

**Report from the Chief Constable to the Chair and Members
of the Policy & Resources / Corporate Development Panel
24th November 2009**

Executive & Presenting Officer: Mr Derek Bonnard, Deputy Chief Constable

Status: For noting

**Cleveland Police Single Equality Scheme 2007 – 2010 & the
Equality Standard for the Police Service**

1. Purpose

- 1.1 The report provides an overview on work undertaken by Cleveland Police in the area of equality and diversity and how Cleveland Police is preparing for the adoption of the Equality Standard for the Police Service.

2. Recommendations

- 2.1 That Members note the content of the report

3. Background

- 3.1 There is a legal requirement for Cleveland Police to produce equality schemes covering race, disability and gender and demonstrate how it intends to fulfil the requirements of the general and specific duties under these schemes relevant to the following legislation:
- Race Relations Amendment Act
 - Disability Discrimination Act
 - Equalities Act
- 3.2 In 2007 Cleveland Police published an overarching scheme that covers all six strands of diversity. The scheme therefore covers the following additional statutory responsibilities:
- Employment Equality Duty (Religion or Belief) Regulations
 - Employment Equality (Sexual Orientation) Regulations

- Employment Equality (Age) Regulations

3.3 The scheme includes an action plan and corporate guidance/pro-forma in respect of statutory equality impact assessment work. Generally statutory schemes are renewed every three years including consultation with key stakeholders. The Cleveland Police Single Equality Scheme is due to be updated in early 2010. In 2007 Cleveland Police and Cleveland Police Authority consulted jointly on their schemes and it is proposed that the same process is followed in 2010.

4. Equality Standards for the Police Service (ESPS)

4.1 The purpose of the ESPS is to ensure that each force fully integrates equality and diversity into its policy making, service delivery, employment practices and community engagement activity and that equality and diversity develops into mainstream business.

4.2 The ESPS uses a 3 stage model requiring each force to demonstrate its performance against criteria at three levels of performance starting at baseline performance moving through to developing and best practice. The ESPS are divided into three areas:

- Operational Delivery
- People Processes
- People & Culture

4.3 In February 2009 Cleveland Police was accepted as a pilot site for the ESPS. In partnership with NPIA, the Force has undertaken a three field testing programme and a comprehensive benchmarking exercise against the ESPS criteria. As a consequence the ESPS has been incorporated into existing action plans and structures.

4.4 Governance

Cleveland Police has established structures in place to manage its Single Equality Scheme/ESPS and to drive performance. The Diversity and Equality Strategy Group meets monthly and is chaired by the Deputy Chief Constable. Membership consists of all Service Unit Managers, BCU Commanders, Diversity Unit, Staff Associations and representatives from Cleveland Police Authority, and invited guests depending upon business. This group is supported by the Diversity and Equality Action group which is chaired by the Head of People and Diversity. The group is responsible for providing tactical responses to issues arising from the Diversity and Equality Strategy and delivery of the Single Equality Scheme/ESPS.

5. Implications

5.1 Finance

The only financial implication in relation to the operation of the scheme is costs linked to stakeholder engagement. Formal stakeholder engagement takes place on a three yearly basis and costs £2,500. These costs can be met within the Diversity and People budget.

5.2 Equal Opportunities & Diversity

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

5.3 Human Rights Act

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

5.4 Sustainability

There are no sustainability implications arising from this report.

5.5 Risk

Compliance with the Equality Duties and relevant diversity and equality legislation constitutes a diversity and equal opportunities risk for Cleveland Police. In the next twelve months Cleveland Police will be subject to close scrutiny in respect of its scheme and ESPS work. The Equality and Human Rights Commission (CEHR) has enforcement powers on the statutory Equality Schemes and in 2010 Cleveland Police will undergo a HMIC inspection.

6. Conclusion

6.1 The Cleveland Police Single Equality Scheme and Equality Standard work are progressing as expected, with action plan items being attended to and a comprehensive programme of EIA work due to commence in late November 2009.

Sean Price
Chief Constable