

**From:** 91985 [Eelke.ZOESTBERGEN@devonandcornwall.pnn.police.uk]

**Sent:** 19 April 2011 15:48

**To:** Specific Duties

**Subject:** FW: Public Sector Equality Duty - Policy Review Paper NOT PROTECTIVELY MARKED

Dear Harshbir,

Thank you for your e-mail – the policy review paper has been considered by members of the Devon and Cornwall Police Authority’s Diversity and Equality working group and the following comments were made as a response to the consultation:

Members expressed a concern that the proposals come across as a weakening of the existing requirements and whilst they all applaud the fight against bureaucracy, something which is reiterated several times in this paper, there is the worry that authorities will engage in a more superficial approach to this work. If the outcomes are as desired then fine but members suggested that an appraisal/ evaluation after say, a year of how things are going, would be beneficial.

Another concern is the removal of the requirement to “set out how progress will be measured”. It seems unproductive to set objectives without measuring whether you are achieving them.

Their other concern relates to the rather simplistic approach to equalities taken in the paper. Equalities is about treating each individual according to their needs, which is not the same as treating them equally.

Kind regards  
Eelke

PS: There is a grammatical mistake in the Easy read version. Under “What has been changed”? On Page 8, there is a missing word “need **to** write “

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