

To: Scrutiny and Audit Committee

From: Chief Constable

Date: 25th May 2010

EQUALITY AND DIVERSITY UPDATE

1. Purpose

- 1.1 To present to Members of the Committee the annual review for the Gender Review Scheme and also to update the Committee on work in progress towards the other strands of the scheme and integration with Human Rights.

2. Gender review

- 2.1 Activity in respect of Gender has been reviewed and reported on (see Appendix 1).

3. Human Rights

- 3.1 The Force Integrated Equality Scheme is being reviewed and the integration with Human Rights. A Human Rights Annual Report will be taken to the Scrutiny Committee 16th September 2010.

4. Liaison with the Police Authority

- 4.1 The Constabulary has been asked to liaise with Police Authority members Ansar Ali (Human Rights lead), Benjamyn Damazar and Kevin Wilkins during this process, and accordingly they will also be able to report on our activity by the September meeting and will be consulted regarding the Human Rights Annual Report.

5. Other Strands

- 5.1 The Equality standard has been uploaded onto the Force performance management system to enable the evidence capture to take place. (This will also maximise the opportunity for mapping across onto other performance frame works).
- 5.2 Each area of the business within the organisation has been assigned leads with responsibility for ensuring that their evidence is uploaded.

- 5.3 A workshop has been held in force to assist staff, and one of the NPIA authors of the standard will be in Force on 24th May 2010 for individual guidance as required.
- 5.4 The specific equality activity highlighted in the Local Policing Plan (indicated by asterisks) is similarly referenced on the action plan.

6. Recommendation

- 6.1 The Committee is recommended to note this update.

BIBLIOGRAPHY

Source Document (s)	Contact Officer	Location
Police Authority draft action plan Force Integrated Equality scheme Equality Standard Force Local Policing plan	Insp Fran Jones (01480) 422871	Cambridgeshire Constabulary Hinchingsbrooke Park, Huntingdon, Cambs, PE29 6NP.
<p>Originating OfficerACC</p> <p>Is it considered that this report contains 'exempt information' and should be considered in private? No</p> <p>If the answer is "YES", please state the nature of the exempt information and the relevant clause (s) by virtue of Part 1 of Revised Schedule 12A to the Local Government Act 1972.</p> <p>Nature of exempt information:</p> <p>The attached report has been cleared with the undermentioned Officer/s who have assessed the exemption status above Chief Constable and Chief Executive</p> <p>Others</p> <p>Submitted on17th May 2010.....</p> <p>A report will not be sent to the Authority unless this box has been satisfactorily completed and all necessary consultation carried out - the responsibility for which rests with the originator (except for consultation with the Chairman and this will be undertaken by the Chief Executive).</p>		