the Authority on diversity.
- The Authority, through the two lead members on diversity, to be involved in the work of the Confidence and Equality Board, and receive training as and when appropriate;
- All members have been invited to refresh their diversity training in 2007.
- The Authority has provided a budget of £500,000 for Constabulary Officers and staff to be trained in gender issues and the implications of the legislation. The training will include awareness of male and female and transgender issues. There will also be an awareness session for managers in terms of the rights of staff with caring responsibilities, both male and female.
- Along with the six strands of Diversity, internal training will also promote the Springboard programme for females and the Navigator programme for males. All training concerned with the GES will be monitored by the Training Admin System (TAS). Applications for learning will produce management reports in terms of demographics of applicants.
- Cheshire has adopted the Positive Action Leadership Programme (PALP), which is available to all under represented groups. There is an opportunity for trainers to become trained in the programme. Further, courses have been run for various groups, with a view to host Centrex to co-deliver a Gender programme in 2007.

EMPLOYMENT

Monitoring of all staff employed by the Authority and Constabulary will be undertaken on a quarterly basis by the Authority's Staff Committee. The Committee, through its review of the Authority's Human Resources Plan, receives a detailed breakdown of police officers by rank, age, gender and ethnicity and of police staff by grade, age, gender and ethnicity

All applicants for jobs with the Authority will be asked to declare their gender. The information will be analysed to establish any patterns or indicators of inequality. Where any inequalities are found to be present, swift action will be taken to address the problem.

The Authority's staff are covered by the Authority's own disciplinary and grievance procedures. Any evidence of gross misconduct, including bullying or harrassment due to a gender related issue will result in the immediate suspension of the accused member of staff. Should the misconduct then be proven, the member of staff will be dismissed.

Diversity is a key strand of all chief officer appointments in accordance with the National Competency Framework and candidates are tested against this competency.

COMPLAINTS PROCEDURE

If anyone believes that they have been directly affected by a failure of the Police Authority to comply with the statutory requirements of the Act, they should complain to:

Chief Executive
Cheshire Police Authority
Constabulary Headquarters
Clemonds Hey
Oakmere Road
Winsford
Cheshire
CW7 2UA

Tel: 01244 614001

Email: mark.sellwood@cheshire.pnn.police.uk

Website: www.cheshirepa.police.uk by completing the online contact form

The Authority will acknowledge all complaints on receipt and will make every attempt to contact the complainant to discuss the most appropriate way to progress and deal with the problem. The Authority undertakes to complete an initial investigation and respond to the complainant within 20 working days.

All complaints made in respect of this Scheme will be monitored by the Chief Executive and reported to the Authority by way of a report to Engagement Committee.

Where a complaint relates to the actions of an individual member of staff this will be dealt with under disciplinary procedures.

Where a complaint relates to the actions of an individual Member of the Authority this will be dealt with in the first instance by the Standards Committee that will refer the matter, where necessary, to the Standards Board for England.

Note: This procedure applies to the Police Authority only. Complaints about the Constabulary or Constabulary staff need to be made, in the first instance, to the Constabulary's Professional Standards Department. More information on how to make a complaint about the police can be viewed at the Independent Police Complaints Commission's website at www.ipcc.gov.uk/index/making_compaint.htm

CONTACTING THE POLICE AUTHORITY

If you would like a copy of this Scheme, any updates, or wish to discuss any aspect of it, please do not hesitate to contact the Chief Executive, the contact details of which are set above. The Scheme is also available on the Authority's website at www.cheshirepa.police.uk or in your local library.

The ability to contact the Police Authority anonymously is also available via the website. Individuals do not need to give their personal contact details if they wish and can forward their concerns to the Authority who will action the concern appropriately.

Attached at Appendix 3 is a feedback form on which you can return your comments on this Scheme to the Authority. This can be done by freepost, fax or email.

REPORTING A HATE CRIME

Cheshire Police Authority and Constabulary take Hate Crime seriously and are working together to eliminate it. A Hate Crime is any incident where the offender's prejudice against a specific group of people is the reason why those people are being victimised.

To report a hate crime, contact your local police (details are available on the police website www.cheshire.police.uk.)

