### Report of the Chief Constable to the Chair and Members of the Audit Committee

### 23rd March 2017

**Executive & Presenting Officer: Mr Simon Nickless, Deputy Chief Constable**

**Status: For Decision**

**Annual Equality Report**

**1**. **Purpose**

* 1. This report is to update Members on the organisation’s continued commitment to promoting fairness and equality across and outside the organisation.

**2**. **Recommendations**

* 1. That Members note the attached Annual Equality Report.

1. **Reasons**

3.1 The agreed Terms of Reference for the Joint Independent Audit Committee include the provision for “overseeing the effectiveness of the framework in place for ensuring compliance with statutory requirements (and in particular those in respect of health and safety and equalities and diversity)”.

3.2 In order to comply with equality regulations, Cleveland Police will publish an Annual Equality Report. The Everyone Matters Team have now produced the report and it seemed sensible to share it with the Committee now, rather than wait till the scheduled time on the Audit Committee work programme.

**4.** **Implications**

4.1 Finance

There are no financial implications arsing from the content of this report.

4.2 Diversity and Equal Opportunities

There are no diversity or equal opportunity implications arising from the content of this report.

* 1. Human Rights Act

There are no Human Rights Act implications arising from the content of this report.

4.4 Sustainability

There are no sustainability implications arising from this report.

4.5 Risk

There are no risk implications arising from the content of this report.

**5. Conclusions**

5.1 The Everyone Matters Strategy and detailed delivery plans provide a road map to deliver our equality objectives and to make a lasting difference to our communities and staff.

Iain Spittal

Chief Constable