

CORPORATE GOVERNANCE COMMITTEE

29TH MARCH 2012

REPORT OF THE CHIEF EXECUTIVE AND TREASURER

5E EQUALITY ACT 2010 – DERBYSHIRE POLICE AUTHORITY EQUALITY OBJECTIVES 2012/13

PURPOSE OF REPORT

1. To advise members of the work carried out to set the Authority's Draft Equality Objectives and to ask Members to approve the Objectives and the associated action plan which has been developed to aid compliance.

INFORMATION AND ANALYSIS

2. In June 2011 Members received a report on the public sector equality duty contained within the Equality Act 2010. Members received a further report in January 2012 advising of the specific duties outlined in the Equality Act 2010 (Specific Duties) Regulations 2011. By way of a reminder, the Regulations imposed obligations on public authorities to;

- publish information to demonstrate compliance with the general equality duty by 31 January 2012
- publish one or more equality objectives before 6 April 2012.

3. Information was published on an updated equality section to the Derbyshire Police Authority website on 31st January 2012 in compliance with the duty to publish information. This included a link to information published on the Constabulary's website which is also relevant to the Authority.

4. In order to comply with the duty to publish objectives, three draft objectives have been developed together with an action plan to aid implementation of tasks required to meet those objectives. The Objectives are attached at **Annex A** and the association Action Plan at **Annex B**.

5. In developing the objectives it has been necessary to consider the work the Authority carries out presently and also the forthcoming changes to the governance structure. The objectives are broadly aligned with the Authority's own main functions to ensure that equality is considered in the Authority's own work, its oversight of the Constabulary and in its engagement with communities. The action plan aims to ensure that equality is considered as an integral part of the Authority's functions and that this is achieved in an effective yet proportionate manner. It has been drafted in such a way that most of the tasks required can be transferred across and integrated into the new governance structure in November 2012, although the objectives and action plan would at that stage need some further review.

6. Once the objectives and action plan have been agreed it is intended to publish these on the Derbyshire Police Authority website on the updated equality section. This will be supplemented by the joint Equality Strategy which has been developed with Derbyshire Constabulary and is due to be signed off at the next meeting of the Strategic Equality Assurance Board on 3rd April 2012.

7. Members are asked to consider the draft objectives and associated action plan and confirm whether these can be agreed and taken forward.

FINANCIAL, RISK, LEGAL, EQUALITY, AND HEALTH AND SAFETY
CONSIDERATIONS

8. None specifically other than Equality considerations which are inherent within the report.

OFFICER RECOMMENDATION

9. That the Committee notes the report and agrees the draft objectives and associated action plan as presented at annexes A and B respectively.

**HELEN BOFFY
CHIEF EXECUTIVE AND TREASURER**

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Annexes

Annex A – Derbyshire Police Authority draft Equality Objectives

Annex B – Derbyshire Police Authority Equality Action Plan

Background Papers:

- The Equality Act 2010 (Specific Duties) Regulations 2011
- Equality Act Guidance documents published on the Equality and Human Rights Commission website
- Previous papers to Corporate Governance Committee –
 - The Equality Act 2010 – Public Sector Equality Duty – June 2011 meeting – agenda item 5A
 - The Equality Act 2010 (Specific Duties) Regulations 2011 – January 2012 meeting – agenda item 6A