In an emergency dial 999 for assistance.

Call 0845 458 0000 in cases of non-emergency.

Or if you prefer to write a letter it can be sent by FREEPOST (no stamp required) to:

Hate Crime Advisor
Diversity Advisory Unit
Cheshire Constabulary
Business Reply Service CS 123
Clemonds Hey
Oakmere Road
Winsford
Cheshire
CW7 2UA

Please tell us:-

- What happened to you (or someone else), give as much detail as possible. Remember to tell us where (place, street and town) and when (date and time) the incident took place
- Were you (or the person) hurt or injured?
- Was property damaged or lost?
- Did anyone else see what happened?
- How many offenders were there and could you give a description?
- Did the offender give reason to believe that the incident was motivated by a gender related issue?
- Please remember to give us your name, address and the best way to contact you. For example, your telephone number or e.mail address.

An incident can be reported on behalf of someone else.

ROLE OF THE EQUAL OPPORTUNITIES COMMISSION

The Equal Opportunities Commission is the leading agency working to eliminate sex discrimination in 21st Century Britain.

The EOC and (from late 2007) the Commission for Equality and Human Rights (CEHR) (will) have enforcement powers to ensure authorities meet the duties. Compliance with the General Duty can be enforced via judicial review. Compliance with the general and specific duties can be enforced via compliance notices issued by these organisations.

The EOC state that work, caring and public services need to be transformed so that they reflect the real needs in women's and men's lives.

Over the next three years they will work to:

- **close the 'pay gap'** so that women's and men's earnings are the same
- **open up job choices** so that women and men can find well-paid work and vocational training based on their skills and aspirations. This includes improving job opportunities for ethnic minority women
- **improve support for parents and carers** and help employers deal positively with pregnancy, so that it is easier for women and men in all jobs to have the flexibility to combine paid work, childcare and other caring commitments
- **secure a decent pension for everyone** so that carers don't suffer financially in their older years because they have spent time looking after children or others
- **promote equality in public services** so that health, education, transport, policing and other public services take women's and men's differing needs into account when they plan and deliver services
- **investigate unlawful practices** at work, help individuals to **secure their rights**, and campaign for **modernisation of the law** to help tackle deep rooted inequality

The Equal Opportunities Commission can be contacted by phone, email, fax and by post.

Arndale House,
Arndale Centre
Manchester
M4 3EQ
Email: info@eoc.org.uk
Fax: 0161 838 8312

You can phone the Helpline Monday to Friday from 9am to 5pm on **0845 601 5901**. If you need advice in a language other than English the EOC can talk to you through an interpreter from Language Line. When you phone, tell them what language you speak. They will arrange for an interpreter and call you back within a few minutes

If you require a textphone service, this is available through Tynetalk. You can ring us via the Tynetalk service on **18001 0845 601 5901**

APPENDIX 1

CONSULTATION

The aim of the Gender Equality Consultation was to gather information from members of the public about the service provided by Cheshire Police to the community. The survey included questions about gender related issues for staff and officers within the force, about the treatment of men and women as victims of crime and about gender discrimination within the wider community.

The Consultation survey was issued to 3,000 people throughout Cheshire. A total of 826 (27.6%) of the surveys were returned by the closing date

Copies of the questionnaire were sent to the following groups:

- The Citizens Panel
- Cheshire Youth Parliament
- East Cheshire Youth Group
- Blacon Resident Association
- Cheshire Disabilities Federation
- Cheshire Federation of Women's Institutes
- Cheshire Older People's Network
- Deafness Support Network
- Warrington Older People's Engagement Group
- Halton 2000 Citizen's Panel
- Halton Youth Forum
- The Territorial Army
- Chester Women's Multi-faith Centre
- The Rotary Club (Crewe & Nantwich)

Focus Groups were held with

- Cheshire Domestic Abuse Partnership
- The Independent Advisory Group
- UNIQUE, a trans gender community group.

The questionnaire was placed on the Authority web site. Members of the public were encouraged to complete the questionnaire by a press release being issued to local media.

A total of 826 people returned the survey .Respondents were 53.5% female and 44.6% male. 1.9% did not state their gender. 52.5% (434) said they had been a victim, or a witness, of a crime. 44.8% (370) said that they had no experience as a crime victim or witness and 2.7% (22) did not answer this question.

