



## Equality and Diversity Update 2018/19

### 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			
	<b>Operational Delivery</b> 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.	<b>Organisational Change</b> 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	<b>People and Culture</b> 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"> <li>• Continue to work with young people and our partners to plan and deliver services to keep young people safe from harm</li> <li>• 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.</li> <li>• Improve trust and confidence amongst all members of the community, especially those who feel disadvantaged</li> <li>• Oversight of the Constabulary regarding the use of stop and search ensuring it is used fairly and proportionately.</li> <li>• Engage, consult and communicate with local communities and partners</li> <li>• Treat everyone as individuals, acknowledge their rights to be different e.g. culture, belief, lifestyle etc.</li> <li>• Working with our communities to find where the gaps are and foster good relations.</li> </ul>	<ul style="list-style-type: none"> <li>• Mainstreaming equality into all policy, procedure and decision making processes (Equality Analysis)</li> <li>• 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</li> <li>• Ensuring our policies, procedures and functions are fair and avoid discrimination by ensuring they pay due regard to the equality duty</li> <li>• Sharing good practice and working with other organisations to provide the best joined up service to our communities.</li> </ul>	<ul style="list-style-type: none"> <li>• Providing a working environment that values and respects the identity, ability and culture of each individual and that challenges discrimination, harassment, bullying and victimisation</li> <li>• Employing a workforce which reflects the diverse communities of Cumbria</li> <li>• Developing and training the workforce to recognise the value of difference</li> <li>• Ensuring the public and workforce has confidence in our policing service</li> </ul>

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<p>To make it happen we will:</p>	<ul style="list-style-type: none"><li>• Actively consult and engage with people from all communities within Cumbria</li><li>• 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.</li><li>• 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.</li><li>• Provision of CCTV within the county.</li><li>• Establishment of a Youth Commission</li><li>• Monitoring of user satisfaction surveys and comparison with other UK forces.</li></ul>	<ul style="list-style-type: none"><li>• Ensure the implementation of an effective and efficient Equality Analysis process</li><li>• 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</li><li>• Ensuring appropriate resources are provided to manage delivery</li><li>• Continue to develop workplace environment where all members of our workforce believe they are treated with dignity and respect.</li></ul>	<ul style="list-style-type: none"><li>• Monitor staff recruitment, retention and progression</li><li>• Monitor data in relation to training, grievances and discipline to check for unfairness</li><li>• Provide training to managers and staff to support delivery of the objectives by embedding into initial recruitment and existing programmes</li><li>• Staff surveys</li></ul>
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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 2018/19 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
- Continued to commission Restorative Solutions to provide a domestic abuse intervention programme where abuse is directed from the child towards a parent/guardian.
- The good practice learnt from the Multi-agency Crisis Assessment Centre (MACAS) project in 2017/2018 is now embedded and has improved the pathway for people experiencing a mental health 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
- Funded 'Tough Love' a school performance to raise awareness of coercive control and domestic abuse in teenage intimate relationships.
- 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.
- Continued to fund Dignity in Dementia 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.
- Commissioned Signal Media and Film to deliver a project aimed at raising awareness and addressing hate crime towards young people in Cumbria. The project used the unique power of film and media to engage and educate both victims and potential offenders about what it means to be different and the underlying causes of hate crime.
- Commissioned Brathay Trust 'Be SAVY' (Be Safe and Value Yourself) to provide support to young people who have been assessed as vulnerable to child sexual exploitation, helping to build their confidence, understand what makes healthy relationships and develop healthy coping strategies.
- Funded a project to deliver workshops in primary and secondary schools, and colleges to raise awareness of sexting and the impact of sharing such image.

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- Commissioned antisocial behaviour workshops to children and young people addressing positive decision making and the impact of getting involved in antisocial behaviour, gangs and serious organised crime.
- Funded youth groups across Cumbria through the PCC Police and Crime Commissioners 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:

- Continued to commission a Cyber-proficiency programme 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.
- Continued to commission 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 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.
- Alongside Safer Cumbria, funded the role of a Modern Slavery, Human Trafficking Co-ordinator to ensure that all multi-agency partners work together to support victims of Modern Slavery and Human Trafficking.
- Commissioned a new Integrated Service for Victims supporting all victims of crime. Including domestic and sexual violence, hate crime, children and young people and anti-social behaviour.

