



**Race Equality
Scheme**

2008 – 2011

Cheshire Police Authority



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CHAIRMAN'S FOREWORD

I am pleased to introduce Cheshire Police Authority's revised Race Equality Scheme and Action Plan, which sets out the Authority's arrangements for meeting the general and specific duties under the Race Relations (Amendment) Act 2000. For a specified Authority the general statutory duty, within the Act, is to have due regard to the need:-

- to eliminate unlawful racial discrimination; and
- to promote equality of opportunity and good relations between persons of different racial groups.

In addition, the Police and Justice Act 2006 Section 6ZA requires a police authority to promote diversity within that force and within the authority.

The role of the Authority is two fold:

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

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

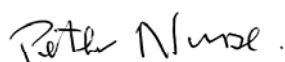
This Scheme has been revised to reflect the progress the Authority has made, in partnership with Cheshire Constabulary, towards developing a service where equality is integral to all we do. The Authority believes in compassion and respect for all people, regardless of their race, and this Scheme sets out how the Authority intends to address those areas of its work which could impact on particular areas of the community.

Since the last Scheme and action plan was published in 2005, the Authority has:-

- consulted widely with the diverse communities of Cheshire about policing services, priorities and funding;
- supported the development of an Independent Advisory Group;
- worked in partnership with the Constabulary, in the development of a Confidence and Equality Board, whose very aim is to drive forward the race and diversity agenda; and
- put scrutiny and governance procedures in place to ensure that equality remains at the forefront of the police service and that the people of Cheshire are safe and feel safe.

I trust that you will find this Race Equality Scheme helpful and informative, and would welcome your comments on how it could be improved.

This scheme was approved by the Police Authority on 8 April 2008.



Peter Nurse
Police Authority Chairman

THE RACE EQUALITY SCHEME

In accordance with the Race Relations (Amendment) Act 2000, a Race Equality Scheme should state how the Authority will:-

- assess and consult on the likely impact of its proposed policies on the promotion of race equality;
- monitor its policies for any adverse impact on the promotion of race equality;
- publish the results of such assessments and consultation and of such monitoring;
- ensure public access to information and services which it provides;
- train staff in connection with the duties imposed by section 71(1) of the Race Relations Act 1976; and
- comply with the employment duties laid out in the Act.

Further information on the Act is available from the Home Office website www.homeoffice.gov.uk or the Equality and Human Rights Commission www.equalityhumanrights.com

This Scheme sets out:-

- the activities that are undertaken by the Authority and how they are assessed for their impact on race equality;
- how the Authority will consult and review the way it works;
- the monitoring of the action plan which is provided as Appendix 1;
- monitoring of employment issues as defined in the Act; and
- access to information and how data will be published.

BLACK AND MINORITY ETHNIC (BME) COMMUNITIES

According to Cheshire Halton and Warrington Race Equality Council (CHAWREC) 2007 report on the organisational and development needs of BME groups "Reaching Out", and from the 2001 Census data, it is estimated that there are similar proportions of people from BME communities in all of the eight districts in the policing areas of Cheshire, Halton and Warrington.

The 2005 mid year estimates, the resident population of Cheshire, Halton and Warrington is 999,511 compared to the 2001 census, where the figure was 983,076, indicating a rise of 16,500 people or 1.7%. The ethnic structure of Cheshire, Halton and Warrington is estimated to be around 2% compared to 1.6% in 2001, a rise of 25%. (Data sourced from Cheshire County Council). Full 2001 Census data is provided at Appendix 2. This compares to 5.4% of the Northwest and 8.8% of England and Wales population being from BME groups.

There are also significant white minority populations within Cheshire, including Romany Gypsies and an emerging Polish migrant worker population. This is not identified in the census information.

The CHAWREC mailing list suggests that there are 34 groups supporting a minority ethnic community, details of these groups can be found in Appendix 3.

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 good relations between persons of different racial groups.

MISSION

To work in partnership with Cheshire Constabulary and others to create safer communities; and increase confidence and satisfaction in policing.

AIMS

- To assist in achieving a consistently high performing force
- To ensure improvements in performance and scrutiny, underpinned by robust governance structures and appropriate Member support
- To provide better and more effective engagement with stakeholders
- To improve partnership working (both with the Constabulary and externally)
- To be a community leader in policing and community safety

VALUES

INDEPENDENCE	ACCOUNTABILITY	HONESTY & INTEGRITY	INCLUSIVENESS	FAIRNESS & RESPECT
As appointed representatives of the community it serves, the Authority will act as an independent body responsible for ensuring that the Constabulary delivers an efficient and effective police service.	The Authority will be accountable to the public and be objective in its decisions in a way that preserves public confidence. In conducting its business of scrutiny and governance, the Authority will act in accordance with the trust that the public places in it	In conducting its business, the Authority will comply with its code of conduct and serve the public interest with honesty and integrity.	The Authority will work with in partnership with the Constabulary, public and private bodies and the community to do all that it reasonably can to prevent, crime and disorder and make the citizens of Cheshire safe and feel safer.	The Authority will treat everyone fairly and with respect for each individual's needs. In doing so, the Authority will comply with equality legislation and in accordance with its duty to promote diversity.

