



DECISION: 26/2021	DATE: 6 JANUARY 2022
TITLE: OPCC - Diversity, Equality and Inclusion Strategy	
REPORT BY: Ian Dickinson, Head of Governance Appendix 'A' refers	
Executive Summary This decision sets out the Diversity, Equality and Inclusion Strategy for consideration by the Police and Crime Commissioner.	
Recommendation The Commissioner is asked to approve the Diversity, Equality, and Inclusion Strategy.	
Signature	
Police and Crime Commissioner	
Date:	6/1/2022

PART I

The Diversity, Equality and Inclusion Strategy outlines the responsibilities of both Lancashire Constabulary and the Office of the Police and Crime Commissioner for Lancashire in respect of Diversity, Equality and Inclusion.

A copy of the Diversity, Equality and Inclusion Strategy is attached at Appendix A.

The aim is to have a diverse workforce that enables and serves the County by respecting differences and using these differences and talents to engage all communities and to ultimately reduce crime and disorder in Lancashire.

The activity is focused under the same headings as used by the National Police Chiefs Council (NPCC) and the Joint Constabulary/Police and Crime Commissioner Strategy issued in July 2021.

1. Links to the Police and Crime Plan

The strategic aims of this DEI Strategy will be achieved by adopting the approach of the NPCC Diversity, Equality and Inclusion Strategy and is complimentary and supportive of the Police and Crime Commissioner Plan 2021-2025

Consultation

N/A

2. Implications

a. Legal

There are no legal comments associated with this paper.

b. Financial

There are no financial implications associated with this paper.

c. Equality considerations

The Strategy assists Lancashire Constabulary and the OPCC with their statutory obligations under the Equality Act 2010 and the Public Sector Equality Duty, 2011 which requires public bodies to have due regard to:

- the need to eliminate discrimination
- advance equality of opportunity
- foster good relations between people when carrying out their activities
- support good decision-making by ensuring public bodies consider how different people will be affected by their activities which is then evidenced on an Equality and Human Rights Assessment.


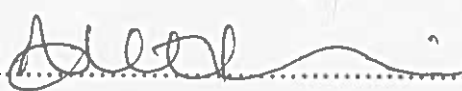
3. Background Papers

Internal audit review reports

4. Public access to information

Information in this form is subject to the Freedom of Information Act 2000 and other legislation.

Part 1 of this form will be made available on the PCC website within 3 working days of approval. Any facts/advice/recommendations that should not be made available on request should not be included in Part 1 but instead on the separate Part 2 form.

Officer declaration	Date
LEGAL IMPLICATIONS – As above	
FINANCIAL IMPLICATIONS – As above	 06.01.2022
EQUALITIES IMPLICATIONS – As above	
CONSULTATION – As above	
<p>Director to the Office of the Police and Crime Commissioner (Monitoring Officer)</p> <p>I have been informed about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner for Lancashire.</p> <p>Signature...  Date 06.01.2022</p>	