



# Cumbria Police Authority

## Gender Equality Scheme Annual Report 2007- 2008

## **Forward**

Cumbria Police Authority recognises and values difference among all individuals and is committed to enhancing the levels of mutual confidence and understanding existing between the police service in Cumbria and different groups within our wider community. We want to ensure that everyone, regardless of their gender, race, faith, disability, age or sexual orientation receives a policing service that is responsive to their needs.

We are also committed to achieving equality of opportunity in our employment practices and we work hard to ensure that no Member, employee, or any member of the public, finds themselves subject to discrimination or unfair treatment.

This is the Police Authority's first Annual Report on our Gender Equality Scheme, which was published on 30 April 2007. The Scheme sets out our promise to work closely with the Constabulary to ensure that equality of opportunity exists for both men and women and that we take a firm stand on eliminating sex discrimination and harassment. By complying and reporting on our gender Equality Scheme we are ensuring that we are pro-active in the prevention of discrimination.

It is important to remember, however, that we all of us have a role to play in ensuring that discrimination or unfair treatment against an individual is not tolerated. By working together we can help to ensure that everyone receives the equality of treatment they deserve.

**Reg Watson**  
*Chairman of  
Cumbria Police Authority*

**Bill Smith**  
*Chair of Communities, Equality &  
Diversity Committee*

## **Introduction**

On 30 April 2007, the Police Authority published a Gender Equality Scheme. Our Gender Equality Scheme included an Action Plan which outlined the key actions the Authority intends to address over the next three years. A copy of our Gender Equality Scheme and Action Plan can be viewed on our website at the following address: [www.cumbriapoliceauthority.org.uk](http://www.cumbriapoliceauthority.org.uk)

This is our first Annual Report on our Gender Equality Scheme which outlines our progress so far.

A key part of the Authority's role is monitoring the performance of the Constabulary and this is reflected in the emphasis in establishing appropriate monitoring processes during 2007.

## **How the Gender Equality Scheme is managed and monitored by the Authority**

The Police Authority's Communities, Equality and Diversity Committee is responsible for monitoring the Gender Equality Scheme and Action Plan.

This Committee oversees the strategic direction of the Authority in relation to diversity issues. The Committee is made up of seven Members of the Police Authority including the Chair and Vice-Chair of the Authority.

The Chairman of the Committee is the Authority's Lead Member for diversity issues and represents the Authority on the Constabulary's Confidence and Equality Board. The Authority's Chief Executive is the Lead Officer for driving implementation forward, whilst the Chairman and Members of the full Authority exercise oversight over the relevant committees and officers.

The Committee meets four times a year and oversees the delivery of the Authority and Constabulary's Equality Schemes for gender, race and disability.

### **Progress made since April 2007**

Since April 2007, the Police Authority has achieved the following in these areas of work:

- Embedded the process for monitoring progress against the Authority's Gender Equality Scheme and Action Plan within the work of the Communities, Equality and Diversity Committee.
- The Communities, Equality and Diversity committee has received regular reports from Cumbria Constabulary on their progress with implementing their own Gender Equality Scheme and Action Plan.
- The Chair of the Communities, Equality and Diversity Committee sits on the Constabulary's Confidence and Equality Board.
- We have undertaken consultation through the Constabulary's Community Advisor Group.
- Processes have been put in place to monitor all applicants for appointment, whether as Members, staff or volunteers. The results of the monitoring are reported to the Authority.
- All new Members, staff and volunteers are required to undertake diversity training.
- Information regarding the Authority's Gender Equality Scheme has been included in the 'Independent Custody Visiting in Cumbria' newsletter produced for our Independent Custody Visitors.
- The Communities, Equality and Diversity Committee has approved our relevance and impact assessment processes.
- We have undertaken a relevance assessment of Police Authority policies and functions with regards to Gender Equality.
- (Further) organised Impact Assessment Training is to be delivered to Members of the Communities, Equality and Diversity Committee and to relevant officers within the Authority.
- We developed a Member Training Policy and Plan to help support Members in their role and ensure equal access to training opportunities.
- We have conducted an Equal Pay Review to assess whether any equal pay issues exists.
- We have issued a copy of our Gender Equality Scheme to our partners in order to raise awareness of our commitment to Gender Equality.
- We have received regular reports on the Impact Assessment of the Constabulary's policies.

However, we recognise that we still need to make further progress in some areas; for example the impact assessment of our existing policies or consulting further with members of the public and our volunteers. We will endeavour to fulfil our promise against these priorities during 2008-2009.

## **How we collect information**

We are required to collect information about the views of the public on the services which we and the Constabulary provide, something we undertake in conjunction with the Constabulary.

To find out about satisfaction with the policing service delivered in Cumbria, the following methods of consultation are adopted:

- **The Annual Public Consultation Survey** asked respondents “When you have used our services, do you think you were treated any differently because of who you are?” The results of the survey did not identify any aspect of the survey where people felt that they were treated differently because of their gender.
- **Community consultation jointly** with the Constabulary’s Community Advisory Group, which works with us in order to review and impact assess our Equality Schemes and Action Plans.

## **What we hope to achieve during 2008-2009**

In 2008, we will build on the progress we have made during 2007 to take forward the actions identified within our Gender Equality Scheme Action Plan. In particular we will build on the process we have developed for impact assessing our policies and functions. We will also be working with the Constabulary to undertake further equality consultation. We will continue to monitor both the progress on our Action Plan and the Constabulary’s implementation of its Gender Equality Scheme and Action Plan.

## **Conclusion**

The Police Authority has made good progress against its Gender Equality Scheme Action Plan. However, we do acknowledge that further progress is still required. We will continue to work closely with the Constabulary to ensure that the services which we provide to our communities, and the working practices which we adopt as an employer, are both non-discriminatory and treat individuals fairly.