The chart below shows that the majority of replies to the survey were received from older age groups within the population.

Age Range	% of respondents	Number
Under 16	1.7%	14
16 – 24	2.2%	18
25 – 34	2.7%	22
35 – 44	6.7%	55
45 – 54	15.5%	128
55 – 64	24.3%	201
65 – 74	28.7%	237
75 +	16.9%	140

Ethnicity

The ethnic background of respondents who provided an answer was 97.3% White. 1.6% did not reply to the question on ethnicity and 0.6% said they did not wish to state their ethnic background. The remaining 0.5% was divided between people of various ethnic groups.

Disability

The number of respondents who identified themselves as disabled was 22.8% (188). 73.7% (609) said they had no disabilities and 3.5% (29) did not answer the question.

Police Service – Gender based issues

Respondents were asked to consider a variety of issues and to indicate whether or not they might present problems, to male and female staff respectively, within the police service.

Perceptions on the extent to which these issues might impact staff, and create problems for them depending on their gender, are outlined in the table below.

The table shows the total number of respondents who considered that specified issues might present problems to men, and to women, within the police service. Their percentage of the total number of people who responded to the survey is also shown.

Potential problem	Men		Women	
	Total	Percentage	Total	Percentage
Physical fitness	112	13.6%	192	23.2%
Work/life balance	123	14.9%	349	42.3%
Being stereotyped	120	14.5%	243	29.4%
Career issues	77	9.3%	235	28.5%
Promotion issues	47	5.7%	208	25.2%

The extent to which Cheshire Police, as an employer, supports staff by providing equal opportunities for male and female staff and officers was considered by the survey. The provision of flexible and part-time work, and of support to people with caring responsibilities, was also examined.

Equal Opportunities

In response to the question as to how seriously Cheshire Police takes the issue of providing equal opportunities to men and women working within the service, 9.6% of respondents (79) said the Force takes the issue completely seriously and 14.6% (121) said very seriously. 11% (91) said the issue was taken fairly seriously. A small number of people, 0.8% (7) felt the issue was not taken very seriously and 0.4% (3) not at all seriously. 55.6% (459) said they didn't know how seriously the issue is taken and 8% (66) of people who returned the survey did not respond to the question.

Flexible & Part time Working

The issue of providing flexible and part time working opportunities for police officers and staff was addressed by the survey.

A total of 3% of respondents (25) said they felt this issue was taken completely seriously and 10.7% (88) felt it was taken very seriously. 11.9% of respondents (98) said they believed it was taken fairly seriously. Small numbers of people 1.3% (11) and 0.5% (4) respectively felt the issue was taken not very or not at all seriously. The majority of those who returned the survey, 64.5% (533), said they didn't know how seriously this issue was taken by Cheshire Police as an employer and 8.1% (67) did not answer the question.

Support to Carers

The issue of the level of support given to carers was addressed by the survey.

4.1% of respondents (34) felt the issue was taken completely seriously and 8.2% (68) very seriously. 12% of people (99) felt the issue was taken fairly seriously. 3% of respondents (25) believed the issue of support to carers is not taken very seriously and 0.8% (7) that it is not taken seriously at all. The majority of respondents to the consultation, 64.4% (532), said they didn't know how seriously this issue is taken and 7.4% (61) did not answer the question.

Job Roles

Respondents were asked whether they believed there were certain jobs within the police service that were not appropriate to men or to women.

93.6% (773) of people who returned the survey answered this question. A majority of respondents, 63.4% (524), said that there were no jobs within the service which should not be done by both men and women.

14.2% of respondents (117) felt that there were some jobs within the police service which should normally be reserved to men or to women.

In general these people considered support to rape/sexual assault victims should be the preserve of women and incidents requiring physical force or involving violent confrontations should be assigned to men.

Job Applications

The survey included a question on whether respondents would be prevented in applying for a job on the basis of their gender.

90% (743) of respondents answered this question and 10% (83) gave no answer.

