

Office of the Police and Crime Commissioner for Lancashire

Diversity, Equality and Inclusion

Public Sector Equality Duty

The Public Sector Equality Duty came into force on 5 April 2011 (s149 Equality Act 2010) and places a legal duty on all public authorities to have due regard to:

- Eliminate discrimination, harassment, victimisation and many other conduct that is prohibited by or under the Equality Act 2010;
- 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 those who do not share it.

The Equality Act 2010 (Specific Duties) Regulations 2011 came into force on 10 September 2011 and requires public bodies (including Lancashire Constabulary) to publish (at least once a year) relevant proportionate information demonstrating their compliance with the Equality Duty; as well as setting equality objectives every four years.

What are the protected characteristics?

The protected characteristics are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Diversity, Equality and Inclusion Strategy 2021- 26

The Chief Constable and the Police and Crime Commissioner are committed to working together to ensure Diversity, Equality and Inclusion are at the heart of our service delivery and are thoroughly embedded in our organisations culture. We have produced a joint approach to Diversity and Inclusion which can be found in the [Joint Diversity, Equality and Inclusion Strategy 2021 - 2026](#) which sets our objectives for the period and illustrates our approach, structured in three strategic themes:

- our communities
- our organisation
- our partners.

The full document is available on the Lancashire Constabulary Website.