



Equality and Diversity Update 2018

1. Background

This document sets out the following:

- Cumbria Office of the Police and Crime Commissioner's Equality and Diversity Strategy and how we are delivering its objectives

The appendices include information about the equality and diversity framework that the Office of the Police and Crime Commissioner (OPCC) operates to ensure that the OPCC continues to:-

- Fulfil its national legislative obligations
- Achieve its equality objectives within the Strategy
- Recognise the main Government strategies, including 'Hidden in Plain Sight' recommendations (relating to disability) and 'Report it Challenge it Stop it' (tackling Hate Crime).
- Note the Equality Improvement Model for the Police Service by the College of Policing; and
- Deliver the best possible service to **all** the communities of Cumbria

Appendix A outlines the OPCC's structures, which support delivery of our equality and diversity strategy and covers governance, roles and responsibilities, and process.

The structure of the report is as follows:

1. Background
 - 1.1 Summary
 - 1.2 Key strategic challenge
 - 1.3 Drivers of current and future activity
2. Cumbria Office of the Police and Crime Commissioner's Equality and Diversity Strategy
 - 2.1 Our aim
 - 2.2 Our strategy
 - 2.3 What we have done
 - 2.4 Information we publish

1.1 Summary

We have successfully delivered a number of activities to support our equality and diversity published objectives. The objectives and activities are outlined on pages 3 to 4.

Hate crime is an under-reported crime and our objective is that people feel confident in reporting all crime including hate crimes to Cumbria Constabulary. We will continually take a proactive approach to raise awareness of reporting hate crime.

1.2 Key strategic challenge to be able to achieve our equality and diversity objectives

The most significant challenges over the coming year for the Commissioner and the provision of policing in Cumbria remains around the significant financial constraints; and being able to meet the demands of the changing nature of policing.

The strategic threats that are specific to the delivery of our equality, diversity and human rights objectives is the enforced situation for planning and decision making processes to achieve more with less.

1.3 Drivers of current and future activity considered in this assessment

The following drivers are outlined in detail in the appendices as follows:

Appendix A	OPCC Structure
Appendix B	Equality Act 2010
Appendix C	Public Sector Equality Duty

2. Cumbria Office of the Police and Crime Commissioner's Equality and Diversity Strategy

Our Equality and Diversity Strategy drives our activity, supported by our three strategic objectives

2.1 Our aim

We want to meet the needs of everyone living, working and visiting Cumbria by providing funding for an accessible and responsive service. The OPCC is more likely to do that by being an inclusive organisation with a workforce that reflects our communities and a culture that respects and celebrates all aspects of diversity. Achieving our aim will also lead to a working environment that is free from discrimination, harassment, bullying and victimisation.

2.2 Our strategy

We have three strategic objectives across broad themes, which meet the general and specific duty. – Operational Policing , Organisational Change and, People and Culture (activity in this area includes Quality of Service work)

Cumbria Office of the Police & Crime Commissioner Equality & Diversity Strategy 2016 - 2020			
	Operational Delivery To provide an appropriate policing service to all communities in Cumbria, encouraging and supporting the reporting of crime, appropriate use of services and promotion of health and wellbeing.	Organisational Change To engage with communities and stakeholders internally and externally, improving communication and building confidence and trust in the Public Sector in Cumbria, to ensue all communities have a voice. Embedding equality into everyday business and processes to ensure all staff contribute to meeting these objectives	People and Culture Building an inclusive and supportive working environment that encourages development, progression and retention of all staff. Creating a culture where all staff feel valued and where people want to come to work
What this means:	<ul style="list-style-type: none"> • Continue to work with young people and our partners to plan and deliver services to keep young people safe from harm • Continue to ensure victims of crime and disorder who want or need support following an incident are able to access the right services in line with the Victims Code. • Improve trust and confidence amongst all members of the community, especially those who feel disadvantaged • Oversight of the Constabulary regarding the use of stop and search ensuring it is used fairly and proportionately. • Engage, consult and communicate with local communities and partners • Treat everyone as individuals, acknowledge their rights to be different e.g. culture, belief, lifestyle etc. • Working with our communities to find where the gaps are and foster good relations. 	<ul style="list-style-type: none"> • Mainstreaming equality into all policy, procedure and decision making processes (Equality Analysis) • Further develop effective engagement with communities to enable us to listen to the concerns of diverse communities and demonstrate an understanding of the issues that affect them • Ensuring our policies, procedures and functions are fair and avoid discrimination by ensuring they pay due regard to the equality duty • Sharing good practice and working with other organisations to provide the best joined up service to our communities. 	<ul style="list-style-type: none"> • Providing a working environment that values and respects the identity, ability and culture of each individual and that challenges discrimination, harassment, bullying and victimisation • Employing a workforce which reflects the diverse communities of Cumbria • Developing and training the workforce to recognise the value of difference • Ensuring the public and workforce has confidence in our policing service

