



**Warwickshire**  
POLICE AUTHORITY

*The authority behind the force*

# Gender Equality Scheme

## 2007-2010

This Gender Equality Scheme and accompanying annual report will be made available on the Authority website [www.warwickshirepa.gov.uk](http://www.warwickshirepa.gov.uk). If you require information contained in this document in an alternative format such as large print or audiotape or if you would like to make any comments about the Scheme please contact:

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## Foreword by the Chair of the Police Authority

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I am pleased to present the Warwickshire Police Authority's Gender Equality Scheme as required under the Equalities Act 2006.

Although this is a statutory requirement, the Authority greatly welcomes the opportunity this scheme gives to express our commitment to gender equality and to set out actions we believe will develop and strengthen our activities within the framework of the equalities legislation.

The Police Authority will review and re-print this Gender Equality Scheme every year. If you wish to make comments on the Scheme or have suggestions for future versions, do please let us know. Our contact details are on the inside front cover.



A handwritten signature in black ink that reads "Phil Blundell". The signature is written in a cursive style and is underlined.

Philip Blundell  
Chair of Warwickshire Police Authority

April 2007

## About Warwickshire Police Authority

The Police Authority is made up of County Councillors, Magistrates and Independent Members, who reflect the diverse community of Warwickshire. Their key responsibility is to secure the maintenance of an efficient and effective Police Force in Warwickshire.

Warwickshire Police Authority is committed to promoting equality and diversity in all of its business. Our vision is that everyone regardless of their race, gender, sexual orientation, religion & belief, disability and age perceives their experiences with the Authority to be fair and equitable. This includes all who work for, are affected by or receive services from the Authority.

## Introduction

Warwickshire Police Authority Gender Equality Scheme states what we intend to do over the next 3 years to make sure that, in the exercise of the Authority's functions, we meet our legal requirements under the Equality Act 2006. The Equality Act 2006 has amended the Sex Discrimination Act 1975 so that there is now a duty on all public authorities, including Warwickshire Police Authority, to:

- Eliminate unlawful sex discrimination and harassment; and
- Promote equality of opportunity between men and women

In addition to these, the Authority has a specific duty to prepare and publish a Gender Equality Scheme.

Our Scheme contains statements on the following areas;

- How we will consult on gender issues to form our priorities
- How we will promote gender equality
- How we intend to assess the impact of our policies, procedures and practices on gender issues
- How we are going to gather and use information, in particular when reviewing the effectiveness of our action plan and preparing subsequent schemes
- How we will monitor Warwickshire Police Force's own Gender Equality Scheme to ensure they meet their duties under the Act and how the Authority will monitor its own progress against planned activity

The Scheme also includes an action plan, which details how we intend to meet our duties.

The Authority has always taken its responsibilities in relation to equality matters very seriously. We welcome the opportunity to codify and develop our activities within the legislative framework provided by the Gender Equality Scheme.

The next part of this document states what we have done to achieve our duties so far and what we propose to do to strengthen these arrangements. The statements made in this Scheme will form our action plan, detailing what we will do, who will do it and by when this will be achieved. This action plan is detailed in Appendix A.

## How we have Consulted our People

Warwickshire Police Authority recognises the need to engage with people in a meaningful way to ensure that their views, ideas and feedback are incorporated into every aspect of our service. Our Scheme has been developed in consultation with Members and Staff of the Police Authority and Independent Custody Visitors. Each person has received a questionnaire for completion and the responses have informed our gender objectives. These objectives are to:

- Raise awareness in the Authority of gender issues that people face
- Ensure that our policies and functions do not discriminate
- Continue to improve the diverse make-up of the Authority and tackle any under representation

Each Custody Visitor, Staff and Members of the Authority have also had the opportunity to make comments on the draft scheme to ensure that it captures all of their views before final publication.

## How we will Promote Gender Equality

### Recruitment

The Police Authority is comprised of 17 Members, 5 Officers and 21 Independent Custody Visitors. The table below provides the gender breakdown of the Authority.

	<b>Total number</b>	<b>Men (%)</b>	<b>Women (%)</b>
Members	17	13 (76)	4 (24)
Staff	4.1 FTE	2.6 (63)	1.5 (37)
Custody Visitors	21	12 (57)	9 (43)

As stated in our gender objectives the Authority is committed to improving the diverse make up of the Authority and to increase the balance of under-represented groups.

### Training and Development

All members of the Police Authority receive a package of training to equip them for their role and to help them develop specialist skills. It is imperative that all members of the Authority, Support Staff, and Independent Custody Visitors understand what gender equality means and the requirements of the legislation. All new and existing members will therefore receive training on the following key areas:

- Eliminating unlawful sex discrimination and harassment; and
- Promoting equality of opportunity between men and women

## **Equal Pay**

The general duty of the Equality Act includes a requirement to have due regard to the need to eliminate discrimination which is unlawful under the Equal Pay Act 1970. As an Authority we have a specific duty to 'consider the need to have objectives that address the causes of any differences between the pay of men and women that are related to their sex'. The Authority has considered this and has chosen not to have a specific objective as the Members of the Authority are paid according to an agreed scale of allowances, our Independent Custody Visitors receive travel expenses only and the Authority staff are paid via Warwickshire County Council.