The Authority treats the issue of race equality seriously and will ensure that it undertakes its duties fairly, both in respect of the public and its staff, and ensure that they are not treated less favourably or are disadvantaged on the grounds of race, ethnicity or national origin.

ORGANISATIONAL STRUCTURE AND DECISION MAKING PROCESS

The Authority is a representative group of 17 Members, 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 magistrates.

In recruiting Independent Members to the Authority, applications are positively encouraged from members of the black and ethnic minorities. Information about any vacancies are sent to the Cheshire, Halton and Warrington Race Equality Council (CHAWREC), they are placed on the Authority's website, and advertised through the local media.

Members make decisions related to the work of the Authority through their involvement in committees and panels. All major decisions of the Authority are taken at public meetings.

The Authority has nominated two of its Members as lead members on Diversity, Moira Chapman and Emily Lam. The Authority, through the nominated members and through officers, works closely with the Constabulary's Diversity Advisory Unit. They have representation on the Confidence and Equality Board and the Diversity Monitoring Group, both of which address diversity related issues.

The full Authority monitors the progress of the scheme and action plan and receives a quarterly diversity report from the Chief Constable.

The Terms of Reference for Authority's Engagement Committee includes an objective: "To promote equality and diversity in its widest sense, within the Authority; the Constabulary; and the delivery of policing services to ensure all services are inclusive, and monitor progress against the statutory equality schemes."

The Terms of Reference for the Authority's Staff Committee includes the objective: "To monitor the operation of the Constabulary's human resource function and progress against the annual Human Resources Plan" and "To consider and review the manner in which complaints against police officers and staff have been dealt with."

The Authority has supported investment in diversity training for police officers, police staff, Authority officers and Authority members

In addition to this, the Authority has supported the development of an Independent Advisory Group (IAG), which provides the organisation with a diverse body of people who act as "critical friends" and provide feedback, advice and guidance on policy, procedure and activity. The IAG assessed the Authority's 2005-2008 Race Equality Scheme and awarded it an "A" grade. 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.

ASSESSING FUNCTIONS AND POLICIES, AND PROPOSED POLICIES FOR RELEVANCE TO THE PERFORMANCE OF THE GENERAL STATUTORY DUTY

This Scheme sets out a number of ways in which the Authority will assess the impact of its work on race equality:-

- Assess each of the Authority's main activities for their impact on race equality;
- Ensure consultation is undertaken with diverse communities
- Ensure that Members and staff of the Police Authority are trained on race equality issues and are aware of the impact that their actions may have on race issues;
- Monitor the make up of the membership and staffing of the Authority to ensure that there is no unlawful discrimination and ensure that race equality issues are rigorously considered in making Chief Officer appointments to the Constabulary;
- Ensure that progress against the Scheme's action plan is reviewed on a regular basis;
- Undertake a formal review of the Scheme every three years, or more frequently if appropriate;
- Ensure that all staff in the Authority are aware of the contents of this Scheme, together with officers and staff of the Constabulary and other local organisations.

EQUALITY IMPACT ASSESSMENTS

The Deputy Chief Executive, Engagement Manager and two lead Members for diversity have been trained by the Association of Police Authorities in association with IODA in how to conduct equality impact assessments (EIAs).

The Authority has undertaken an assessment of each of its key functions/policies to see how they may impact on all strands of diversity.

In considering each of the Authority's key functions/policies, the following questions are asked

- Which of the 3 parts of the General duty does this function involve or impact on (if any):-
 - (a) eliminating discrimination
 - (b) promoting equal opportunities
 - (c) promoting good race relations

- Could this function impact differently on some racial groups – if so, is there any evidence that this is the case? Which racial groups could be affected?
- Could race equality be better promoted in this function? If so, how?
- Do different racial groups have different needs with regards this function?
- What level of impact does this activity have on race relations (High, Medium or Low)

The following prioritised policies and procedures (as per the Association of Police Authorities guidance) have been assessed for their impact on equality and have been formally approved by Engagement Committee:-

- Race Equality Scheme
- Gender Equality Scheme
- Disability Equality Scheme
- Contact Plan
- Scrutiny and monitoring of complaints against police officers and staff
- Fairness at work
- Independent Custody Visitors Policy
- Chief officer appointments
- Independent member appointments

A copy of the Race Equality Scheme EIA is included as Appendix 4 and copies of all EIAs are available at www.cheshirepa.police.uk

All new functions or requirements placed on the Authority will be subject to new risk assessments.

