

Cumbria Police Authority

Community, Equality and Diversity Committee

14 April 2010

Agenda Item No. 12

Report by the Chief Constable.

EQUALITY UPDATE; THE CONSTABULARY RESPONSE

BACKGROUND:

As part of the Constabulary's commitment to promote equality and value diversity it has published equality schemes for Race, Gender and Disability. Each scheme sets out how the Constabulary will meet its legislative duties.

Each scheme places a 'duty' on the Constabulary and although each scheme has slightly different requirements they are very similar in principle. That is to:

- Eliminate unlawful discrimination
- Promote equality of opportunity
- Promote good relations
- Eliminate unlawful harassment
- Promote good community between people from different groups

RECOMMENDATION (s):

That the report be noted

DETAIL:

Gender Equality Scheme:

Springboard and Spring Forward courses continue to run as a development opportunity to both male and female staff and officers.

The Women's Network is running a development event on 21st April 2010 to promote specialist roles for both men and women. This will be held at Newton Rigg.

The Constabulary has been very successful this year and has been awarded 3 British Association of Women in Policing awards. Helen Ivory, Julie Dodd and Vicky Hasting have won awards in 3 different categories and will be presented at an award ceremony to be held in Leicester on 19th April 2010.

Race Equality Scheme:

The Diversity Unit continues to work with candidates who have applied to the Special Constabulary. Future positive action events will be planned into next year.

A picture book communication aid has now been ordered and will be issued to key staff/officers once they arrive. This will assist when a person comes into contact with the police who has learning difficulties, has certain disabilities or English is not their first language.

Disability Equality Scheme:

This scheme has been rewritten and has been published on the Constabulary's web site.

Autism cards have been launched on 5th March 2010 at Durranhill in partnership with the Autism Society and County Council. The cards will be issued to people who apply and have been formally diagnosed. If the person carrying the card would like the Police to hold their details then there is the provision to input details on the new Vulnerable Persons database which is part of the Sleuth System. Three training sessions have already been delivered by the Autism Society to key officers and staff who will cascade that training to the others.

Equality Standard for the Police Service:

The NPIA have now published the standard and this will be implemented by the force during this year. The Equality Standard will form part of the inspection 'Working With People Inspection which will take place later this year.

Single Equality Scheme:

The diversity unit is working towards the creation of a single scheme which is due to be launched later this year. This will replace the 3 existing schemes and take into account the new Equality legislation which is currently going through parliament.

Craig Mackey
Chief Constable

31 March 2010

Human Rights Implications; Race Equality / Diversity Implications: There is a legal duty on the Constabulary to publish a Race Equality Scheme, Gender equality Scheme and Disability Equality Scheme. The action plans that arise from those schemes are how the Constabulary works towards meeting the required duties.

Risk Management Implications: Legal action may be taken against the Constabulary if it does not comply with legal obligations.