



**To:** Business Coordination Board

**From:** Chief Constable

**Date:** 10 November 2016

## EQUALITY AND DIVERSITY UPDATE

### 1. Purpose

1.1 This paper provides the Business Coordination Board (“the Board”) with an overview of the public sector equality duty and outlines how Cambridgeshire Constabulary (“the Constabulary”) are exercising their statutory duties under the Equality Act 2010 (“the Act”) relating to equality and diversity.

### 2. Recommendation

2.1 The Board is invited to note the contents of the report.

### 3. Background and Legislative Requirements

3.1 There are elements of the equality and diversity agenda that are legislation driven and the Constabulary fully recognises that implementation needs to be progressed and mainstreamed. To ensure compliance with the duty and monitor progress against our equality objectives Cambridgeshire Constabulary has convened the Ethics, Equality and Inclusion Group as the governing body.

### 4. The General Equality Duty

4.1 The Constabulary is subject to the General Equality Duty under the Act and must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

4.2 The broad purpose of the General Equality Duty is to integrate consideration of equality and good relations into the day to day business of public authorities. The general duty is not prescriptive about the approach a public authority should take in order to comply with their legal obligations.

## **5. The Specific Duties**

5.1 The Constabulary is also subject to specific duties created by secondary legislation in the form of regulations. There are two specific duties:

- Publish information to demonstrate our compliance with the general equality duty on employees and also on people affected by our policies and practices.
- Publish equality objectives

## **6. Meeting the Requirements of the Equality Act 2010**

### **6.1 Equality Information and the Specific Duties**

#### **6.1.1 Employment Monitoring – General Duty Equality Data**

6.1.2 The specific duties require us to publish information about our employees. The Constabulary's Human Resources Department produces an annual employment monitoring report which satisfies our requirement to produce information on the makeup of our workforce. The information includes the makeup of the overall workforce; recruitment and retention, flexible working applications and grievances.

6.1.3 This information is published as the General Duty Equality Data report on the Constabulary's website and shows our compliance to be transparent about the information we have. The General Duty Equality data report for 2015-2016 is attached at Appendix A

### **6.2 Information about Policies and Services**

6.2.1 Information we routinely collect on service delivery (such as hate crime satisfaction, stop search data, and use of force) is disaggregated by protected characteristic as far as possible and published on the website in line with our specific duty.

6.2.2 The organisation is also required to publish information with regard to service outcomes for people of different characteristics. As a minimum this should include stop search and hate crime data, satisfaction levels and use of force.

### **6.3 Meeting the Equality Duty in Policy and Decision Making**

6.3.1 In order to have due regard to the aims of the general equality duty we need to understand the impact of our functions on equality. Collecting and using equality information helps us to identify equality priorities and to understand the impact of our proposals and decisions on people with protected characteristics. It assists us to set our equality objectives and measure progress against them. It is not an end in itself, the information we collect is analysed to help us identify ways to eliminate discrimination, advance equality and foster good relations.

## **6.4 Equality Objectives**

- 6.4.1 The specific duties also require public bodies to prepare and publish measurable equality objectives which will help them further the three aims of the duty. The number of objectives set should be proportionate to the organisations size and published in accessible format. Subsequent objectives should be published at least every four years.
- 6.4.2 A new set of objectives was required for the period 2016-20, and the Constabulary has worked with Bedfordshire Police and Hertfordshire Constabulary to agree a joint set of objectives, which will ensure that work by the collaborated Human Resources Department to improve representation and inclusivity within the Strategic Alliance will be more effectively co-ordinated and focussed.
- 6.4.3 The Constabulary equality objectives for 2016-20 are attached at Appendix B
- 6.4.4 The Constabulary Ethics, Equality and Inclusion Group monitor progress on an action plan to deliver against the equality objectives.
- 6.4.5 Progress against the Equality Objectives Action Plan 2015-16 is the subject of a report to be published on the Constabulary website, which is attached to this report as Appendix B. This contains specific information on the measures which have been taken by the Constabulary to improve representation (particularly of Black, Asian, and minority ethnic groups) within its workforce.

## **7. Governance – Requirements on the Constabulary and Commissioner**

### **7.1 Internal Governance**

- 7.1.1 To ensure compliance with the duty and monitor progress against our equality objectives Cambridgeshire Constabulary has convened the Ethics, Equality and Inclusion Group as the governing body. The Group has representation across all departments and is chaired by the Deputy Chief Constable, the Constabulary's lead for the Equality, Diversity and Human Rights area of business.

### **7.2 The Commissioner's Responsibility**

- 7.2.1 The Commissioner has a statutory duty under the Police Reform and Social Responsibility Act 2011 to hold the Chief Constable to account for the exercise of duties relating to equality and diversity.

### **7.3 External Governance**

- 7.3.1 The Equality and Human Rights Commission (EHRC) is responsible for assessing compliance with the specific duties, and for their enforcement. The EHRC has powers to issue a compliance notice if it believes an organisation has failed to comply with the specific duties and can apply to the courts for an order requiring compliance.

## **8. Recommendation**

8.1 The Board is invited to note the contents of the report.

### **BIBLIOGRAPHY**

<b>Source Document</b>	
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