Where it has been identified that the Authority's functions/activities have a high impact on the Authority's general duty to promote race equality, additional scrutiny of those functions will be put in place. This will include:-

- Consultation with the Independent Advisory Group 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 on race relations are minimised.

Where policies of the Authority or Constabulary 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.

CONSULTATION ON THE LIKELY IMPACT OF POLICIES ON PROMOTING RACE EQUALITY

The Authority has worked closely with a number of bodies in the development of this scheme including the Association of Police Authorities, Police Authorities Equality and Diversity Officer Network, Cheshire Constabulary, The Independent Advisory Group, North Wales Police and Police Authority, Cheshire, Halton and Warrington Race Equality Council and the public of Cheshire.

Consultation is a key function of the Police Authority. The Authority uses appropriate arrangements as set out in the Authority's Contact Plan and annual action plan which is available on www.cheshirepa.police.uk

PUBLISHING INFORMATION

Where appropriate, information will be offered in languages other than in English, and also on audio tape to ensure dissemination of information to a wide audience. A brief summary of the Race Equality Scheme has also been produced.

To ensure the public are welcomed and encouraged to attend the Authority's consultation meetings, the Authority will continue to publicise meetings which the public can attend, on its website, in local media, using established contact lists and on posters in local areas whenever meetings are held. Meetings will be held in locations that do not discriminate against any particular group.

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, Halton and Warrington, 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 Local Policing Summary and "Your Policing" newspaper to all households in Cheshire, Halton and Warrington on a six monthly basis;
- provide copies of "Your Policing" in large text and /or on audio cassette;
- offer copies of "Your Policing" in a number of languages;
- circulate copies of this Scheme to those individuals/groups who have been consulted upon it;
- 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;
- regularly liaise with the Authority's lead members on Diversity, CHAWREC and the IAG on the development of the Scheme.

There will be occasions when it will not be possible to provide information that has been requested, this will be because the information has been 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.

MONITORING AND SCRUTINY

The role of the authority is two fold with regard to Race Equality Schemes:

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

In order to assess the efficacy of the 2005-2008 Scheme, the IAG was requested to carry out an independent assessment in November 2006.

They stated that "The document is well written incorporating excellent clear concise language and limited use of jargon. The aims, objectives and purpose of the scheme are clearly outlined." They awarded an overall score of "A"

SCORE FOR EACH AREA	
Scheme Development, Consultation and Review	A
Identification of General and Specific Duties	A
Implementation	B
Impact Assessment, Consultation Tools, Monitoring	A
Compliance and complaints	A

REVIEW PROCESS	SCORE	COMMENTS
Are the organisations aims and objectives clearly identified in the Race Equality Scheme?	A	
Is the Race Equality Scheme incorporated in the organisations strategic plan?	A	
Has the scheme been developed in consultation with CHAWREC, IAG, BME communities and staff?	A	
Is the Race Equality Scheme approved and ratified and supported by the Police Authority members (Board)? Has it been signed and dated?	A A	
Does the organisation provide evidence that the Race Equality Scheme has been communicated to all staff and other key stakeholders	A	
Has the organisation adhered to the agreed timetable and deadline?	C	Need to state review dates.
Overall score	A	

The IAG will be invited to carry out an assessment on the Race Equality Scheme 2008-2011

In order to scrutinise the Constabulary Race Equality Scheme, the Authority has developed processes for monitoring activity within the Constabulary.

This includes the monitoring of information relating to:-

- employment;
- stop/search data;
- satisfaction of victims of racist incidents;
- training
- complaints

EMPLOYMENT

As at 31 March 2008, the Authority directly employs 8 (full time equivalent) staff within the Chief Executive's office.

Monitoring of all staff employed by the Authority and Constabulary is 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 and Constabulary are subject to ethnic monitoring. If inequalities are identified, action will be taken to address the problem where possible, this can include the promotion of positive action to encourage and support applications from minority groups.

The Authority's staff are covered by the Authority's own disciplinary and grievance procedures. Any evidence of gross misconduct, including bullying or harassment due to race or diversity 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.

The Home Secretary recently published the race employment target report for 2006/07. The summary findings included the following:-

Police Officers

Nationally, 3.9%, an increase of 0.2% since 2006, of police officers are from an ethnic minority against the 2009 Home Office target of 7%.

The figure for Cheshire is 0.97% (21 BME officers) against a Home Office target of 1%. A local target of 1.62% has been set to reflect 2001 census data.

