

**Report of the Chief Constable to the Chair and Members
of the Policy & Resources Panel
25th August 2011**

Executive & Presenting Officer: Mr Sean White, Temporary Deputy Chief Constable

Status: For information

Single Equality Scheme Update

1. Purpose

- 1.1 To update Members on progress in refreshing the Force's Single Equality Scheme.

2. Recommendations

- 2.1 That Members note the contents of the report.

3. Reasons

- 3.1 The Cleveland Police Single Equality Scheme (SES) was published in 2007 as an overarching scheme covering all six strands of diversity: sex; disability; race; sexual orientation; age, and religion & belief.
- 3.2 The scheme therefore made provision to ensure compliance with the following legislation:
- Race Relations Amendment Act (2000)
 - Disability Discrimination Act (2005)
 - Employment Equality Duty (Religion or Belief) Regulations (2006)
 - Employment Equality (Sexual Orientation) Regulations (2003)
 - Employment Equality (Age) Regulations (2006).
- 3.3 Since publication of the Force's Single Equality Scheme new legislation has been issued, notably The Equality Act 2010, and the scheme is now being reviewed and refreshed to ensure that it meets all the requirements of the

new legislation, and this work is being led by the Head of Human Resources on behalf of the Force with a project group established to provide appropriate representation and input.

- 3.3 As this work is very much ongoing, it is proposed that a further update on the Scheme is brought back for Members attention at their December meeting.

4. Implications

4.1 Financial

There are no financial implications arising from this report.

4.2 Diversity and Equal Opportunities

There are no diversity or equal opportunities 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's Single Equality Scheme was originally published in 2007. It is now under review in the light of new legislation and a further update will be brought for Members attention in December 2011.

Sean Price
Chief Constable