## **Procurement**

We will also make sure that when we commission services, work in partnership or buy goods and services from others, that the organisations we work with understand, adhere to and practice principles of equality and diversity.

## **Impact Assessment Process**



Gender equality is more relevant to some of our functions and policies than others. Therefore we will need to assess each of our functions and policies to establish if and how they impact on gender equality. This screening process will then enable the Diversity Panel to prioritise each function and policy in relation to its impact on disability equality. Appendix C provides the assessment grid the Panel will use to prioritise the functions carried out by the Authority. To ensure a structured approach, the Authority will utilise this assessment process on its revised and proposed policies.

All of the policies that have been assessed and deemed relevant to the general duty will be subject to ongoing monitoring. To ensure improvement we will monitor our functions and policies regularly to make sure that they do not have any adverse impact on gender equality. In year one of this scheme our priority will be to monitor those functions and policies that have been deemed highly relevant

The impact assessment process will continue in years 2 and 3 of the Scheme by examining those policies and functions deemed of medium and low relevance. Where appropriate further research and consultation with relevant individuals, groups and/or organisations will be undertaken to inform the impact assessment process. The results of this will be made accessible to the public.

If during our consultative and monitoring process we find evidence of unlawful discrimination or unjustifiable adverse impact, the Authority's Diversity Panel will formulate an action plan showing how the policy will be monitored, amended or carried out to meet all parts of the general duty.

## How we will Gather, Use and Publish Information

To ensure that the Authority meets its requirements under the Act it will be tasked with gathering information about the effects of its policies on the recruitment, development and retention of employees. This will include our Members, Staff and Independent Custody Visitors.

The information gathered will be key when the Authority reviews the effectiveness of our current action plan, produces an annual report and prepares subsequent schemes.

A Gender Equality Scheme annual report will be produced by the Authority, which will include the following information:

- The outcome of any impact analysis assessments
- The results of any public consultation on policies and activities, including any action taken and or reasons for not implementing suggestions
- The outcome of monitoring undertaken to ensure that Warwickshire Police comply with their duties under the Act
- Any action plans formulated to address areas of concern

Our Gender Equality Scheme and accompanying annual report will be made available on the Authority website [www.warwickshirepa.gov.uk](http://www.warwickshirepa.gov.uk). Where requested this can also be made available in alternative languages, including large print and audiotape.

## How we will Monitor this Scheme and the Force's Gender Equality Scheme

The Authority is responsible for holding the Force to account on its progress regarding gender equality and to ensure it undertakes all its general and specific duties under the Act. The Authority's Diversity Panel is responsible for all aspects of diversity and equality on behalf of the Authority and for monitoring the Force to ensure that they meet all their statutory responsibilities in relation to diversity and equality. The Panel will scrutinise the Force's Gender Equality Scheme to see that it meets the Act's requirements and receive regular reports on progress of their action plan.

## Appendix A - Action Plan 2008/2009

Action	Owner	Deadline
<b>How we will promote gender equality</b>		
Prepare and organise an awareness session based on promotion of gender issues	Diversity Panel and Policy Officer	November 2008
Review the Authority's Member recruitment process, in light of the outcomes of the recruitment during 2008	Diversity Panel and Policy Officer	December 2008
<b>Impact Assessment Process</b>		
Ensure that Gender is incorporated into the impact assessment process for the Combined Equality Scheme	Policy Officer	October 2008
<b>How we will gather, use and publish information</b>		
Ensure all Members, Staff and Custody Visitors have access to the Scheme and action plan	Policy Officer	Ongoing
Prepare an Annual Report on the Combined Equality Scheme progress, to include progress made against the gender duty	Diversity Panel and Policy Officer	Autumn 2009
<b>How we will monitor this Scheme and the Force's Scheme</b>		
Ensure that the Diversity Panel has a standing agenda item on general progress on the Authority's and Force Action Plans	Diversity Panel and Policy Officer	Ongoing
Ensure that the Force Confidence and Equality Board is represented by the Authority and any concerns regarding gender equality are discussed at the Diversity Panel	Diversity Panel and Policy Officer	Ongoing

## Appendix B – Assessment Grid

	<b>In carrying out this function/policy are there any implications for:</b>					
Function/Policy	Promoting equality of opportunity?	Eliminating discrimination and harassment?	Promoting positive attitudes?	Encouraging participation in public life?	How much evidence do we have?	Is there public concern that functions/policies are being operated in a discriminatory manner  0 none 1 a little 2 some 3 a lot