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Sent: 18 April 2011 11:39

To: Specific Duties

Subject: Specific Duties - Policy Review

Dear Harshbir Sangha,

Hampshire Police Authority would like to thank you for the opportunity to comment upon *'Equality Act 2010: The public sector equality Duty: reducing bureaucracy'* Policy review paper.

The Police Authority welcomes the change in focus from prescribed processes to public accountability of equality improvements.

The Authority has focused upon the 3 specific areas of the revised draft regulations as follows:

1) Publish equality objectives every four years.

The Police Authority is pleased that it has been recognised under the revised versions of the Statutory Instruments. And believes that the four yearly ownership will enable real progress to be made against the objectives.

2) Publish information annually to demonstrate their compliance with the general equality duty [nb all information must be published in a way that is accessible to the public]

The Authority welcomes section 4(2)

3) In particular 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) The Authority's own staff are covered by another Local Authority (i.e. the County Council) and are the governing body for the constabulary so have a specific governance duty - it may make more sense that the Authority has to ensure that the Constabulary is compliant, rather than in its self.

On a side note if the Police reform and Social Responsibility Bill receives royal ascent this year Police Authorities will cease to exist from May 2012 - which will make the Equality Objective a little redundant in respect of compliance for 5 weeks. It will also mean that the SI will need to be amended to reflect the new Policing Governance body of the Police & Crime Commissioner.

Many thanks


Lou Parker-Jones

Strategy & Delivery Manager

Hampshire Police Authority

Winner of the iESE Police Project of the Year Award 2011

***Winner of the APA Recognising Excellence in Community Engagement Award
2008***

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