78.2% (646) of survey respondents said that gender would not prevent them from making an application to join the police service. 3.5% (29) said their gender was an issue which might prevent them from applying for a job with the Constabulary and 8.2% (68) didn't know whether their gender would present a barrier to an application.

In cases where respondents said that gender was an issue which would prevent them from applying for a job, they were asked to explain why. Their responses included preconceptions about sexism and height and weight restrictions.

Relations with the public – gender based issues

Respondents were questioned on whether they believe men and women are treated differently by the Constabulary because of their gender. A variety of situations were posed and respondents asked to indicate whether or not the treatment of men and women in each case would differ.

Victim of rape/sexual assault

The first situation posed was whether the Constabulary would treat men and women differently on the basis of their gender if they were the victims of rape or sexual assault.

The majority of respondents 63.1% (521) said that they didn't know whether men and women would receive different treatment by the Police in this situation. 11.1% (92) believed that the treatment of victims would differ depending on their gender and 18% (149) believed gender would make no difference. 7.7% (64) of people who returned the survey did not answer the question.

Victim of assault or violence

The survey next asked whether respondents believed men and women are treated differently by the Constabulary on the basis of their gender when they are victims of assault or violence.

Most respondents 55.9% (462) said they didn't know whether there were any differences in the way men and women are treated in this situation. 27.1% (224) said they believed that there were no differences in the treatment of victims on the basis of their gender whilst 8.7% (72) said they believed that men and women would be treated differently. 8.2% (68) of people who returned the survey did not give an answer to this question.

Victim of other crimes

Respondents were asked whether there was any difference in the treatment of men and women by the Constabulary, on the basis of gender, when they are the victims of crimes other than sexual offences, rape or assault.

A majority of people, 52.7% (435) said that they did not know whether there was any difference in the treatment of victims of crimes, other than sexual assault, rape or assault/violence, on the basis of gender. A large number of respondents, 34.6% (286), believe there are no differences in the treatment of male and female crime victims. 4% of people (33) believe there are differences in treatment based on gender and 8.7% (72) did not respond to the question.

Domestic incidents

The survey questioned respondents on whether men and women are treated differently by the Constabulary, on a gender basis, at domestic violence incidents.

Most people, who gave a response, 57.3% (473) said that they didn't know whether there were any differences in the way men and women are treated at domestic violence incidents. 21.4% (177) of people said they believe there are no differences in the treatment of men and women at such incidents. 11.6% (96) believe gender does make a difference to people's treatment. 8.7% of people who returned the survey did not answer this question.

Treatment when spoken to by an officer

Respondents were asked whether men and women are treated differently, on the basis of their gender, when they are spoken to by an officer.

A larger percentage of respondents, 36.7% (303), believe there are no differences in the way men and women are spoken to by officers on the basis of gender. 11.6% (96) of respondents believe there are differences and 42.6% (352) don't know. 9.1% (75) of people who returned the survey did not respond to this question.

Treatment on arrest

The next question in this section of the survey asked whether people believed that men and women are treated differently by the Constabulary, because of their gender, when arrested by an officer.

The majority of respondents, 54.8% (352), said that they didn't know whether men and women would be treated differently, because of their gender, when being arrested. 26.8% (221) were of the opinion that gender would not make any difference to the way men and women are treated by officers at the point of arrest. 9% (74) believed that gender would make a difference to the way officers treat people when making an arrest. 9.4% (78) of people returning the survey did not answer this question.

Detention at a custody suite

Respondents were asked whether there are differences in the way men and women are treated by the Constabulary, on a gender basis, when detained at a custody suite.

A high proportion of respondents, 65.4% (540), said they didn't know whether gender has any effect on the way men and women are treated when detained at a custody suite. The next largest group, 20.7% (171) believe gender makes no difference to the way people are treated at custody suites. A small number, 4.1% (34) think gender does make a difference to the way men and women are treated on detention at a custody suite. The remainder of those returning the survey 9.8% (81) did not answer this question.

Committing a traffic offence

Respondents were asked whether the Constabulary would treat men and women differently in the event of their committing a traffic offence.

