

1 EQUALITY ACT 2010 WHO IS PROTECTED?

The Equality Act 2010 protects everyone from **discrimination, harassment and victimisation** in the provision of goods, services and public functions – including policing.



THE 9 PROTECTED CHARACTERISTICS

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| Age | Disability | Gender Reassignment | Marriage & Civil Partnership | Pregnancy & Maternity |
| Race | Religion or Belief | Sex | Sexual Orientation | |

WHY THE ACT PROTECTS

- ✓ To uphold human rights and dignity
- ✓ To ensure equal access to policing and public services
- ✓ To address historical and ongoing inequalities and barriers
- ✓ To build trust, confidence and legitimacy in policing

PROTECTS FROM THESE BEHAVIOURS

- ✗ Direct Discrimination
 - ✗ Indirect Discrimination
 - ✗ Harassment
 - ✗ Victimisation
- These are unlawful. Everyone has the right to be treated with fairness, respect and dignity.

The law is the same for everyone. Our duty is to apply it fairly and without bias.

2 PUBLIC SECTOR EQUALITY DUTY & POLICING

Under the Equality Act 2010, police forces (as public authorities) must have 'due regard' to the need to:

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| ELIMINATE DISCRIMINATION Tackle unlawful discrimination and harassment and promote equality for all. | ADVANCE EQUALITY OF OPPORTUNITY Remove or reduce disadvantages faced by people with protected characteristics and meet their needs. | FOSTER GOOD RELATIONS Encourage respect, understanding and positive relationships between people from different backgrounds. |
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IN PRACTICE THIS MEANS POLICE MUST:

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| Assess the impact of policing policies, practices and decisions. | Use equality data and community insight to identify issues and barriers. | Take positive action to improve outcomes and access. | Engage with communities and listen to lived experience. | Review and monitor progress regularly. |
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This duty is about fairness, not favouritism. It ensures policing is effective, inclusive and accountable.

3 GREATER MANCHESTER POLICING: 10 BOROUGHES, ONE COMMITMENT TO EQUALITY

We police a diverse city-region of 10 boroughs and 2.8 million people. We use evidence, scrutiny and community voice to drive equitable policing.



OUR 10 BOROUGHES

- Bolton
- Bury
- Manchester
- Oldham
- Rochdale
- Salford
- Stockport
- Tameside
- Trafford
- Wigan

WHAT THE RESEARCH TELLS US (GMP 2023/24)

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| We continue to see disproportionality in stop and search. | Black people are 2.4 times more likely to be stopped and searched than White people. | Asian people are 1.4 times more likely to be stopped and searched than White people. |
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We are committed to understanding the reasons, taking action and holding ourselves to account – borough by borough.

Local accountability matters. Independent Community Scrutiny Panels operate in each borough to provide challenge and assurance.

4 GOOD EQUITABLE POLICING: EVERY DAY, EVERY CONTACT

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| EXPLAIN Be clear about the reason for contact, what you are doing and why. | RECORD ACCURATELY Record ethnicity and all relevant information honestly and completely. |
| CHECK ASSUMPTIONS Use information, not stereotypes. Challenge bias. See the person, not the label. | MAKE ADJUSTMENTS Provide reasonable adjustments for disabled and neurodivergent people. |
| BE TRANSPARENT Use body-worn video effectively and proportionately. Record accurately. | USE POWERS FAIRLY Use stop and search and other powers only when necessary, proportionate and lawful. |
| LISTEN & RESPECT Listen to people. Be professional, patient and respectful at all times. | SAFEGUARD & SUPPORT Identify vulnerability, signpost support and protect the most at risk. |
| KNOW YOUR COMMUNITY Build relationships, understand local issues and work with community partners. | LEARN & IMPROVE Reflect, learn from feedback and data, and keep getting better. |

Small actions, every day, build trust and legitimacy for everyone.

5 STOP AND SEARCH: FAIR, LEGAL, PROPORTIONATE

A powerful power. We use it with integrity and accountability.

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| REASONABLE GROUNDS Must have reasonable grounds to suspect an individual. | EXPLAIN Clearly explain the reason, the power and their rights. | DIGNITY & RESPECT Treat everyone with respect. No humiliation. No unnecessary force. | RECORD Record the search and outcome accurately and immediately. | REVIEW & SCRUTINY Subject to local and national scrutiny and independent oversight. |
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| GMP STOP AND SEARCH DATA APRIL 2023 – MARCH 2024 45,914 Stop and searches carried out | DISPARITY RATES (compared to White people) 2.4x Black people | 1.4x Asian people |
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We know the disparities are not acceptable. We are taking action to understand, reduce and eliminate them.

6 POLICING SPECIFIC GROUPS WELL

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| NEURODIVERSE PEOPLE <ul style="list-style-type: none"> Use plain language and short sentences Allow extra processing time Reduce sensory overload where possible Avoid interpreting distress as defiance Ask what support they need | BLACK PEOPLE & COMMUNITIES <ul style="list-style-type: none"> Do not stereotype or racial profile Understand cultural expression Explain powers and decisions clearly Recognise historic and current mistrust Listen, engage and co-produce solutions |
| WOMEN & GIRLS <ul style="list-style-type: none"> Trauma-informed and safeguarding approach Offer privacy and same-sex officers where appropriate Be aware of violence against women & girls Take disclosures seriously Respect dignity and autonomy | DISABLED PEOPLE <ul style="list-style-type: none"> Make reasonable adjustments Communicate accessibly Offer support person if appropriate Allow extra time where needed Remove barriers to access and justice |
| FAITH COMMUNITIES <ul style="list-style-type: none"> Respect faith, dress and religious identity Be mindful of prayer, fasting and dietary needs Avoid unnecessary interference Build trust through engagement | LGBTQ+ PEOPLE <ul style="list-style-type: none"> Use correct names and pronouns Do not make assumptions Ensure privacy and confidentiality Provide safe reporting and support Challenge prejudice and discrimination |

Different needs. Same rights. One standard: dignity, respect and fairness.



“Equitable policing is not about treating people differently because of who they are.

It is about ensuring that who they are does not prevent them from receiving fair treatment, equal protection and access to justice.”

One law | One standard | Every person | Every day