Special Constables

Nationally, 8% of special constables are from an ethnic minority, an increase of 1.4% from the 2006 figure, and which exceeds the 2009 target of 7%. In Cheshire 1.01% of special constables are from BME groups.

Police Staff

The national police staff figure has exceeded the 2007 7% target, as the percentage of police staff from an ethnic minority is now 7.2%, an increase of 0.3% from the 2006 figure. 11.7% of PCSOs are of ethnic origin, which is a decrease of 3.5% from the 2006 figure.

In Cheshire 1.04% of police staff are from BME groups, which includes 1.27% of the total number of PCSOs. No local targets have been set for police staff recruitment from ethnic communities.

STOP AND SEARCH

The Authority's Performance Panel receives stop and stop/search data on an annual basis. Whilst the number of stop and stop searches has decreased since 2004/2005, there has been a high proportion of non resident stops and stop searches among the BME population. In 2005/2006 there was a higher proportion of BME stops and stop searches per 1000 population than white.

The Diversity Monitoring Group review the data quarterly in greater detail and apply significant scrutiny to the figures provided. Two members of the Police Authority sit on the Diversity Monitoring review group along with senior Constabulary officers and the Independent Advisory Group. .

Stop and Search data is published on the Constabulary website.

SATISFACTION

Satisfaction data for 2007, provided as Appendix 5 shows that Cheshire has Good/Excellent performance for satisfaction levels of minority ethnic users of the police service. Minority ethnic users of the service reported a 81.2% satisfaction rate, which placed Cheshire at the top of its group of most similar forces. Minority ethnic victims are significantly more satisfied than white victims.

Appendix 6 illustrates that based on 2007 data, 84.5% of the victims of racist incidents were satisfied with the whole experience of the policing service that they had received from the Cheshire Constabulary. This level of satisfaction placed Cheshire 4th out of 43 forces for victims of racist incidents, and places them above their Most Similar Force average with regards to satisfaction with the whole experience.

TRAINING

To ensure that all Members and staff of the Authority are aware of the requirements upon them with regards the Race Relations (Amendment) Act 2000, the following has been put in place:-

- diversity training provided for Members and staff ;

- staff involved in the development of this scheme have been provided with the relevant knowledge to fulfil that role;
- the Authority is a participating member of the APA Equality and Diversity Officers Network
- the Authority is kept up-to-date on race equality issues through the receipt of the quarterly report at the Authority on diversity
- progress against the Action Plan is reviewed by Engagement Committee;
- The Authority monitors the Constabulary's progress against the Association of Police Authority's (APA) document "Involving Communities in Police Learning and Development" and the Home Office, APA and ACPO strategy "Police Race and Diversity Learning and Development Programme"; and
- The Authority, through the two lead members for diversity, who are involved in the work of the Confidence and Equality Board, receive training as and when appropriate.

COMPLAINTS

Analysis of the 156 complaints made against Cheshire Constabulary from April to December 2007, 17 (11%) of allegations were made by people of black (9), Asian (5) or other (3) ethnic origin (35 complainants did not state their ethnic origin).

ALLEGATION MADE	NUMBER
Oppressive conduct or harassment	2
Discriminatory Behaviour	3
Mishandling of property	1
Breach of PACE code C: Detention, treatment or questing	2
Other neglect or failure in duty	5
Incivility or impoliteness	4

The Authority continues to monitor complaints made and ensure that appropriate action is taken as necessary.

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

Complaints can be made in writing or by electronic means. If you wish to discuss a possible complaint or other issue please contact the Chief Executive.

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 the quarterly report on the Scheme.

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

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/makingacomplaint.htm

REPORTING A HATE CRIME

If you need to report a hate crime please call 0845 458 000 or in an emergency 999. Alternatively, report via e-mail to hate.crime.reporting@cheshire.pnn.police.uk at a local police station or at a hate crime reporting centre visit www.cheshire.police.uk for your nearest centre.

CONTACTING THE POLICE AUTHORITY

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

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 7 is a feedback form on which you can return your comments on this Scheme to the Authority. This can be done by post, fax or email.

THE EQUALITY AND HUMAN RIGHTS COMMISSION

The Equality and Human Rights Commission is an independent advocate for equality and human rights in Britain, the Equality and Human Rights Commission aims to reduce inequality, eliminate discrimination, strengthen good relations between people, and promote and protect human rights.

The commission challenges prejudice and disadvantage, and promotes the importance of human rights.

The commission enforces equality legislation on age, disability, gender, race, religion or belief, sexual orientation or transgender status, and encourages compliance with the Human Rights Act.