The largest group, 45.3% (374), said that they don't know whether the police would treat men and women any differently when they commit a traffic offence. 33.7% (278) of respondents said that they believe gender would make no difference to the way a person committing a traffic offence is treated. 11.3% (93) believe gender would make a difference to the Police's treatment of men and women and 9.8% (81) of survey respondents did not answer this question.

Reporting a crime or incident

The final question in this section asked whether respondents consider the treatment of men and women to differ, depending on their gender, when reporting an incident or crime.

A large proportion of respondents 42% (347) consider there to be no difference in the way men and women are treated by the Constabulary when reporting an incident or a crime. A similar number 42.3% (349) said they don't

know whether gender would make any difference to the treatment of a person reporting an incident. 6.2% (51) of respondents said gender does make a difference to the way men and women reporting incidents and crimes are treated. 9.6% (79) of respondents to the survey did not answer this question.

Respondents who said they do believe there to be differences in the treatment of men and women, on the basis of gender, were asked to explain the basis of their answer. Their comments included beliefs that women drivers would be treated more leniently, that male victims of sexual offences or domestic abuse would not be taken seriously and that officers can be patronising towards male drivers.

Respondents were also asked to provide instances of personal encounters with discrimination on the grounds of gender within the community at large. The responses were predominantly about fewer opportunities for women for promotion in the work place.



CHESHIRE POLICE AUTHORITY GENDER EQUALITY SCHEME IMPACT ASSESSMENT FORM

Appendix 2

Activity	
Description	

- Does the activity include mechanisms to:-
- Promote equality of opportunity for service users and employees Yes/No
 - Eliminate discrimination that is unlawful under the Equality Act 2006. Yes/No
 - Eliminate harassment of people that is related to gender. Yes/No
 - Take steps to meet people's needs, even if this requires more favourable treatment. Yes/No

Is there an opportunity for people to highlight the barriers presented relating to gender by this activity?	
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Could the general duties of the Equality be better promoted in this function?..... Yes/No

If yes, How?	
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Do different genders have different needs with regards to this function? Yes/No
If yes, what are they?

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Do you consider that this activity has significant gender related implications? Yes/No
If yes, what level of impact do you believe this activity has on gender related issues? Low/ Medium/ High

Note: If High Impact has been identified, further scrutiny by the Authority must be put in place



CHESHIRE POLICE AUTHORITY

GENDER EQUALITY SCHEME FEEDBACK FORM

The Authority will regularly review the Gender Equality Scheme’s Action Plan to ensure that it remains relevant and up-to-date. Your comments are welcome on anything that you feel should be included in the scheme, or any changes that you would like to see made.

Your comments/suggestions

Do you find the Police Authority’s scheme helpful? Yes/No

If no, what changes would you like to see made to the scheme?.....

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.....
.....

Is there anything you believe that the Authority needs to add to this Scheme or its Action Plan?.....

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.....
.....

How can the service the Authority provides be improved further?.....

.....
.....

Any other comments?.....

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.....
.....

If you would like a response, please provide your contact details.....

.....
.....
.....

Please forward your comments to:-

Cheshire Police Authority (ref: GES), Constabulary Headquarters, FREEPOST CS1663, Clemonds Hey, Oakmere Road, Winsford, Cheshire, CW7 2AE

Email using the online contact form at www.cheshirepa.police.uk

Telephone: 01244 614003 or fax: 01244 614006

Appendix 4

CHESHIRE POLICE AUTHORITY GENDER EQUALITY DUTY ACTION PLAN

		ACTION	Monitored by	Frequency/ Deadline	Owner	Comments
Authority Specific Actions						
1	A	Ensure that Authority members and staff are aware of the general and specific duty of the Equality Act	Full Authority Meeting	April 2007	Engagement Manager	The Authority will be asked to approve the Gender Scheme and Action Plan accompanied by a verbal briefing of the general and specific duties.
1	b	Develop the Authority Gender Scheme and action plan following internal and external consultation	Cheshire Multi-agency group	March 2007	Engagement Manager	Joint consultation with Cheshire residents will take place in addition to consultation with staff carried out by the Constabulary Diversity Advisory Unit
1	c	Publish the Authority Gender Equality Scheme	Engagement Committee	April 2007	Chief Executive	The scheme will be published on the Authority's website, be sent to the groups with which we consulted to develop the action plan, and be made available to the general public through libraries and Citizen's Advice Bureaus.
1	d	Publish a summary of information gathered, activity conducted and outcomes of the general duties of the Authority's Gender Equality Scheme	Full Authority Meeting	Quarterly	Chief Executive	The Authority will monitor progress against the Action Plan on a quarterly basis through the diversity report presented to the Authority
1	e	Monitor the Authority's Gender Equality Scheme	Full Authority Meeting	April 2008	Engagement Manager	A revised Action Plan will be published
1	f	Conduct Equality Impact Assessment of	Engagement	December	Chief Executive	The Authority's Engagement

