

GWENT POLICE AUTHORITY  
Equality and Human Resources Committee

**Date:** 8 February 2010 **Item No: 5c**  
**Heading:** Disability Equality Scheme – Covering Report  
**Report Author:** Chief Constable

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**SUMMARY**

This report provides an update to members of the Gwent Police Authority on the Disability Equality Scheme and Action Plan 2010 – 2013.

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**RECOMMENDTION(S)**

That members note the content of this report and the attached Disability Equality Scheme and Action Plan.

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**1. BACKGROUND**

- 1.1 The Disability Discrimination Act 2005 places a general duty on all public authorities to have 'due regard' for the needs of disabled people when carrying out their functions. A specific duty requires all public authorities to produce and publish a Disability Equality Scheme, showing how the organisation intends to meet its general and specific duties.

**2. PROPOSAL FOR CONSIDERATION BY COMMITTEE AND CURRENT POSITION**

- 2.1 The Community Cohesion Team has completed its development of a Force Disability Equality Scheme and Action Plan. The scheme demonstrates how Gwent Police will meet the general and specific duties of disability equality in Wales. It also ensures that disability equality is mainstreamed into all its policies, functions and service delivery.

**3. STAFFING / PERSONNEL IMPLICATIONS**

- 3.1 Effective administration and management of the Disability Equality Scheme Action Plan will be required to ensure the success of the scheme. This will be achieved through the reformed Gwent Police Equality Board. The actions will also be uploaded onto the Force Tasking database.

**4. FINANCIAL IMPLICATIONS**

- 4.1 The Disability Equality Scheme Action Plan will have wide-ranging implications across the force. These actions will fall to many departments across the organisation, more notably People Service, Learning and Development, Corporate Communications and the Community Cohesion Team.

## **5. CONSULTATION**

- 5.1 The Deputy Chief Constable, Service Leads and the National Police Improvement Agency (NPIA) have been consulted in the development of the Disability Equality Scheme. The scheme has also been the subject of internal and external consultation that includes Staff Support Networks and Associations, Independent Advisory Group and Community Consultation Groups.

## **6. PROJECT ASSESSMENT FOR EQUALITY AND DIVERSITY MATTERS**

- 6.1 This proposal has been considered against the general duty to promote equality, as stipulated under the Gwent Police Authority and Force's Equality Scheme, and has been assessed not to discriminate against any particular group.

## **7. RISK ASSESSMENT**

- 7.1 Under the regulations the Equality and Human Rights Commission has responsibility for investigating and reprimanding an organisation or individual for unlawful discriminatory practice. An individual claim may also be brought, and the court awards compensation, amongst other remedies, if the claim is successful.
- 7.2 The risk of not developing a Disability Equality Scheme and Action Plan was that the force would not be compliant with the Disability Discrimination Act 2005 General and Specific duties.

## **8. STAYING AHEAD (2011 REVIEW)**

- 8.1 The development of a Disability Equality Scheme and Action Plan complies with the vision, aims and principles and objectives of the Staying Ahead 2011 Project Review.

It will :-

- Ensure that minority groups are engaged, informed and reassured.
- Ensure that the organisation is configured to deliver best possible service both internally and externally.
- Optimise efficiency and increase capacity
- Focus on internal and external service provision

## **9. CONCLUSION**

- 9.1 The Gwent Police Disability Equality Scheme and Action Plan has been developed and produced to ensure that Gwent Police meets its general and specific duties set out in the Equality Act 2006.
- 9.2 The Disability Equality Scheme and Action Plan 2010-2013 has been subjected to internal and external consultation and is submitted to the Police Authority for observations and actions prior to publication.

## **10. CONTACT OFFICER**

- 10.1 Sgt Sarah Taylor, Community Cohesion Team

## **11. BACKGROUND PAPERS**

11.1 None

**12. APPENDICES**

12.1 Appendix A – Draft Gwent Police Disability Equality Scheme 2010-2013