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 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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- **Continue to develop** 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.
- Turning the Spotlight on Hate Crime Programme – is a programme commissioned by the Police & Crime Commissioner 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 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"> <li>• Hosted public surgeries</li> <li>• Joined the Constabulary at their Police desks</li> <li>• Hosted a number of public meetings</li> <li>• Dealt with correspondence, complaints, quality of service issues etc.</li> <li>• Conducted public consultations through surveys, ie. Police and Crime Plan Priorities, and setting of the council tax precept</li> </ul>
Youth	<ul style="list-style-type: none"> <li>• Funded ‘Feel the Hate’ (Hate Crime)</li> <li>• Funded ‘Tough Love’ (coercive control and domestic abuse)</li> <li>• Funded ‘Chelsea’s Choice’ (CSE)</li> <li>• The Cumbria Youth Commission continued to deliver projects across the county linking in with their priorities (drink driving, abusive relationships, child exploitation and new psychoactive substance)</li> <li>• Funded Signal Media and Film (Hate Crime)</li> <li>• Funded Resource Creatives to deliver workshops in schools to raise awareness of and the impact of crime such as antisocial behaviour, gangs and serious organised crime</li> <li>• Funded Brathay Trust project (CSE)</li> </ul>
Rural Communities	<ul style="list-style-type: none"> <li>• Promoted the national Rural Reporting Line, alongside Crimestoppers and the National Farmers Union.</li> <li>• Part of National Rural Crime Network</li> <li>• Supported ‘Farmwatch’ Schemes and Countrywatch’ Schemes</li> <li>• Taken part in rural crime operations (i.e. Operation Cumbria Checkpoint)</li> <li>• Funded Rural Crime initiatives through community funding grants.</li> </ul>
Diverse Groups	<ul style="list-style-type: none"> <li>• Supported and attended Cumbria PRIDE (LGBT)</li> <li>• Supported and attended Unity</li> <li>• Supported Mind, world mental health awareness day,</li> <li>• Funded Dignity in Dementia – training events</li> <li>• Funded Project Nova (Veterans)</li> <li>• Sponsored a Diverse Cumbria Award category</li> </ul>

Business Community	<ul style="list-style-type: none"> <li>• Funded and hosted a cyber crime business event</li> <li>• Chamber of Commerce speaking events</li> <li>• Rotary club speaking events</li> </ul>
Victims	<ul style="list-style-type: none"> <li>• Set up a Victims and Witnessess Consultation Group</li> <li>• Hosted and attended a number Stakeholder Events</li> <li>• Working with partners through the Safer Cumbria Partnership, conducted a second Quality Assessment Framework to monitor compliance with the Victims Code in Cumbria and to continue to drive improvements in the way criminal justice agencies meet their obligations under the Code.</li> <li>• Continued to fund Turning the Spotlight Perpetrator Programme</li> <li>• Established a Victim Care unit in Cumbria to ensure a more efficient and effective referral service for victims in Cumbria</li> </ul>
Third Sector	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Partners	<ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> <li>• Continued to fund Community Safety Partnerships to work with communities and partners on issues impacting on their specific areas of Cumbria.</li> <li>• Attend and Chair Safer Cumbria Partnership. This partnership brings together the Local Criminal Justice Board and Community Safety Strategic Boards and provides the mechanism by which Criminal Justice and Community Safety leads can work together to co-ordinate their activities to deliver an effective and 'joined up' approach for Cumbria</li> <li>• Attend Cumbria Leaders Board</li> </ul>

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.
- An annual staff training programme has been developed which includes health and safety, stress awareness, equality and diversity.
- The OPCC has introduced a new approach to staff Performance Development Reviews (PDR) that encourages individuals and their managers to have a conversation that is purposeful, collaborative and supportive. These Strength Based Conversations (SBC) recognise that everyone has a unique set of strengths and capabilities and each person has the potential to grow as individuals and collectively as a team. The SBC values people for their contribution and helps them to work to their full potential.

## **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 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.

**APPENDIX A**  
**OPCC structures to deliver Equality, Diversity & Human Rights**

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**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 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](http://www.equalities.gov.uk/equality_bill.aspx)

The **Public Sector Equality Duty** came into force on 5<sup>th</sup> 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.