The Commission and individuals are given the right by the Act to take legal action against public authorities for unlawful racial discrimination. Where a public authority has not met the general duty the Commission or a person with an interest in the matter can challenge their actions by applying for a judicial review. Powers to conduct formal investigations, and to serve 'compliance notices' on public authorities that are not complying with their specific duties are also invested in the Commission.

In the event of any investigation the Authority undertakes to co-operate fully and provide access to any relevant documentation as may be required by the Commission.

Written complaints and requests for copies of the Code of Practice on the Duty to Promote Race Equality should be made to the Equality and Human Rights Commission

The Equality and Human Rights Commission helpline will give information and guidance on discrimination and human rights issues. Contact:-

Arndale House,
The Arndale Centre,
Manchester,
M4 3AQ
Telephone 0161 829 8100
Fax 01925 884 000
www.equalityhumanrights.com

Or,

Cheshire, Halton & Warrington Racial Equality Council
92 Watergate St
Chester, CH1 2LF
01244 400730
Fax: 01244 400722
www.chawrec.org.uk

APPENDIX 1

CHESHIRE POLICE AUTHORITY

RACE EQUALITY SCHEME

ACTION PLAN

ACTION from 2005-2008 Scheme	PROGRESS TO DATE	Timescale	FURTHER ACTION
1. Produce a list of activities that are relevant to the general duty to promote race equality. Prioritise the list of activities according to their adverse impact upon race equality	A list of activities is included in the Scheme. Equality Impact Assessments have been undertaken of all Authority Policies and action taken if necessary to better promote race equality – Two Authority Officers and two Members have been trained by IODA in Equality Impact Assessment. EIAs are available on Authority website.	June 2008	EIAs to be completed for Policing Plan and Authority Business Plan
2. Review and consolidate the work of the Independent Advisory Group	In partnership with the Constabulary, an Independent Advisory Group (IAG) was established in February 2004 to provide a 'critical friend ' relationship with the community at times of increased tensions, and help develop the Authority's and Constabulary's policies and procedures. The Group includes representatives of the many diverse communities in Cheshire. The Authority's Engagement Manager regularly consults the IAG on diversity issues such as the Local Area Agreements, Disability and Gender Equality Schemes and Celebr8 don't Discriminate event.	May 2008	Engagement Committee to receive report on the role and work of the IAG to date, and to receive annual reports on on-going activity
3. Confidence & Equality Board	The Authority's two lead Members on diversity (Mrs	August 2008	Review of Constabulary's EIAs and

	Chapman and Ms Lam) and the Engagement Manager continue to attend the meetings of the C&E Board and of the Diversity Monitoring Group. Specific issues have been addressed as and when they arise.		Community Impact Assessments of policies, procedures and operational orders.
4. Monitor the Statutory Performance Indicators (SPIs) relating to race issues	The Authority continues to monitor the suite of SPIs relating to race issues on a quarterly basis and request detailed reports on areas of concern. These SPIs include detected violent crime by ethnicity, satisfaction of victims of racist incidents, general satisfaction levels, stops and stop/search data, recruitment and retention	Ongoing – monthly scrutiny	Continued scrutiny of relevant SPIs by Authority's various Committees and Panels. As set out above, added scrutiny of stops /stop & search powers by Authority's lead members on diversity.
5. Review Race Equality Scheme	The Authority will review on an annual basis both the Authority's and Constabulary's Race Equality Scheme. The Authority monitors progress against the Action Plan on a quarterly basis through the diversity report presented to the Authority.	April 2008 July 2008	The RES Action plans will be reviewed by the full Authority. IAG be invited to carry out an assessment of the Race Equality Scheme 2008-2011
6. Review consultation and engagement mechanisms	The Authority annually reviews its external consultation mechanisms to ensure that as diverse a range of communities as possible is being consulted on its functions. The Authority Contact Plan was approved by Engagement Committee in November 2007 which prioritises diverse groups with whom to consult and sets out an action plan. An annual review of the Authority Contact Plan is undertaken by Engagement Committee. Annual consultation on policing priorities and budget takes places with a representative sample of Cheshire residents. In 2007, the Authority carried out scrutiny of its stop and	March 2008 Feb - May 2008 Feb - May 2008	Focus Group with CHAWREC on Race Equality issues Web based survey for staff and public about race discrimination Question set agreed for Focus Groups with Youth Parliament