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<p>To make it happen we will:</p>	<ul style="list-style-type: none">• Actively consult and engage with people from all communities within Cumbria• Commissioning of services for the communities in Cumbria including the establishment of a Victim Care referral centre in Cumbria, ensuring a more efficient and effective service for victims in Cumbria.• Working with a Consultation Group made up of individuals who have all been victims of Crime or Antisocial Behaviour, to assist in auditing and developing services to those affected by Crime and Anti-social Behaviour.• Provision of CCTV within the county.• Establishment of a Youth Commission• Monitoring of user satisfaction surveys and comparison with other UK forces.	<ul style="list-style-type: none">• Ensure the implementation of an effective and efficient Equality Analysis process• Monitor community engagement to identify gaps in community makeup knowledge and work with partners to close them and promote equality in service delivery and employment• Ensuring appropriate resources are provided to manage delivery• Continue to develop workplace environment where all members of our workforce believe they are treated with dignity and respect.	<ul style="list-style-type: none">• Monitor staff recruitment, retention and progression• Monitor data in relation to training, grievances and discipline to check for unfairness• Provide training to managers and staff to support delivery of the objectives by embedding into initial recruitment and existing programmes• Staff surveys
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2.3 What we have done

We reviewed our objectives in April 2016 in collaboration with other public bodies in Cumbria and set objectives for the next 4 years. This is what we have done in 2016/17 and 2017/18 towards these objectives:

Objective 1	To provide an appropriate policing service to all communities in Cumbria, encouraging and supporting the reporting of crime, appropriate use of services and promotion of health and wellbeing.
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We have:

- Analyse all feedback obtained from victims of crime and members of the public who report issues to the OPCC to identify what the key triggers for satisfaction are and where improvements to service delivery can be made.
- Identifying Community venues where the Police and Crime Commissioner can hold surgeries, e.g. engagement event at Carlisle Youth Zone to specifically speak to young people; engagement event at LGBT Headquarters in Carlisle to coincide with International Day Against Homophobia.
- Utilise social media to promote key messages
- The Police and Crime Commissioner has funded the Triple A project which works towards eradicating the inequalities, challenges and difficulties faced by those living with Autism.
- The Commissioner funded the Constabulary's Diverse Communities Engagement Officer.
- Commissioned Restorative Solutions to provide a domestic abuse intervention programme where abuse is directed from the child towards a parent/guardian.
- Successfully secured funding from the Home Office to develop and establish a Mental Health Crisis Assessment Service including providing a 24/7 SPA line giving immediate access to mental health professionals, the Lighthouse service where the Police can take people in crisis.
- Commissioned Young Cumbria to develop and deliver Cumbria's first Youth Commission ensuring young people in Cumbria have a voice on the issues and problems impacting on them
- Cumbria County Council were funded to provide targeted support to young people who present as homeless or at risk of homelessness.
- Commissioned Carlisle MENCAP to produce a film about 'Mate Crime', a form of disability hate crime where vulnerable people are bullied and/or manipulated by people who they consider to be their friends/carers.
- Funded 'Feel the Hate' a hate crime production for children and young people raising awareness of the issues and impact of such crimes in respect of all strains for diversity.
- Dignity in Dementia have been funded to provide training to police officers on how best to respond to situations involving people with dementia and the Emotional Trigger Assessment Service designed to work with family and professionals on identifying the triggers that exacerbate risk behaviours in dementia.
- Funded 'Chelsea's Choice' a production for children and young people raising awareness around Sexual Exploitation.
- Brathay Trust have been funded to provide a 6-month intervention project that provides support to young people aged 12 to 17 years and who have been assessed as vulnerable to child sexual exploitation.
- Funded the Triple A project to produce autism specific awareness training film aimed at eradicating inequalities, challenges and difficulties faced by those living with autism.

