



Equality Policy

The Office of the Police and Crime Commissioner (OPCC) is committed to the principles of equality and diversity. No member of the public, member of staff, volunteer or job applicant shall be discriminated against on the grounds of age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; or sexual orientation.

Introduction

1. The Police and Crime Commissioner (PCC) together with the Chief Constable and Home Secretary are responsible for policing in the West Midlands.
2. The PCC must make sure the force is efficient and effective and seek to improve policing performance and standards. It is his job to make sure that local people have a say in how they are policed and to hold the chief constable to account for the services delivered. The PCC also sets the force budget and decides how much money to raise towards the cost of policing through the local council tax.
3. This Equality Policy applies to all of the work and functions of the PCC.

Equality Statement

4. The PCC is committed to the principles of equality and diversity. No member of the public, member of staff, volunteer or job applicant shall receive less favourable treatment, directly or indirectly.
5. The PCC is committed to equality of opportunity for all staff, volunteers and job applicants irrespective of any protected characteristic as defined under the Equality Act 2010. These are age, disability, gender, gender identity, marriage and civil partnership, pregnancy and maternity, race, religion or belief, and sexual orientation. This Equality Policy sets the commitments for all of our recruitment, progression and retention practices; sets out the standards of behaviour expected of all our members, staff, volunteers and job applicants, and also outlines what they can expect from the PCC.

Equality Commitments

6. The PCC is committed to fostering good relations between persons who share a relevant protected characteristic and persons who do not share it. This commitment shall be central to the work of the PCC.
7. The PCC seeks to encourage a diverse workforce that reflects the communities he serves
8. The PCC will engage with the diverse communities of the West Midlands in order to understand their needs and ensure the provision of appropriate policing services.
9. All job applicants and workers shall be treated with respect, equality and dignity throughout all aspects of the employment relationship. This covers all aspects of employment including recruitment, terms and conditions of work, training and

development, promotion, reward and recognition, performance, resolution, discipline and treatment of workers when their contract ends.

10. The PCC will seek to influence the equality and diversity agenda locally, regionally and nationally.
11. All members of the Strategic Policing and Crime Board, staff, volunteers and job applicants have a personal responsibility to abide by this policy, and hence to treat all colleagues and members of the public with respect, equality and dignity.
12. The PCC will not tolerate any form of unfair treatment or harassment by any staff, Strategic Policing and Crime Board member, volunteers or job applicants. Individuals or groups must not engage in any unwanted or inappropriate conduct which has the purpose or effect of violating another person's dignity or creating a hostile, degrading, humiliating or offensive environment.
13. Any concerns or complaints about behaviour, policies or procedures that are seen to contravene this policy will be investigated through the appropriate procedure and all breaches will be dealt with robustly.
14. The Commissioner will hold the Chief Constable to account for the exercise of his duties relating to equality and diversity, and will ensure that the principles of equality are embedded into policing in order to maintain the trust and confidence of those who visit, work or live in the West Midlands.
15. Any individual or organisation who enters into a contract with the PCC, or who receives funding from the PCC is expected to abide by the commitments set out in this policy.

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1.0	Sept 2018	Polly Reed	Head of Business Services	General Review		Biennial