



Heddlu
Gwent
Police

Gwent Police Gender Equality Scheme 2008 - 2010

Executive Summary

General Duty

The Gender Equality Duty is part of the Equality Act 2006. It came into effect on 6th April 2007 and amends the Sex Discrimination Act to place a statutory duty on all public authorities, when carrying out their functions, to have due regard to the General Duty of:

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

The gender equality duty also requires public authorities to have due regard to the need to eliminate unlawful discrimination and harassment against transsexual people. This includes people who intend to undergo, are undergoing or have undergone gender reassignment.

Specific Duty

There are no specific duties in Wales at present and the Welsh Assembly Government is in the process of considering these. As a principle of best practice, Gwent Police has produced a Gender Equality Scheme (GES). The GES provides an over-view of Gender Equality within a policing context and highlights our and our communities' priorities.

Key Objectives

In writing the GES internal and external stakeholders were consulted and the key objectives identified were:

- To ensure that Equality Duty is mainstreamed into the organisations strategic planning framework, to ensure that gender equality is achieved in employment and service delivery.
- To ensure that performance indicators are developed in order to monitor gender equality.
- To ensure that all organisational policies, processes and functions, whether informal or formal are impact assessed to ensure that gender equality is promoted and that they do not indirectly or directly discriminate against men, women and transgender individuals.

- To ensure that local services reflect, respect and are relevant to the whole community, taking into account the different needs of men, women and transgender individuals of all diversity strands.

GES Action Plan

The accompanying action plan, which was developed inline with the objectives set in the equality scheme, will allow us to demonstrate how we are working towards the Gender Equality General Duty. The action plan will also allow us to monitor performance of key departments in mainstreaming equality into their day-to-day functions

Future plans

We have developed a GES which runs from April 2008 to March 2010, after which we plan to develop a Single Equality Scheme which will combine our equality duties agenda. It will integrate equality and diversity into the development of policies and lead to a more joined up and cross-strand approach.

Publishing of results

We will review the scheme in 3 years and will provide update reports on the progress of the gender equality action plan annually.

Further information

If you would like to discuss the contents of the Gender Equality scheme and action plan or if you would like a copy of the Gender Equality Scheme and Action Plan in an alternative format. Please contact Ruth Russell, Equality and Diversity Officer on 01495 745596