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- Funded Triple A to develop and establish Navigators aimed at supporting young people with Autism to ensure they do not come into contact with the police and criminal justice system through naivety and lack of social awareness.
- Drop Zone Youth Project has been funded to deliver a specific project for young people who have identified as LGBT. The project aims to provide a safe space for young people and will provide sessions around emotional well-being, drugs/alcohol abuse and sexual health.
- Carlisle Youth Zone were funded over three years to provide a mentoring programme for young people with the aim of reducing reoffending.
- Commissioned Skelton Brownies to work with Barnardos to deliver child sexual exploitation awareness raising sessions to Girl Guide and Scout leaders and over 2000 young people across Cumbria.
- Funded youth groups across Cumbria through the PCC open grants to provide support and diversionary activities aimed at reducing anti-social behaviour and young people being involved with police and criminal justice system.
- Results of the public consultation survey are analysed by the different demographic groups to identify any potential differences in responses
- Commissioned CRC work with Cumbria Constabulary to implement an intervention programme called Values, Attitudes and Behaviours. The intervention programme is intended to be used with those that exhibit Hate based behaviours and attitudes whether an offence of Hate Crime has been committed or not. The programme is intended to prompt discussion, exploration and reflection of feelings and how these then go onto impact on behaviour

With regard to health and well-being of communities within Cumbria, we have:

- Commissioned a Cyber-proficiency programme approach to delivering community cyber-crime awareness training across Cumbria
- Commissioned Victim Support to deliver a domestic abuse intervention programme working with whole families and aimed at reducing incidents of domestic abuse through an holistic wrap around service.
- Continued to fund with partners, the Bridgeway Sexual Assault Support Services including Forensic, Therapeutic and Independent Sexual Violence Advisory services.
- Commissioned Remedi to deliver restorative justice across Cumbria working with victims of crime to ensure they have a say and an opportunity to speak directly to the offender.
- Funded Freedom Project to deliver a programme working with the most traumatised victims of domestic abuse to help them cope and recover and regain control of their lives.
- The Well were funded over three years to develop a peer-led recovery champions programme to work with ex-offenders, veterans and others seeking recovery from drugs and alcohol dependency.
- Funded a support service for victims and witnesses of crimes attending Coroner's Courts
- Funded a countywide Independent Domestic Violence Advisor Service in partnership with the County Council.
- Funded the provision of CCTV on a countywide basis to assist in the prevention and detection of crimes.

