

# DISABILITY EQUALITY SCHEME

NOVEMBER 2006



Greater Manchester  
**POLICE**



## Foreword

I introduce this Disability Equality Scheme as the next part in Greater Manchester Police's commitment to fairness and equality. The Scheme sets out the commitment we are making to disability equality.

The aim of this Scheme is to promote equality of opportunity. This written document communicates the way in which my staff and I will endeavour to continue to meet our commitments.

It is vital that we as an organisation continue to function effectively and develop greater community confidence, respect and cooperation and continue to reach our vision of "Fighting Crime and Protecting People".

*Michael J. Todd.*

Michael Todd  
Chief Constable

# Introduction

The Disability Rights Commission makes sure that disabled people are treated fairly and they wrote the Disability Discrimination Act 2005.

This law was made to make sure that people who work for the public should do certain things to make sure that they treat disabled people fairly.

This applies to Greater Manchester Police (GMP), as we work for the public.



**We have to do six things to make sure we treat disabled people fairly; this is called the general duty:**

1. Promote equality of opportunity between disabled people and other people



2. Stop discrimination because someone has a disability



3. Stop people being harassed because they have a disability



4. Help to promote positive attitudes towards disabled people



5. Help disabled people to take part in public life



6.



Take steps to meet the needs of disabled people, by altering the way we go about things

Why we are publishing this Scheme?

The Scheme sets out how we will go about meeting the six parts of the general duty.

The Scheme shows what our different branches will do to meet the needs of disabled people. There is an action plan that shows the steps we are going to take in the future to make sure that disabled people are treated fairly.

## Strategic Approach

We believe that disability equality is important. We believe that treating disabled people fairly helps us to fight crime and protect people. The people in charge of police stations want to be sure that everybody feels safe.



# Diversity Command

In April 2005 we set up a new department called, Diversity Command. This is run by a senior manager and will make sure that disability remains important to everyone in the police.

## Involving Disabled People

So that we knew what disabled people thought of our service, we held meetings with disabled people. They told us what they thought we did well and what we did not do well.

Their opinions have been used to help us write the Scheme and let us know what we need to do in the future to make our service better.



# Looking at what we do already

We looked at how our different divisions and departments do things. We looked at if our policies do allow disabled people to be treated fairly by the police.

For the future, we will look at what we have been told by disabled people to see how we can improve our policies.



We will carry on looking at how many people we employ who have a disability to see if we can do anything to employ more people who are disabled.

We will also look at who is a victim of crime to make sure people feel safe and protected.

# Impact Assessments

We already carry out assessments on all our policies to see if they might treat people unfairly.

An impact assessment asks questions on how the policy might affect groups of people. It looks at whether disabled people would be treated unfairly.

We will continue to carry out impact assessments on any new policies and also any existing policies that have been altered.

# Writing the Disability Equality Scheme and Action Plan

Our Chief Constable believes that it is important that all people should feel safe and protected. This includes disabled people.

To make sure that we keep our promises in the Scheme, he has asked one of his senior officers to make sure that all the actions in the Scheme are carried out.

So that everybody knows what we have promised to do, we will when asked, make the Scheme available in a number of different formats and languages.

We will write a new Scheme every three years. Every year we will write a report on how the scheme is helping disabled people and how far we have got with our action plan. Any new actions will also be included.

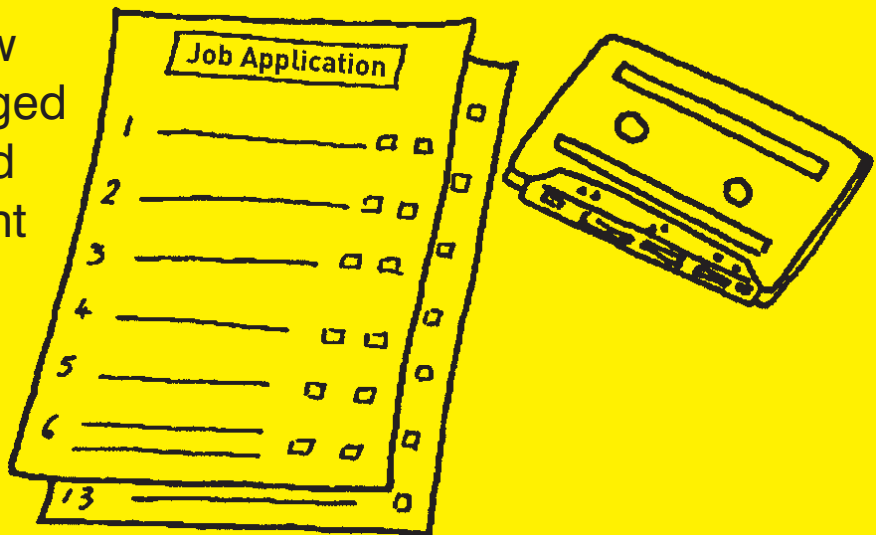


We will continue to involve disabled people by asking groups of disabled people, who are independent of the police, to tell us if what we are doing is right for disabled people.



## Employment

This new law should help us to employ more disabled people. We have had to look at how we advertise jobs and the rules that people have to follow if they have jobs with the police. We also have to look at how a job can be changed so that if a disabled person has the right skills they can be offered that job. These are called “reasonable adjustments.”



# **Recruitment Monitoring**

## **Helping People Stay in Jobs**

Once disabled people have started working with us we want them to stay and if they want, move on to different jobs. That is why we keep a record of all the staff we have that have a disability. This is important for jobs where the number of people with disabilities is very low.

## **Staff Leaving**

All staff that leave GMP are asked to complete a form to see if there are any equality issues causing people to leave. We then ask Senior Officers to make sure changes are made where needed.

## **Suggestions, Feedback and Complaints**

If you need advice about making a complaint about anything please see our leaflet “Making a Complaint About the Police” available at any police station.

**This is the Greater Manchester Police Disability Equality Scheme. If you would prefer a copy of this document in large print please contact us using the details below:**

**Policy and Development Unit, Diversity Command,  
Chester House, Boyer Street, Manchester M16 0RE  
Tel: 0161 856 2206 www.gmp.police.uk**

If you require this document in a different format or language please contact [info@gmp.police.uk](mailto:info@gmp.police.uk) or telephone 0161 856 2284

اگر آپ کو یہ دستاویز اردو میں درکار ہو تو براہ مہربانی ای میل کریں: [info@gmp.police.uk](mailto:info@gmp.police.uk) یا ٹیلی فون نمبر: 0161 856 2284 پر فون کریں۔  
[info@gmp.police.uk](mailto:info@gmp.police.uk) أو بالرقم الهاتفی 0161 856 2284 إذا رغبت في الحصول على هذه الوثيقة باللغة (العربية)، فنرجو الاتصال بالبريد الإلكتروني

若是你想索取這份文件的中文譯本，請致電 0161 856 2284 或以電郵 [info@gmp.police.uk](mailto:info@gmp.police.uk) 聯絡我們。

এ দলিলটি বাংলা ভাষায় পেতে হলে অনুগ্রহ করে [info@gmp.police.uk](mailto:info@gmp.police.uk) ঠিকানায় অথবা 0161 856 2284 নম্বরে যোগাযোগ করুন।

જો તમને આ દસ્તાવેજ ગુજરાતી ભાષામાં મેળવવો હોય તો મહેરબાની કરીને [info@gmp.police.uk](mailto:info@gmp.police.uk) નો સંપર્ક

સાધો અથવા 0161 856 2284 ઉપર ટેલીફોન કરો.

**Pictures from  
People FIRST  
020 7485 6660**



**Greater Manchester  
POLICE**