

Introduction

Our draft equality scheme explains why equal opportunities and promoting good relations are important. The scheme also explains how we plan to carry out our policies, functions and duties in a way which promotes equal opportunities and good relations.

What is the Northern Ireland Policing Board?

We are a new organisation set up by Parliament on 4 November 2001. We replaced the Police Authority for Northern Ireland.

What do we do?

We provide and maintain an effective and efficient police service in Northern Ireland.



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Northern Ireland Policing Board
CONSULTATION
on Draft Equality Scheme



Why do we need an Equality Scheme?

Under Section 75 of the Northern Ireland Act 1998 all public authorities must produce an equality scheme. Our equality scheme sets out how we plan to carry out our duties in a way which promotes equal opportunities between:

- people of different religious beliefs, political opinions, racial groups, ages, marital backgrounds or sexuality;
- men and women generally;
- people with disabilities and those without; and
- people with dependants and those who have none.

Our scheme also sets out how we will carry out our duties in a way which will promote good relations between people of different religious beliefs, political opinions or racial groups.

What are the main points of our draft equality scheme?

Part one

This sets out our legal duties under the Northern Ireland Act (1998) relating to promoting equal opportunities and good relations. This section provides information on our role, our organisational structure and our functions. It also looks at our decision-making process and the structure we have put in place to make sure that equal opportunities are central in all of our policies and practices.

Part two

This sets out our arrangements for making sure that we meet our legal duties on equality.

Part three

This explains how we will be checking our policies to identify those which may affect equal opportunities. We will examine these policies closely using a process called "equality impact assessments". Equality impact assessment means assessing whether a policy creates differences between the groups listed on page 1 or has the potential to improve equal opportunities.

Part four

This gives details of how we will consult on both our draft scheme and our plans for putting equal opportunities into practice. This consultation will be as wide as possible. It will also be timely, open and include everyone where possible.

Part five

Part five of our scheme explains how we will monitor any negative effects our policies may have. This will involve collecting and

analysing information. Knowledge of how our policies affect the different groups listed on page 1 will help us to assess our progress towards promoting real equal opportunities.

Part six

This explains how and where we will publish the results of our equality impact assessments, and the monitoring results.

Part seven

This part sets out how we will train our staff to allow them to carry out their duties in a way which promotes equal opportunities.

Part eight

This gives details of how we will make sure information about us, and what we do, is accessible to everyone.

Part nine

This deals with how we will publish our scheme.

Part ten

This sets out the procedure we will follow when we receive a complaint about our equality scheme.

Part eleven

This shows the timetable for managing our obligations for promoting of equal opportunities between April 2002 and March 2007.

How can you have your say on our scheme?

A basic part of meeting our Section 75 duties as outlined on page 1 is consulting with those groups and individuals most likely to be affected by what we do. If you think you fall into this category, we want to hear from you. We will begin an eight-week period of consultation on our draft equality scheme on 13 March 2002. You can get a copy of our draft scheme by contacting Ruth Thompson.

- Phone: 028 9040 8558
- Fax: 028 9040 8564
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Or, you can write to her at:
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You will also see a copy of the scheme on our website (www.nipolicingboard.org.uk).

We also provide the scheme:

- in Braille;
- in large print;
- on audio cassette;
- on signed video cassette; and
- on computer disk.

You can get this summary of our scheme in ethnic-minority languages.

We would like to hear your views by 8 May 2002. If you, or your group, feel you would benefit from a face-to-face discussion, please contact Ruth Thompson as soon as possible after 13 March.

Our commitment

We are committed to carrying out our policies, functions and duties in a way which promotes equal opportunities and good relations. We are committed to making sure that our Board members and staff have the skills to allow them to do this. We have designed our equality scheme to help us put equality into practice.



Get your copy now

You can download a copy of the scheme in either Acrobat PDF or MS Word format now by visiting www.nipolicingboard.org.uk.