

# EQUAL OPPORTUNITIES EMPLOYMENT



**POLICE & CRIME  
COMMISSIONER**  
For Leicester,  
Leicestershire & Rutland  
Your Communities - Your Commissioner

The Office of the Police and Crime Commissioner for Leicestershire aims to be recognised both locally and nationally as an organisation people choose to work for because of its reputation for treating people fairly, respectfully and without discrimination.

The Leicestershire Police and Crime Commissioner wants to create a culture where people of all backgrounds and experience feel appreciated and valued. It is committed to achieving equality of opportunity in service delivery and employment.

All people who access services, members of the public, job applicants and employees will be treated fairly and without discrimination.

The Leicestershire Police and Crime Commissioner will fulfil its legal obligations under the Equality Act 2010, and the associated Public Sector Equality Duty, by giving 'due regard' to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster good relations between different people when carrying out their activities

Discrimination or harassment on the grounds of age, disability, gender identity, marriage and civil partnership, maternity and pregnancy, race, religion or belief, sex and sexual orientation, (or any other unjustifiable criterion), will not be tolerated. We will take a zero tolerance approach and use the disciplinary procedure wherever instances of discrimination and harassment occur.

Our approach to harassment and bullying provides a framework for ensuring individuals have channels for support and are able to report instances of harassment or bullying.

The Leicestershire Police and Crime Commissioner aims to increase the extent that our workforce is representative of the communities of Leicester, Leicestershire and Rutland. All staff will have the opportunity to progress and develop so that this representation is reflected at all levels and across all areas of our organisation.

The Leicestershire Police and Crime Commissioner's approach to equality, diversity and inclusion covers all aspects of employment including vacancy advertising, the recruitment and selection process, career development, training, conditions of service and termination of employment. As a result records will be maintained of an employee's and applicant's age, race, sexual orientation, religion or belief, pregnancy/maternity status, marriage/civil partnership status, gender, gender identity and disability.

The Leicestershire Police and Crime Commissioner will ensure that no-one is unfairly discriminated against when applying for a job or during the course of their employment. All recruiting managers will be appropriately trained, comply with policies and procedures and fully understand equality and diversity to ensure that all applicants are treated fairly, equitably and with dignity and respect.

## EQUAL OPPORTUNITIES MONITORING FORM

### Personal Details

Name:

Title:

Application for the post of:

### Policy Statement

The Leicestershire Police and Crime Commissioner is committed to providing equality of opportunity in terms of employment. The Policy applies to all officers and members of staff and applicants regardless of race, gender, gender identity, marital status, colour, nationality, religion or belief, ethnic or national origin, sexual orientation, age or disability. This commitment applies to all issues affecting recruitment, training, transfer and promotion including terms and conditions of service.

To assist us in assessing the effectiveness of this policy and only for this reason, please complete the following details. This information will NOT be used in deciding your suitability for the post.

Gender
Male
Female
Prefer to self-describe
Prefer not to say

Age
Under 26
26-40
41-55
Over 55
Prefer not to say

Religious belief/faith
Buddhist
Christian
<small>(inc Church of England, Catholic, Protestant and all other Christian denominations)</small>
Hindu
Jewish
Muslim
Sikh
None
Any other religion or belief
Prefer not to say

Sexual Orientation
Gay/Lesbian
Bisexual
Heterosexual
Prefer to self-describe
Prefer not to say

Disability
Yes
No
Prefer not to say

Have you undergone gender reassignment
Yes
No
Prefer not to say

Marital Status
Civil Partnership
Cohabiting/Partnered
Divorced
Married
Re-married
Separated
Single
Widowed
Prefer not to say

Ethnic Origin	
White:	English/Welsh/Scottish/Northern Ireland/British
	Irish
	Gypsy or Irish Traveller
	Any other White background
Mixed:	White and Black Caribbean
	White and Black African
	White and Asian
	Any other mixed background/multiple ethnic background
Asian:	Indian
	Pakistani
	Bangladeshi
	Chinese
	Any other Asian background
Black:	African
	Caribbean
	Any other Black/African/Caribbean background
Other:	Arab
Other:	Any other ethnic group