

Cheshire Police Authority



AGE DISCRIMINATION: STATEMENT OF COMMITMENT

The Employment Equality Regulations 2006 make it illegal for employers to discriminate against employees, trainees or job seekers because of their age and ensures that all workers, regardless of age, have the same rights in terms of training and promotion.

The Regulations cover direct and indirect discrimination, harassment and victimisation and covers both employment and training in the public and private sectors.

POLICY

In accordance with the Regulations, Cheshire Police Authority will adopt the following age positive practices:-

- recruitment, training, promotion or retirement policies will not be based on a person's age;
- employees will have the right to request to work beyond the age of 65 or any other retirement age and the Authority will consider all such requests;
- the Authority will give at least six months notice to employees about their intended retirement date.;
- there will be no upper age limit for unfair dismissal and redundancy;
- age limits will be removed for statutory sick pay, statutory maternity pay, statutory adoption pay and statutory paternity pay;
- all policies and practices will remove any forms of age discrimination language or discrimination; and
- Equality Impact Assessments, covering all aspects of diversity, will consider the positive and negative implications of policies on people of all ages.

CONDUCT

Authority Members will recognise age as a factor when conducting Authority business and will abide by the signed declaration made under Members Code of Conduct, Part 1 General Provisions, paragraph 2 that "A member must – Promote equality* by not discriminating unlawfully against any person; and Treat others with respect."

*Equality includes age, gender, sexual orientation, religion, race and disability.

The Authority's Engagement Manager, will, on behalf of the Authority, attend the Constabulary's Age Working Group which has developed an action plan to assess human resources, remuneration, recruitment, learning and development and diversity Issues. The group is chaired by a Chief Superintendent as lead officer for age under the Confidence & Equality Force Champions Programme.

MONITORING

Members will monitor the Constabulary's action plan outcomes, complaints and grievances in appropriate reports to the Authority.

Two lead Members for diversity have been nominated and attend the Constabulary's Confidence and Equality Board.

COMMUNITY CONTACT

The Authority will consult and engage with people of all ages to secure the delivery of an efficient and effective police service.

People of all ages will be encouraged to "Have a Say" and influence the policing policy issues that affect them.

CHILDREN AND YOUNG PEOPLE

The Authority will actively seek to secure the safeguarding and wellbeing of children and young people in accordance with its duties outlined in the Children's Act 2004.

The Authority and Constabulary will develop policy and activity via the Joint Children and Young People's Group.

EVERY OLDER ADULT MATTERS

The Authority will consider the impact of policing services on the outcomes of the Every Older Adult Matters Framework.