

# Statement from the Commissioner

The Police and Crime Commissioner values diversity and inclusion and is committed to making sure that the Office of the Police and Crime Commissioner (OPCC) and Lancashire Constabulary promote a diverse workforce and reflects Lancashire as a county, which is open and welcoming to people of all backgrounds.



## Equality Duty

The Public Sector Equality Duty, which came into force on 5 April 2011, places a legal duty on public authorities to ensure that unlawful discrimination, harassment and victimisation is removed; as well as promoting equal opportunities and encouraging good relations. The Police Reform and Social Responsibility Act 2011 amended the Equality Act 2010 to make the Public Sector Equality Duty apply to PCC's requiring them to abide by the General Equality Duty.

## The Specific Duty

The Specific Duty requires public bodies (including Lancashire Constabulary) to publish information (as least once a year) to show how they are complying with the Public Sector Equality Duty, as well as set equality objectives at least every four years. Lancashire Constabulary's Diversity and Equality webpage can be found [here](#).

## The General Equality Duty

The General Equality Duty requires public bodies, including the PCC, whilst exercising their functions to have due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it; and
- foster good relations between people who share a relevant protected characteristic and those who do not share it.

## What are the protected characteristics?

The protected characteristics are:

- age
- disability
- gender

- gender reassignment
- race
- marriage and civil partnership,
- pregnancy and maternity
- religion or belief; and
- sexual orientation

## Valuing Difference and Inclusion Strategy

The OPCC and Lancashire Constabulary have produced a joint approach to equality and diversity which can be found in the [Valuing Difference and Inclusion Strategy](#). The purpose of which is to formalise the Constabulary and the OPCC's long standing commitment to fairness and equality.