



**Report of the Chief Constable to the Chair and Members  
of the Policy & Resources Panel  
16<sup>th</sup> February 2012**

**Executive & Presenting Officer: Mrs Jacqui Cheer, Temporary Chief Constable**

**Status: For information**

**Equality Standards for the Police Service**

**1. Purpose**

1.1. To update Members on the Force Equality & Diversity Action Plan.

**2. Recommendations**

2.1 That Members note the attached Equality and Diversity Action Plan.

**3. Introduction**

3.1 The Equality Standard for the Police Service provides a framework for improving the delivery of equality through a proactive approach to diversity. The Standard is designed to meet the demands of the modern policing community, improving confidence, delivering cost effectiveness and moving away from a target driven approach to diversity. The framework is designed to support the police service in:

- Accessing current activity
- Identifying gaps in performance
- Benchmarking progress and sharing best practice; and
- Improving performance by delivering positive equality outcomes.

3.2 The Force undertook a gap analysis from the baseline assessment against the Equality Standard to determine the priority equality and diversity activities. This resulted in the development of the Equality and Diversity Action Plan with additional input from the following:

- Force Policing Plan and the identified policing priorities.
- Community consultation events conducted by the Communities and Partnerships Team during 2010.
- Internal staff workshops facilitated by the Force Diversity Unit during January and February 2010.

- 3.3 The Equality and Diversity action plan is monitored and managed through the Equality and Diversity Action Group meetings Chaired by the Head of People & Diversity and attended by the T/Chief Constable. This group meets quarterly will continue to do so throughout 2012, focusing on the continuing progression and achievement of the areas for improvement and actions contained within the plan, together with any newly identified policing priorities.

#### **4. Implications**

4.1 Financial

There are no financial implications arising from this report.

4.2 Equal Opportunities & Diversity

There are no equal opportunities or diversity implications arising from this report.

4.3 Human Rights Act

There are no Human Rights Act implications arising from this report.

4.4 Sustainability

There are no sustainability implications arising from this report.

4.5 Risk

There are no risk implications arising from this report.

#### **5. Conclusions**

- 5.1 The Force Equality and Diversity Action plan is closely monitored and will be developed in line with the requirements of the Equality Act 2010. A further update on this work will be brought to Members at their March meeting of the Policy & Resources Panel.

Jacqui Cheer  
Temporary Chief Constable