

ORIGINATOR: CHIEF CONSTABLE

PAPER NO: AP15/35

**SUBMITTED TO: ACCOUNTABILITY AND PERFORMANCE PANEL -
16 JUNE 2015**

SUBJECT: EQUALITY AND DIVERSITY STRATEGY

SUMMARY:

1. The aim of this report is to provide an overview of the revised Suffolk Constabulary Equality and Diversity Strategy. The report outlines the Public Sector Equality Duty under Section 149 of the Equality Act 2010, and the development of Equality and Diversity Objectives to support the three strategic aims of the Strategy.

RECOMMENDATION:

1. The Accountability and Performance Panel is asked to note the revised Constabulary Equality and Diversity Strategy and the Equality and Diversity Objectives.

1. BACKGROUND

- 1.1 Section 149 of the Equality Act 2010 describes the Public Sector Equality Duty. The general duty requires that public bodies must have due regard to the need to:
- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 1.2 The public authorities listed in Schedule 1 and 2 of the Equality Act 2010 (Specific Duties) Regulations 2011 must:
- Prepare and publish one or more objectives they think they should achieve to do any of the things mentioned in the aims of the general equality duty, by 6 April 2012, and at least every four years thereafter.
 - Ensure that those objectives are specific and measurable.
 - Publish those objectives in such a manner that they are accessible to the public.
- 1.3 The purpose of setting specific, measurable equality objectives is to help us to achieve the three aims of the general equality duty listed above, focusing on the outcomes to be achieved. Equality objectives will help focus our attention on the priority equality issues within our organisation in order to deliver improvements in policy making, service delivery and employment, including resource allocation. Guidance for public sector bodies states that proportionality is a key principle in setting the number of objectives and their level of ambition.
- 1.4 The Equality Act 2010 introduced the term “protected characteristics” to identify specific groups of people to be protected from discrimination. These characteristics are:
- Age;
 - Disability;
 - Gender Reassignment (transsexual or transgender people);
 - Pregnancy and Maternity;
 - Race;
 - Religion or Belief;
 - Sex;
 - Sexual Orientation.

2. EQUALITY AND DIVERSITY STRATEGY

- 2.1 Suffolk Constabulary has produced an Equality and Diversity Strategy which aims to build on the progress made by the Constabulary to improve the service we provide. This Strategy not only encompasses the desire to recognise the specific and general duties under the Equality Act 2010, but also recognises how delivering equality, diversity and human rights will enhance Constabulary performance and build trust and confidence in the communities of Suffolk. A copy of the Strategy is attached at Appendix A.

2.2 The Strategy describes how the Constabulary will achieve its aims through a clear focus on three strategic objectives:

- Operational Delivery;
- Organisational process;
- People and Culture.

Equality and Diversity Objectives

2.3 When developing the Equality and Diversity Objectives the Constabulary considered:

- Local Performance Information and information gaps;
- Impact of objectives on service users/workforce;
- Outcomes of Equality Impact Assessments;
- Outcomes of feedback from/consultation with staff and communities;
- Views of members of the Strategic Equalities and Inclusion Board.

2.4 Development of the Objectives and the Strategy document was undertaken in consultation with the Constabulary Diversity Team, internal and external partners, namely the Independent Advisory Group (IAG), the Ipswich & Suffolk Council for Racial Equality (ISCRE), Force Champions, Staff Associations, Senior Managers and Departmental Heads.

2.5 Under each objective are a number of activities to reflect areas for development, ensuring the Constabulary has specific targets to work towards. There are three action plans, one for each objective. The Assistant Chief constable has ownership of Operational Delivery, and the Deputy Chief Constable has ownership for Organisational Processes and People and Culture. A copy of the objectives is attached at Appendix B.

2.6 Regular monitoring of these activities will take place to measure improvement and report back to the Strategic Equalities and Inclusion Board. An Annual Diversity Report will be prepared and reported in the public section of the Police and Crime Commissioner's Accountability and Performance Panel.

3. FINANCIAL IMPLICATIONS

3.1 There are no financial implications associated with this report.

4. OTHER IMPLICATIONS AND RISKS

4.1 There are no other implications associated with this report.

ORIGINATOR CHECKLIST (MUST BE COMPLETED)	PLEASE STATE 'YES' OR 'NO'
Has legal advice been sought on this submission?	No
Has the PCC's Chief Finance Officer been consulted?	No
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	Yes
Have human resource implications been considered?	Yes
Is the recommendation consistent with the objectives in the Police and Crime Plan?	Yes
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	Yes
Has communications advice been sought on areas of likely media interest and how they might be managed?	No
Have all relevant ethical factors been taken into consideration in developing this submission?	Yes