Objective 2	To engage with communities and stakeholders internally and externally, improving communication and building confidence and trust in the Public Sector in Cumbria, to ensure all communities have a voice. Embedding equality into everyday business and processes to ensure all staff contribute to meeting these objectives
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We have:

- Every large piece of work has an Equality Analysis completed to determine the relevance to eliminate discrimination, foster good relations and advance the equality of opportunity.
- So that the OPCC can facilitate the execution of these engagement objectives, a Public Engagement Strategy is in place which sets out the principles and strategic outcomes of engagement. This is underpinned by a Public Engagement Action Plan, which summarises the planned activities for the year.
- The Public Engagement Strategy and Action Plan is regularly reviewed so that any gaps that have been identified can be addressed, and also to capture any emerging issues. The Commissioner uses various methods to engage with the public and communities, to ensure that a broad range of engagement opportunities are available to all sectors.
- The methods vary in response to the purpose of the engagement, and will either be proactively led by the Commissioner and OPCC, or reactively, where the public make contact with the OPCC to raise queries or concerns, and generally provide feedback.
 - For instance, where opinion is sought for a specific reason, a consultation will be undertaken through a range of activities. The most recent consultation on setting the level of the police precept included media releases and interviews, social media, newsletters, community messaging under-pinning an on-line survey (with other options for people that don't have access to online technology).
 - However, where the purpose of the engagement is to raise awareness of the PCC role or offer options for people to raise concerns, or indeed, offer compliments, then surgeries, speaking engagements, local council and public meetings are the most appropriate method.
- The Commissioner also engages regularly through informing the public. This can be through media releases, media interviews, publishing reports such as the Annual Report and Police and Crime Plan. He also makes use of Community Messaging, regular newsletters and social media.
- Where there is an identified requirement for a more in-depth level of engagement to enhance understanding of a particular group or sectors' needs, the Commissioner has put in place arrangements to facilitate this. For example, Objective 8 of the Police and Crime Plan – 'Supporting Young People' states that the Commissioner would set up a Youth Commission to get young people's feedback and engage with them in helping to prevent and fight crime, and help break down barriers between young people and the Police, which has now been done.

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- Developed Cumbria Together Website which provides an information portal for victims and witnesses giving them direct access to information on a 24/7 basis with a multi lingual facility and a young persons’ section.
- Attended Funding fairs across Cumbria and continued to provide open grants to community groups, charitable and voluntary groups, to support them to deliver a change within their communities that benefit local people.
- Hate Crime Workshops – to support the tackling of hate crime the PCC has funded a number of Hate Crime Workshops across the county. The workshops lead by AWAZ Cumbria together with Cumbria Constabulary, OutREACH and Cumbria Disability Network delivered hate crime awareness training and workshops for managers, front line staff, volunteers and community representatives across Cumbria.
- Turning the Spotlight on Hate Crime Programme – is a programme commissioned by the PCC with support from the Home Office and is working with young people and adults identified as being at risk of, or who have committed, hate crime. Individually tailored programmes support participants to understand the impact of their behaviours and develop respect for diversity. The programme is delivered in partnership of AWAZ Cumbria, OutREACH Cumbria, Carlisle Mencap, Cumbria Reducing Offending Partnership Trust, Cumbria Youth Alliance and The Heathlands Project.
- Know Your Criminal Justice days – the PCC has sponsored three events held in Carlisle, Workington and Barrow. These were aimed at helping those with learning disabilities understand what to expect if they need to report a crime, with particular emphasis on hate-crime. Delegates who attended said that they now feel more confident about what to expect if they were a victim or witness of hate crime and would be more inclined to report crime now.
- The table below provides examples of how and who the Commissioner has engaged with during the period of this report.

General Public	<ul style="list-style-type: none">• Hosted public surgeries• Joined the Constabulary at their Police desks• Hosted a number of public meetings• Dealt with correspondence, complaints, quality of service issues etc.• Conducted pubic consultations through surveys, ie. Police and Crime Plan Priorities, and setting of the council tax precept
Youth	<ul style="list-style-type: none">• Funded ‘Real Love Rocks’ (Barnardo’s - CSE)• Funded ‘Feel the Hate’ (Hate Crime)• Funded Mencap DVD ‘Mate Crime’ (Hate Crime)• Funded ‘Chelsea’s Choice’ (CSE)• Set up Cumbria Youth Commission (priorities)• Funded Appleby Heritage Centre (Youth)• Funded Brathay Trust project (CSE)• Funded Carlisle Youth Zone• Attended Barrow Drop Zone (with Youth Commissioners)
Rural Communities	<ul style="list-style-type: none">• Part of National Rural Crime Network• Supported ‘Farmwatch’ Schemes Countrywatch’ Schemes