		ACTION	Monitored by	Frequency/ Deadline	Owner	Comments
		Authority Policies and Procedures	Committee	2007		Manager, Deputy Chief Executive, two lead members for diversity (all of whom completed EIA training in November 06) and representatives of the IAG and Disabilities Steering Group will jointly conduct the EIAs.
1	g	Ensure that all Authority consultation mechanisms include an opportunity to declare discuss gender related issues and express barriers to using police services	Engagement Committee	Ongoing	Engagement Manager	Consultation will include: the GES Action plans of the Authority, Constabulary, policing objectives, budget and service improvement.
1	h	Provision of Police Authority Communications in accessible formats and locations	Engagement Committee	Quarterly	Engagement Manager	This will include venues for public meetings and documents produced for internal and external stakeholders. The Authority has an objective to gain Crystal Mark Certification of its key external documents by December 2008.
1	i	Conduct consultation with police service users.	Engagement Committee	Ongoing	Engagement Manager	Surveys and focus groups.
1	j	Monitor the satisfaction levels of members of the community.	Engagement Committee	Ongoing	Engagement Manager	This will be assessed through "Your Voice Counts" a community feedback mechanism introduced as a pilot in Eastern Area in December 2006
1	k	Monitor the levels of fear of crime of people	Engagement Committee	Bi-annually	Engagement Manager	LPSA2 Public Perception Surveys will be monitored along with PPAF/APACS results
2	a	Review the Authority's Gender Equality Scheme	Full Authority Meeting	Annually and quarterly	Chief Executive	The Authority will monitor progress against the Action Plan on a quarterly basis through the diversity

		ACTION	Monitored by	Frequency/ Deadline	Owner	Comments
						report presented to the Authority
2	b	Review the progress of the Constabulary Gender Action Plan	Confidence & Equality Board	Annually and quarterly	Authority's two lead Members on diversity	To be led by the ACC Force Gender Champion and the Diversity Advisory Unit
3	a	Monitor the gender and work/life balance issues of Constabulary staff	Staff Committee and Ethnic Monitoring Review Group (to be renamed)	Quarterly Bi-annually	HR	<ul style="list-style-type: none"> • Recruitment • Learning & Development • Complaints • Grievance, Discipline, Harassment • Leavers • Part/time working
4	Monitor Police Authority Recruitment					
4	a	Monitor the gender of applicants for Police Authority posts.	Staff Committee	Quarterly	HR	
5	Monitor Grievance, Discipline and Harassment in the Police Authority					
5	a	Number of grievances raised formally under a grievance procedure (including Fairness at Work / Respect) citing gender discrimination	Staff Committee	Quarterly	PSD/HR	
5	b	Complaints of bullying, harassment or discrimination due to gender	Staff Committee	Quarterly	PSD/HR	
5	c	Informal complaints about gender discrimination	Staff Committee	Quarterly	PSD/HR	
5	d	No of Employment Tribunal applications on the grounds of gender discrimination	Staff Committee	Quarterly	PSD/HR	
6	Monitor Resignation, Redundancy and Retirement of Police Authority staff					
6	a	Monitor exit interviews with staff leaving for reasons given which cite gender issues as	Staff Committee	Quarterly	HR	

		ACTION	Monitored by	Frequency/ Deadline	Owner	Comments
		the reason.				
7		Monitor Flexible and Part Time Working in the Police Authority				
7	a	Applications for: <ul style="list-style-type: none"> ➤ Flexible working ➤ Part time working 	Staff Committee	Quarterly	HR	