

Police Federation  
Of England and Wales



Ffederasiwn Heddlu  
Lloegr a Chymru

Established by Act of Parliament

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FROM THE GENERAL SECRETARY'S OFFICE

IR/sg

19 July 2010

**JBB CIRCULAR NO : 016/2010**

Dear Colleagues

### **EQUALITY ACT (POSITIVE ACTION PROVISIONS) WORKING GROUP**

As you are aware the Equality Act, received Royal Assent on 8 April 2010. The main purposes of the Act are to harmonise discrimination law and to strengthen and simplify the law on equality. The Act is intended to come into force on 1 October 2010.

For the PFEW constitution and our representative structure, the most relevant section of the Act, is Section 158, containing the positive action provisions. These provisions apply to the following protective characteristics, namely;

- disability;
- gender reassignment;
- race religion/belief;
- sex;
- sexual orientation.

In the current representative structure of the PFEW, positive action is taken only in respect of gender.

To fully consider the scope of positive action provision (if any) appropriate within the Federation structure for the future, the JCC has established a JCC Working Group entitled Equality Act (Positive Action Provisions). The make up of the Group is the JCC General Secretary, the three separate rank committee General Secretaries, the three national reserve seat members, the Equality Sub Committee Secretary and additional support from research, communications and legal representatives.

**Represent · Influence · Negotiate**

To date this group has met on two occasions the 6 May and 21 June.

At the June JCC Statutory meeting an agenda paper was tabled for full discussion. The JCC agreed the membership of the Working Group as outlined above; the aim and terms of reference (attached); and a National Election Nomination and Monitoring Form (attached) for the forthcoming triennial elections. The JCC endorsed the continued implementation of the PFEW voluntary diversity equality scheme and that the PFEW will continue to maintain the reserve seat position for the triennial period 2010 -2013 whilst the future of positive action within the representative structure is reviewed with a view to any amendments to the Police Federation Regulations being implemented in good time before the 2013 triennial elections.

A full consultation exercise of the options available will be conducted by the Working Group over the next 18 months.

The decision to maintain the reserve seat for the next triennial period will enable JBBs to now finalise their constitutions and election processes in the normal manner.

In addition, a presentation will be made by the Chair and Secretary of the Working Group at the JBB Chairmen and Secretaries' meeting on 21 July 2010 giving further details and information.

We would request that all JBBs use the attached National Election Nomination and Monitoring form for any person who stands for election (successful or otherwise). The important data collated from these forms will be used alongside other consultation exercises to inform future decisions in respect of the reserve seat structure, the position of members with other protected characteristics, and seeking to secure wider participation in the Federation in compliance with the Equality Act 2010.

Yours sincerely

A handwritten signature in black ink that reads "Ian Rennie". The signature is written in a cursive style with a large initial 'I'.

**IAN RENNIE**  
**General Secretary**

**Aim:**

To ensure that the PFEW is an inclusive organisation committed to promoting equality and diversity by being representative of the members we serve.

**Terms of reference:**

1. To consider the implications of the Positive Action Clauses within the Equality Act 2010 on the structures of the PFEW.
2. To consider the steps necessary to ensure compliance with the Positive Action Provisions.
3. To undertake continual monitoring of the composition of the organisation as part of the Positive Action Provisions.
4. To ensure that all actions, processes and progress related to the Aims are fully communicated to all constituent parts of the PFEW.
5. To make recommendations to the JCC

**THE POLICE FEDERATION OF ENGLAND AND WALES**

**NOMINATION FORM 2010 – 2013 ELECTIONS**

.....**JOINT BRANCH BOARD**

**POSITION FOR WHICH STANDING.....**

**(PLEASE PRINT DETAILS IN BLOCK CAPITALS)**

<b>NAME OF PROPOSED</b>	<b>PROPOSER</b>	<b>SECONDER</b>

.....  
**Signature of Proposed**

.....  
**Signature of Proposer**

.....  
**Signature of Seconder**

**NB COMPLETED NOMINATION FORMS TOGETHER WITH THE MONITORING FORM MUST BE RETURNED TO THE JOINT BRANCH BOARD SECRETARY BY ..... (TIME) ON .....(DATE)**

**For completion by the JBB Secretary: Candidate successful YES/NO**

.....  
**Signature of JBB Secretary**

# Police Federation of England and Wales

## Equality Act 2010 Election Monitoring Form

The Police Federation of England and Wales is fully committed to the elimination of unfair discrimination and the promotion of equality and diversity in its own practices and arrangements and throughout the Police Service in England and Wales.

This questionnaire has been prepared to gather information about candidates standing for election as Federation Representatives to help us to monitor the composition of the organisation and to comply with the requirements of the Equality Act 2010. The information you provide will be held in accordance with the Data Protection Act and will be treated in the strictest confidence.

**If you have any questions or queries about the questionnaire please contact the Secretary of the JCC Equality Sub-Committee.**

### Completion instructions

Please fill in the questionnaire with a tick or write in CAPITAL letters as appropriate.

Name \_\_\_\_\_

Age \_\_\_\_\_ Rank \_\_\_\_\_

Gender Male  Female

Membership \_\_\_\_\_

Joint Branch Board \_\_\_\_\_

Length of service as a police officer \_\_\_\_\_ Years

Length of Service on the JBB  
(If seeking re-election): \_\_\_\_\_ Years

Position/Office to which you are seeking election \_\_\_\_\_

**Please tell us which of the following inspired you to seek nomination to become a Fed Rep?**

You are already a Fed Rep  Encouraged by your Fed Rep

You are standing for a reserved seat  Encouraged by colleagues

Encouraged by a support group  
(eg BAWP, BPA, GPA)  Other (please specify) \_\_\_\_\_

**How did you learn about the election?**

Word of mouth  Force Bulletin/Email

Fed Rep/JBB Officer  JBB Publicity Campaign

Mail shot/Letter  Other

**Ethnicity**

**White**

White British

White European

White Other (Please specify) \_\_\_\_\_

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**Mixed**

White and African

White and Asian

White and Caribbean

Mixed Other (Please specify) \_\_\_\_\_

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**Black or Black British**

African

Caribbean

Black Other (Please specify) \_\_\_\_\_

---

**Asian or Asian British**

Indian

Pakistani

Bangladeshi

Asian Other (Please specify) \_\_\_\_\_

---

**Chinese or Other Ethnic Group**

Chinese

Other (Please specify) \_\_\_\_\_

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**Religion and Belief**

Buddhist

Christian

Hindu

Jewish

Muslim

Sikh

None

Other (Please specify) \_\_\_\_\_

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**Sexual Orientation**

Bisexual

Gay

Heterosexual

Decline to say

**Disability**

Do you consider yourself to have a disability?

Yes  No

Are you registered disabled?

Yes  No

**Thank you for filling-in the questionnaire**

**Please return your completed nomination form and this monitoring questionnaire to your local JBB Secretary.**