	<ul style="list-style-type: none"> • Taken part in rural crime operations (ie. Operation Cumbria Checkpoint) • Funded Rural Crime initiatives through community funding grants.
Diverse Groups	<ul style="list-style-type: none"> • Funded and attend AWAS event (BME) • Funded and attended launch of Cinnamon Network (Multi-faith) • Funded and attended Cumbria PRIDE (LGBT) • Funded and attended Unity • Funded TripleA project (Autism) • Funded Elder Abuse – Age UK • Funded Carlisle Mencap video (Mate Crime) • Supported Mind, world mental health awareness day, • Funded MACAS (Multi-Agency Crisis Assessment Service – Mental Health) • Funded Dignity in Dementia – training events • Funded Project Nova (Veterans)
Business Community	<ul style="list-style-type: none"> • Funded and hosted a cyber crime business event • Chamber of Commerce speaking events • Rotary club speaking events
Victims	<ul style="list-style-type: none"> • Set up a Victims and Witnessess Consultation Group • Hosted and attended a number Stakeholder Events • Commissioned Victim Support to work with the Constabulary and Victims of crime to develop a Quality Assessment Framework and to conduct and monitor compliance with the Victims Code in Cumbria. • Funded Turning the Spotlight Perpetrator Programme • Established a Victim Care unit in Cumbria to ensure a more efficient and effective referral service for victims in Cumbria
Third Sector	<ul style="list-style-type: none"> • Attended funding fairs across Cumbria and continued to provide open grants to community groups, charitable and voluntary groups, to support them to deliver a change within their communities that benefit local people.
Partners	<ul style="list-style-type: none"> • Worked with the Constabulary regarding many aspects of police services. For example, to embed the process of Restorative Justice where by victims are given the opportunity to say how an offender should make amends for lower level crime. • Worked with and support problem solving teams across Cumbria to identify gaps in community provision and where appropriate support services and provision through open grant funding. • Funded Community Safety Partnerships to continue to work with communities and partners on issues impacting on their specific areas of Cumbria. For example, work has included a project to help combat the increase in new psychoactive substances • Attend and Chair Cumbria Safety Partnership • Attend Cumbria Leaders Board

Objective 3	Building an inclusive and supportive working environment that encourages development, progression and retention of all staff. Creating a culture where all staff feel valued and where people want to come to work
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- Keeping In touch Days (KIT) are encouraged especially to complete training necessary for return to work during Maternity Leave.
- Staff within the OPCC are Domestic Violence Champions having completed DV training.
- The OPCC uses Positive action for recruitment, eg targeting young people to become independent custody visitors.
- We are part of the Menopause Action Group who are progressing projects to accommodate reasonable adjustments which will not only help those who are suffering symptoms, but can be useful to other diseases.
- The OPCC operates a flexible working policy (eg working part time, flexible retirement)
- All staff agree a Personal Development Plan with their line manager, to identify professional and personal development needs and opportunities to support them in their role.
- Awareness training for staff concerning Domestic Violence.

2.4 Information we publish

We publish data on our staff in relation to age, gender and ethnicity. We do not publish data on sexual orientation or disability because that data could identify individuals.

Presentations and minutes from the Public Accountability Conferences held, including quarterly performance updates on crime and thematic reports on other areas of policing including equality and diversity, domestic abuse, child sexual exploitation, sexual offences, anti-social behaviour and reducing re-offending.

Findings from the Out of Court Scrutiny Disposal Panel is published and broken down to show the level of appropriate and inappropriate disposals per out of court disposal. The multi-agency panel meets three times per year to audit 90 cases per year The OPCC also publishes a list of the agencies involved, how cases are selected and information about out of court disposals.

