



To: Business Coordination Board

From: Chief Constable

Date: 16 December 2020

EQUALITY AND DIVERSITY ANNUAL REPORT

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”) is exercising its 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 this report.

3. Background and Legislative Requirements

3.1 Elements of the equality and diversity agenda are statutory. The purpose of the “General Equality Duty”, set out in the Act, is to ensure that consideration is given to equality matters in the day to day business of public authorities. The general duty is not prescriptive in the approach a public authority should take in order to comply with their legal obligations, but the Constabulary must have due regard to the need to:

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

3.2 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.

3.3 Beyond these statutory requirements, the Constabulary recognises the many organisational benefits of recruiting, retaining, and supporting a diverse work force and also developing a forward-looking inclusive culture within Cambridgeshire Constabulary. Therefore, to supplement the tri force work at a local level, a positive action strategy and tactical delivery plan has been developed, as well as a piece on force culture called 'The Big Conversation', which was launched by the Chief Constable at an event held for Force senior managers in October 2020.

4. Governance

4.1 To ensure compliance with statutory requirements and progress the wider equality and diversity agenda, the Constabulary has convened the Ethics, Equality and Inclusion Board (EEIB) as a governing body. The Group has representation from all departments and is chaired by the Strategic lead (Chief Superintendent), who in turn reports to the Chief Officer lead (Deputy Chief Constable).

4.2 Recognising an increasing requirement to co-ordinate activity across the Strategic Alliance, notably where the collaborated Human Resources function plays a key role, a Bedfordshire, Cambridgeshire and Hertfordshire (BCH) Equality Diversity and Inclusion Board has been established. The Board is chaired by the Deputy Chief Constable of Bedfordshire, and the Cambridgeshire representative is the Chief Superintendent Strategic Lead from Cambridgeshire.

4.3 The Acting Police and Crime 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.

4.4 Ultimately, 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.

5. Meeting the Requirements of the Equality Act 2010

5.1 The Act requires public bodies to prepare and publish equality objectives to help them further the three aims of the duty (set out at Appendix 1). The number of objectives set should be proportionate to the organisation's size and published in an accessible format. Subsequent objectives should be published at least every four years.

5.2 The Constabulary has agreed to tri force objectives to be implemented from April 2020. This will ensure consistency across Bedfordshire, Cambridgeshire & Hertfordshire.

5.3 The specific equality duties require us to publish information about our employees. The 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. (A link is provided below at point 2 in the Bibliography; however the 2020 report is not yet completed or published).

6. Recommendation

6.1 The Board is invited to note the contents of this report.

BIBLIOGRAPHY

Source	<ol style="list-style-type: none">1. Equality page on the Force website: https://www.cambs.police.uk/information-and-services/About-us/Equality-and-diversity2. Annual report https://www.cambs.police.uk/assets/PDFs/About/Transparency/AboutUs-Equality-DutyEqualityReport-2019.pdf3. Equal Inclusion and Integrity policy: https://www.cambs.police.uk/assets/PDFs/Policies/AboutUs-Equality-EqualityInclusionAndIntegrityPolicy2017.pdf4. Equal Opportunities Page https://www.cambs.police.uk/apply/Jobs/Equal-opportunities
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