	search duties.		
7. Ensure Members are briefed on Race Equality issues	Members are made aware of the Authority's and Constabulary's requirements under the Race Relations (Amendment) Act 2000 and other related legislation via quarterly reports on diversity submitted to the Authority.	Ongoing	
8. Consultation on Policing Objectives and Priorities	Members of ethnic minority communities will continue to be consulted on the policing objectives and representatives of those groups will be specifically targeted for their views. The Authority has consulted widely with BME communities about policing services, in particular, a series of Focus Groups have taken place with:- <ul style="list-style-type: none"> • Cheshire Halton & Warrington Race Equality Council • Chester Asian Council • Crewe Polish Association • Warrington Ethnic Women's Group 	Annually Ongoing	
9. Publish information to a wide audience	The Authority's Local Policing Summary and Annual Report is circulated to all households in Cheshire. Alternative formats of the report are also offered. Agendas for Authority meetings are widely available through local libraries, from the Authority offices and on the website. Information is provided in a number of accessible formats to encourage access to Authority information. A summary leaflet on the Race Equality Scheme was produced in association with the Constabulary and made available on line, in libraries, Citizens, Advice Bureaux, CHAWREC and other public outlets.	Ongoing	
10. Maintain an effective Independent Custody Visiting Scheme	The Scheme was reviewed by the Chief Executive and conforms with Home Office Guidance	Ongoing	Review required as changes to the scheme are made

	The IAG were consulted on the custody visiting scheme in June 2007 and described the document as "excellent"		
11. Seek feedback on policing services	In partnership with the Constabulary, the Authority receives feedback on satisfaction surveys of users of police services. This includes issues raised by members of the ethnic minority communities and seek further clarification on any adverse issues which may impact on Authority and Constabulary policy	Ongoing	
12. Employee profile of Authority and Constabulary	<p>The Authority monitors the profile of the Authority's staff, Members and Constabulary staff to ensure that they reflect the diverse communities of Cheshire. When vacancies arise in the Authority's independent membership the Selection Panel seeks applications from all sections of the community.</p> <p>Diversity is a key strand of all chief officer appointments in accordance with the National Competency Framework and candidates are tested against this competency. Diversity is a key element of Chief Constable's personal development plan, which is appraised by the Chairman.</p>	Quarterly monitoring of employment data	
13. Oversight of discipline and grievance procedures	<p>The Authority has appropriate mechanisms in place to ensure effective oversight and monitoring of:-</p> <ul style="list-style-type: none"> • disciplinary action against ethnic minority officers/staff • the reporting of incidents of racial discrimination via the internal confidential reporting facility • grievance procedures and employment tribunals relating to ethnic minority officers/staff 	Quarterly	
14. Open discussions with staff associations	Opportunities are provided for staff associations and union, including the Black Police Association, to meet with the Authority and discuss race related issues - Meetings continue to be held with various internal groups, chaired by the Authority Chairman.	Bi-annually	

15. Internal Cultural Audit	The results and subsequent actions taken in response to annual internal cultural audits including race related issues are monitored by the Authority	Annually	
16. Scrutiny of the delivery of training	The Constabulary's implementation of the national Police Race and Diversity Learning and Development Programme (PRDLDP) is reviewed in the annual HR strategy to ensure compliance with APA guidance. The Constabulary's response to the APA guide 'Involving Communities in Police Learning and Development' is monitored to ensure compliance.	Annually	
17. Liaison with outside bodies on race equality	Liaison with the Association of Police Authorities Equality and Diversity Officers Network will continue to ensure that the Authority is updated on race equality issues. The Authority's two lead Members on Diversity issues take an active part in race equality issues and attend various meetings, including the Police Regional Race Equality Meetings.	Ongoing	
18. Review Policing Strategy	Ongoing review of Policing strategy to ensure it remains pertinent to the needs of the diverse communities of Cheshire	Annually	
20. Freedom of Information	The Freedom of Information Act came into force on 1 January 2005. Members of the public are able to request a wide range of information held by the Authority.	Ongoing	
21. Partnership working	'The Authority monitors its work on the Crime and Disorder Reduction Partnerships to ensure its compliance with the duty to promote race equality.	Ongoing	

APPENDIX 2

2001 CENSUS DATA	CHESHIRE	HALTON	WARRINGTON	TOTAL
ONS Crown Copyright Reserved				
ALL PEOPLE	673,788	118,208	191,080	983,076
White - British	648,887	115,396	183,676	947,959
White - Irish	5,473	824	1,585	7,882
White - Other White	8,434	563	1,735	10,732
Mixed - White and Black Caribbean	1,102	221	336	1,659
Mixed - White and Black African	433	151	176	760
Mixed - White and Asian	1,238	169	357	1,764
Other Mixed	944	164	275	1,383
Indian	1,562	149	676	2,387
Pakistani	600	32	673	1,305
Bangladeshi	630	45	73	748
Other Asian	544	47	177	768
Black Caribbean	530	54	160	744
Black African	431	55	169	655
Other Black	115	23	34	172
Chinese	1,826	240	729	2,795
Other Ethnic Group	1,039	75	249	1,363