Cumbria Youth Commission updates and findings are published including any recommendations made by the Youth Commission and the work they are doing to meet these recommendations, which partners they are working with and the progress to date. The topics they plan to concentrate on throughout the year and any campaigns or forum meetings planned.

Publish information on successful open grant applications including the terms and conditions and information on the project that has been awarded funding.

The OPCC publishes a police and crime plan, which sets out the policing priorities for the Commissioner and the Chief Constable. The Plan is developed following public consultation asking people to identify what is important to them, the policing knowledge from the Chief Constable linked to national policing priorities and input from the Police and Crime Panel.

The Commissioner has a statutory responsibility to produce an Annual Report as part of the public holding the Commissioner to account. The includes how the Commissioner has carried

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out his legal duties; what he has achieved and progress that has been made in meeting objectives set out in the Police and Crime Plan.

We have also linked the Equality Page to the Cumbria Observatory, which details the demographic of Cumbria.

We will continue to look at what we publish in the future and monitor the information. This information is also used to support Equality Analysis.

Governance

OPCC Executive Team

This team is accountable for equality, diversity and inclusion related issues in line with OPCC. They have a collective responsibility to support this strategy and to ensure it is applied throughout the organisation.

Governance Manager

The OPCC Governance Manager is responsible for leading the development and implementation of the strategy. Ensuring that it is embedded within work throughout the organisation.

Joint Audit and Standards Committee

This committee ensures that the OPCC has appropriate arrangements in place to carry out its role effectively in accordance with established good practice.

Roles and Responsibilities

All OPCC staff have a personal responsibility to ensure compliance with the Equality Act and to deliver as required the objectives of this strategy.

The Police and Crime Commissioner

November 2012 saw the election of Cumbria's first Police and Crime Commissioner. The Police Reform and Social Responsibility Act 2011 made radical changes to police governance providing for the introduction of elected commissioners who would supersede police authorities in taking responsibility for police governance. The Police and Crime Commissioner's responsibilities with regard to equality are two-fold.

Firstly as part of the governance role to oversee Constabulary compliance with the equality duties and ensure that the Constabulary encompasses equality as an integral part of delivering services to the public and dealing with staff.

To achieve this, the Commissioner periodically receives reports on Constabulary equality activity and compliance at Public Accountability Conference meetings. He is sighted on the equality data and information published by the Constabulary. Oversight of this information enables the Commissioner to scrutinise performance in relation to the duties.

The Commissioner also receives reports and briefings which relate to a wide variety of policing issues in which equality considerations are a priority such as hate crime, ASB, domestic abuse and sexual exploitation to name but a few. Confidence and satisfaction levels are also

monitored. The Commissioner's Governance Manager also has a quarterly update meetings with the Force Diversity Manager. An Equality and Diversity thematic report is presented on an annual basis to the Commissioner's Public Accountability Conference regarding the Constabulary's approach as well as the external issues in relation to hate crime within the county.

Secondly – the Commissioner, as a public body, is also subject to the general public sector equality duty.

To achieve this, the Commissioner promotes the ethos of the public sector equality duty within the work carried out by the OPCC. Through open grants the Commissioner fosters good relations between people with protected characteristics and those who do not by providing funding to support projects (i.e. MENCAP, AGE UK).

Process: Equality Analysis

Equality Analysis (EA) is used to methodically assess the effect that a proposed policy, strategy, function, procedure, practice or decision we make is likely to have on the community we police and Constabulary staff.

The fundamental purpose of an EA is to identify whether a policy or strategy may cause unfair treatment of, or adversely affect individuals or groups from a range of protected characteristics.

