

Norfolk Constabulary Equality Objectives 2017 – 2020

Under the Equality Act 2010, public authorities have a specific duty to publish their equality objectives and a general duty to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The general duty aims to embed equality considerations into the day-to-day work of public authorities so that they tackle discrimination and inequality and contribute to making society fairer.

The specific duty regulations require public bodies to:

- Publish equality objectives every four years.
- Publish information annually to demonstrate their compliance with the general Equality Duty.
- Publish information relating to their employees (for bodies with 150 or more staff) and others affected by their policies and practices (such as service users).

Our Priority Areas are:

- ❖ Operational Delivery – promoting equality in our service delivery.
- ❖ Organisational Processes – promoting equality in our working practices
- ❖ People and Culture – promoting equality in employment

Our Equality Objectives are:

- ❖ To scrutinise and monitor our performance and where we find possible areas that could lead to discrimination investigate and interrogate the data further to better understand any issues.
- ❖ To increase the trust and confidence of all our communities by understanding their needs, listening to them and involving them in public life.
- ❖ To ensure that equality and diversity is integrated across all areas of business, and monitor this through our E&D Strategy Action Plan
- ❖ To continue to develop a workforce which reflects the communities we serve.

The equality objectives will be delivered through the Equality and Diversity Strategy Action Plan