APPENDIX 3

CHESHIRE BME GROUPS AND ORGANISATIONS
African Caribbean Central Community Centre
Association of Czechslovak Exiles
Cheshire Halton and Warrington Race Equality Council
Chester Asian Council
Chester Bangladeshi Welfare Association
Chester Jewish Association
Crewe Mosque
Ellesmere Port Multicultural Group
Ellesmere Port Muslim Men's Group
Fillipino Women's Association
Gt Chattagram Samity
Harmony
Hindu temple
Jamait-ul-Muslimeen Mosque
LRK Hindu Cultural Organisation
New Horizon
New Polish Association – Crewe
Orthodox Greek Church
Pakistani Social and Welfare Society
Polish Social Club
Quest
Shah Jalal Mosque and Islamic Centre
Sikh Temple
Somali Community Association
The Irish Club – Warrington
The Yemeni Community Association
Warrington Chinese Association
Warrington Ethnic Communities Association
Warrington Ethnic Sports Association
Warrington Ethnic Welfare
Warrington Islamic Association
Warrington Islamic Association Women's Group
Warrington Multi-cultural Forum
West Cheshire Multi Cultural Women's Group



CHESHIRE POLICE AUTHORITY EQUALITY IMPACT ASSESSMENT

PROCESS	RACE 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 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.

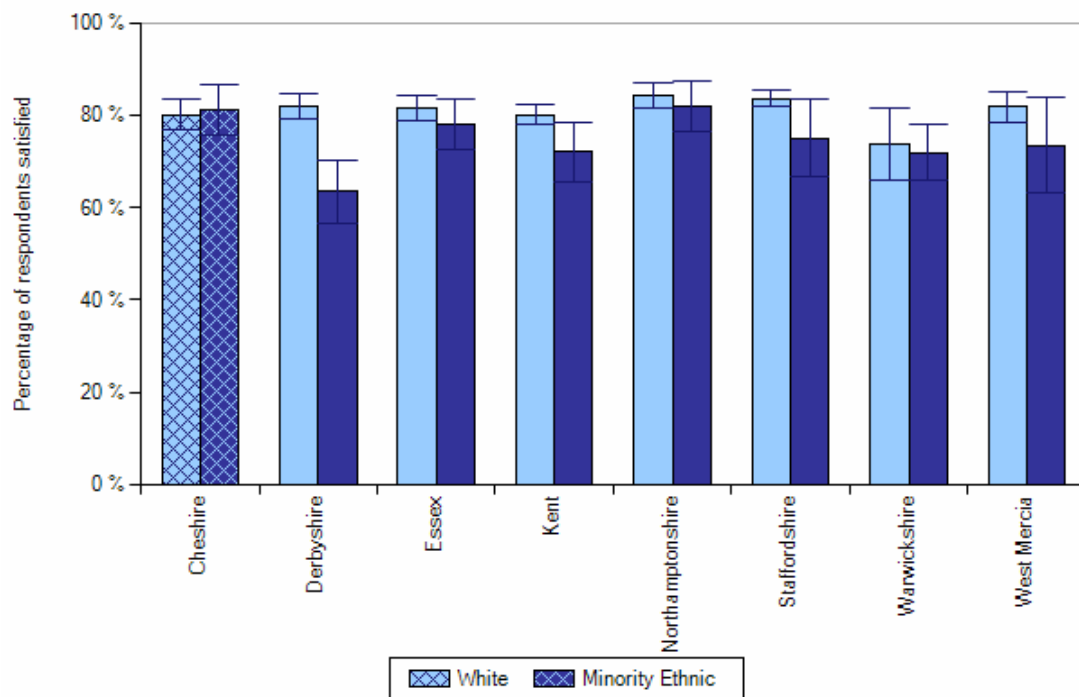
I understand the impact assessment of this policy is a statutory obligation and that, as owners of this policy, we take responsibility for the completion and quality of this process.

Signed (completing officer) *A. M. Collins* 12 February 2008
 Signed (Chief Executive) *M. Bennett* 12 February 2008

APPENDIX 5

USER SATISFACTION LEVELS 2007

**iQuanta Barchart MSG - Satisfaction with Whole Experience
Cheshire
All User Groups (excl ASB) by Ethnicity
Interviews for 12 months ending 31 Dec 2007**