Although there is no formal requirement to conduct equality analysis assessments in the Equality Act 2010 the **assessment of the potential impact of policies and strategies on equality is inherent in the Public Sector Equality Duty**. This states that public bodies must have due regard to the need to consider the general duty, which is:

- eliminate unlawful discrimination, harassment, and victimisation
- advance equality of opportunity
- and promote good relations

To do this – and demonstrate that this has been done – public bodies need to have a mechanism to understand how their policies and practices affect or could affect equality outcomes. This will need to be identified early enough to influence policy development. The Equality & Human Rights Commission have issued guidance on how different types of public bodies might go about this, to help them in meeting the general duty.

Under the Equality Act, the Office of the Police and Crime Commissioner (as a public body) is required to be transparent and to publish a range of equality data relating both to the workforce and to the services provided.

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Within the Constabulary, the policy or strategy owner / author gives due consideration to diversity issues from the onset of developing the piece of work by undertaking an Equality Analysis.

An EIA is carried out when developing any relevant new policy, initiative, procedure or relevant functions, and when any major decision is taken.

The OPCC's Equality Analysis template has been revised to take into account the protected characteristics.

The Equality Act 2010 brought together a number of existing laws into one place. It sets out the personal characteristics that are protected by the law and the behaviour that is unlawful. Simplifying legislation and harmonising protection for all of the characteristics covered is intended to help Britain become a fairer society. The nine **protected characteristics** covered under the Act are (in alphabetical order):

Age

Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

Disability

A person has a disability if s/he has a physical or mental impairment, which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment

The process of transitioning from one gender to another.

Marriage and civil partnership

Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters. This definition will be changing as the Government have recently changed the law to allow same sex couples to marry.

Pregnancy and maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race

It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and belief

Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). A belief should affect your life choices or the way you live for it to be included in the definition.

Sex

A man or a woman.

Sexual orientation

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Under the Act people are not allowed to discriminate, harass or victimise another person because they have any of the protected characteristics. There is also protection against discrimination where someone is perceived to have one of the protected characteristics or where they are associated with someone who has a protected characteristic.

Discrimination means treating one person worse than another because of a protected characteristic (known as direct discrimination) or putting in place a rule or policy or way of doing things that has a worse impact on someone with a protected characteristic than someone without one, when this cannot be objectively justified (known as indirect discrimination).

Harassment includes unwanted conduct related to a protected characteristic which has the purpose or effect of violating someone's dignity or which creates a hostile, degrading, humiliating or offensive environment for someone with a protected characteristic.

Victimisation is treating someone unfavourably because they have taken (or might be taking) action under the Equality Act or supporting somebody who is doing so.

In total there are nine pieces of primary legislation and over 100 pieces of secondary legislation which have been incorporated and / or replaced. Bringing the law into one piece of legislation makes it easier to understand and apply.

As a public authority Police & Crime Commissioners have a duty to promote equality and eliminate unlawful discrimination and must ensure that our actions are compatible with the European Convention of Human Rights.

The Equality Act 2010 provides a crosscutting legislative framework to protect the rights of individuals and advance equality of opportunity for all; to update, simplify and strengthen the previous legislation; and to deliver a simple, modern and accessible framework of discrimination law, which protects individuals from unfair treatment and promotes a fair and more equal society.

The entire Act and a range of useful information and guidance can be found on the Government Equalities Office website at the below link

http://www.equalities.gov.uk/equality_bill.aspx

The **Public Sector Equality Duty** came into force on 5th April 2011.

Section 149 of the Equality Act 2010 created the new single Public Sector Equality Duty, which covers eight of the nine protected characteristics (Marriage and Civil Partnership being the only characteristic not covered). This is referred to as the **general duty**.

Public bodies must have due regard to the need to:

- eliminate unlawful discrimination, harassment, and victimisation and other conduct prohibited by the Act
- advance equality of opportunity between people who share a protected characteristic and those that don't
- foster good relations between people who share a protected characteristic and those who do not

Specific Duties

The specific duties require public bodies to publish relevant, proportionate information demonstrating their compliance with the Equality Duty; and to set themselves specific, measurable equality objectives.