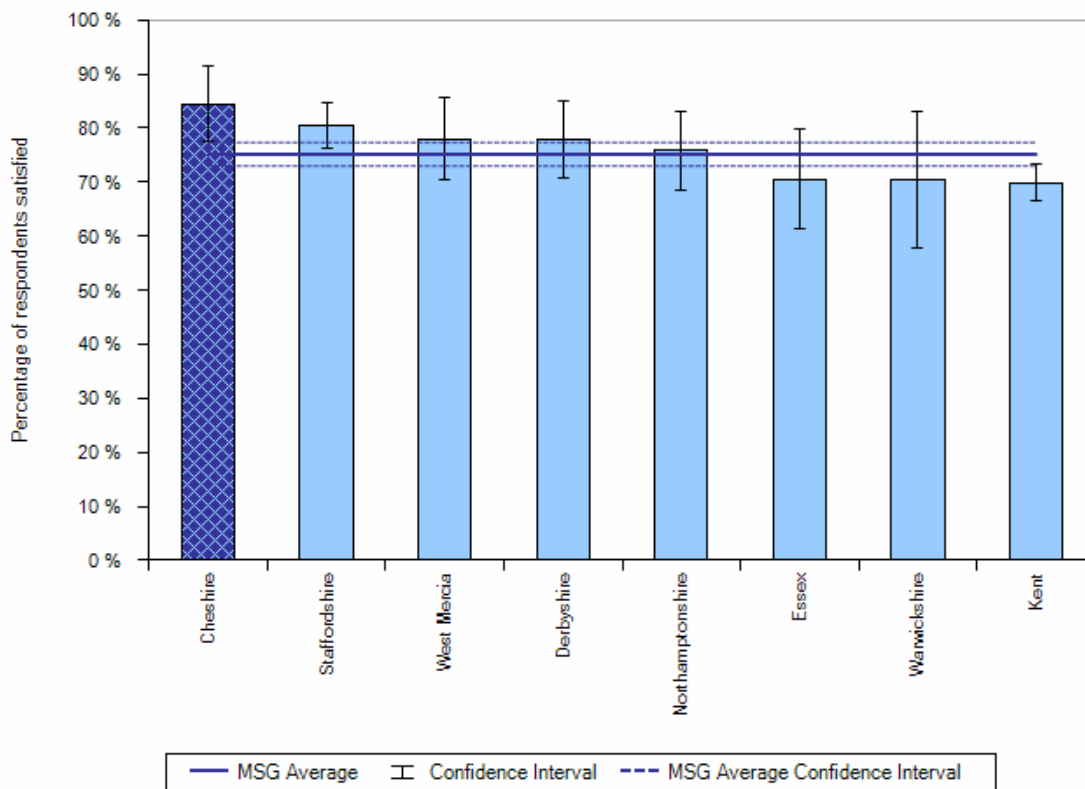


Force	White users		Minority ethnic users	
	%Satisfied	Confidence Interval	%Satisfied	Confidence Interval
Cheshire	80.2 %	3.2 %	81.2 %	5.6 %
Derbyshire	82.0 %	2.6 %	63.5 %	6.9 %
Essex	81.6 %	2.7 %	78.0 %	5.4 %
Kent	80.2 %	2.1 %	72.0 %	6.6 %
Northamptonshire	84.2 %	2.7 %	81.9 %	5.6 %
Staffordshire	83.6 %	1.8 %	75.0 %	8.5 %
Warwickshire	73.7 %	7.9 %	72.0 %	6.0 %
West Mercia	81.9 %	3.3 %	73.5 %	10.4 %

APPENDIX 6

SATISFACTION LEVELS OF VICTIMS OF RACISTS INCIDENTS 2007

**iQuanta Barchart MSG - Satisfaction with Whole experience
Cheshire
Racist Incidents
Interviews for 12 months ending 31 Dec 2007**



Force	% Satisfied	Confidence Interval	Range Low	Range High
Cheshire	84.5 %	6.9 %	77.6 %	91.4 %
Staffordshire	80.4 %	4.2 %	76.2 %	84.6 %
West Mercia	78.0 %	7.7 %	70.3 %	85.7 %
Derbyshire	77.9 %	7.0 %	70.9 %	84.9 %
Northamptonshire	75.8 %	7.2 %	68.6 %	83.0 %
Essex	70.6 %	9.2 %	61.4 %	79.8 %
Warwickshire	70.5 %	12.6 %	57.9 %	83.0 %
Kent	69.8 %	3.4 %	66.4 %	73.2 %
Cheshire MSG	75.2 %	2.2 %	73.0 %	77.4 %
Cheshire difference from MSG	9.4 %	7.3 %		



CHESHIRE POLICE AUTHORITY

RACE EQUALITY SCHEME FEEDBACK FORM

The Authority will regularly review the Race 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?.....
.....
.....
.....

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

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

Any other comments?.....
.....
.....
.....

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

Please forward your comments to:-
Cheshire Police Authority (ref: RES), Constabulary Headquarters, Clemonds Hey,
Oakmere Road, Winsford, Cheshire, CW7 2UA

Email using the online contact form at www.cheshirepa.police.uk
Telephone: 01244 614001 or fax: 01244 61400

